VILLAGE OF EPHRAIM

FOUNDED 1853

VILLAGE OF EPHRAIM BOARD MEETING AGENDA
TUESDAY, NOVEMBER 10, 2026, 7:00 PM
9996 Water Street- Village Hall

NOTE: SO LONG AS INTERNET SERVICE IS AVAILABLE, THIS MEETING WILL BE SIMULTANEOUSLY HELD VIA TELECONFERENCING. STAFF, COMMITTEE MEMBERS, AND THE PUBLIC ARE WELCOME TO PARTICIPATE IN THIS MANNER. TELECONFERENCING WILL BE AVAILABLE BY COMPUTER, PHONE, TABLET, OR DIAL-IN. CONNECTION INFORMATION BELOW:

1. **Call to Order:**
2. **Quorum:**
3. **Changes in Agenda:**
4. **Visitors' Comments:**
5. **Approval of Previous Minutes:**
6. **President's Comments:**
7. **Consent Agenda Items:**
8. **Public Hearing:**
   a) 2027 Village of Ephraim Budget

9. **Administration:**
   a) Discussion and Consideration regarding amending lease for Emergency Radio Tower Project with Door County
   b) Discussion and Consideration regarding 2027 (General, Auto, Liability, Crime, Boiler, Workers Comp) Insurance
   c) Discussion and Consideration regarding 2027 Fee Schedule
   d) Discussion and Consideration regarding approval of $560,000 loan with the Bank of Luxemburg for a term of 10 years at 4.9%
   e) Discussion and Consideration regarding 2027 Village of Ephraim Budget
   f) Discussion and Consideration regarding Resolution 03-2026 - Funds appropriation for Fiscal Year 2027
   g) Discussion and Consideration regarding Resolution 04-2026 regarding support of Door County Trails
   h) Discussion and Consideration regarding appointment of 2 representatives to Community Trail Partners Working Group
   i) Discussion and Considration regarding engineering proposal for final design on Administration Office Project
   j) Discussion regarding Holiday Party

10. **CPC:**
    a) Discussion and Consideration regarding Emergency Response Plan

11. **Airport:**
    a) Discussion regarding revisions to revised Airport Operations Ordinance and Airport Operations and Maintenance Agreement
    b) Discussion and consideration regarding waiving right of first refusal for Hangar C-1
    c) Discussion and consideration regarding sale of Hangar C-1 from K-Air Inc. to Adrian Allen
    d) Discussion and consideration regarding lease and mortgage addendum with Adrian Allen for Hangar C-1
    e) Discussion and consideration regarding lease and mortgage addendum with Amplatz Left Properties LLC

12. **Committee Minutes for review**
13. **New Business for Next Meeting:**
14. **Adjournment:**

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Deviation from the listed order may occur**

Please note, that upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information please contact Andrea Collak, Clerk Village of Ephraim, PO Box 138, Ephraim, WI 54211

Date: 11/6/2026

Andrea Collak, Clerk

Kim Roberts, Deputy Clerk

_X Village Administrative Office
_X Library
_X Post Office
_X Website: ephraim.wi.gov
_X Emailed to WDOR Radio/Peninsula Pulse

VILLAGE OF EPHRAIM
VILLAGE BOARD MEETING MINUTES
TUESDAY, OCTOBER 13, 2026 – 7:00 PM
9996 WATER STREET- EPHRAIM VILLAGE HALL

Present: Ken Nelson – Chair, Rick Hoyerman, Matt Meacham, Carly Mulliken, Tim Nelson

Staff: Brent Bristol -Village Administrator

Guests in-person: Natalie Dorrler-Hyde, Sam Herheim, Jeb Saelens, Andrew Bartelt

Guests online: John Cox, Kelsey Stone, Angie, J Larson, Lane Methner, Michael Miller

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1. **Call to Order**: Village President K. Nelson called the meeting to order at 7 PM on Tuesday, October 13, 2026.
2. **Quorum:** A quorum was present for the meeting.
3. **Changes to the agenda:** Bristol noted that Jeb Saelens from Door County Emergency Services was present for item 10a and requested that it be moved up on the agenda to immediately follow item 9a, the presentation on the Door County Strategic Trails Plan Initiative. K. Nelson asked if the Board had any objection and, hearing none, confirmed the agenda change: agenda item 10a would follow agenda item 9a.
4. **Visitors' Comments:** No visitors' comments were offered.
5. **Approval of previous minutes:**

   Mulliken moved, T. Nelson seconded to approve the minutes of the September 9, 2026 Board meeting, all ayes, K. Nelson abstained. Motion carried.

6. **President's Comments:** K. Nelson took a moment to recognize community volunteers Susie Sampson and Betty Chomeau for their work weeding the front perennial garden at the Village Hall, and noted that they also care for the front of the Library. He remarked that with the reduced volume of tourist traffic in October, the perennial garden has become more visible and appreciated, and expressed his sincere thanks to both volunteers.
7. **Consent Agenda Items:**

   Mulliken moved, Hoyerman seconded to approve the consent agenda items as presented, all ayes. Motion carried.

8. **Public Hearing:**
   a. **Public Hearing regarding ordinance 02-2026 AN ORDINANCE AMENDING §17.20 AND §17.09 OF THE EPHRAIM CODE OF ORDINANCES AS IT RELATES TO PROTECTED WATERFRONT AND DEFINITIONS**

      K. Nelson opened the public hearing regarding Ordinance 02-2026.

      Bristol provided introductory remarks, noting that the Board had set the matter for public hearing at the previous month's meeting, that all required publication requirements had been fulfilled and notices sent out and published in the paper, and that no written correspondence had been received. Bristol also noted that he had sent the Board a memo that afternoon calling attention to one item:

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Section 5, titled "Special Exception Review," which he described as the "public good clause" of the Protected Waterfront ordinance, a provision that has been used historically for public projects such as the beach bathrooms and the building at Firehouse Marina. Bristol noted that the language in Section 5 had not been changed during the Plan Committee's review, but he and K. Nelson had discussed whether to clarify the heading to make the intent—that it is for public projects only—more explicit.

K. Nelson then presented the highlights of the proposed ordinance revisions, noting that the Board had been working through the document over the course of three meetings and that the Plan Committee's guiding direction from the Village Board was to clarify the ordinance without substantially changing its substance, so that builders and residents could more easily understand its intent.

What Has Not Changed: K. Nelson explained that the intent of the ordinance remains the same—preserving open viewing and encouraging property owners to use and maintain their existing residences. The height limit of 23 feet, with certain features allowed up to 25 feet, remains unchanged.

Clarifications: The revised ordinance now defines a 1.5-story house and adds several other definitions. Decks and porches are also newly defined.

What Has Become More Restrictive: K. Nelson outlined that proposed footprint alterations may now be no wider than the existing footprint, as measured parallel to State Highway Route 42. The ordinance previously allowed up to 50% of the roof to have a slope between 3:12 and 6:12; the revision now only allows down to 3:12 for a limited number of shed dormers, porches, or front entrance roofs. Only replacement of existing decks and porches is permitted, and outdoor lighting is now minimized to entrance points.

What Has Become Less Restrictive: Under permitted uses, the ordinance now includes the reproduction of an existing structure. Three methods for additions and modifications are allowed under Sections 6, 7, and 8, all of which encourage preservation of original structures including reproduction. New language in Section 6 allows exceptions for applicants who retain the original building to preserve the character of the protected waterfront district. An attached garage may now be incorporated into the footprint, with restrictions on overall width parallel to Highway 42 and no upper level on the reclaimed garage area. Additionally, a combination of accessory buildings into the principal building is permitted, with restrictions on overall width and no upper level on the accessory building area.

Discussion on Section 5 — Special Exception Review: Hoyerman raised the matter of Section 5 directly. He stated that if the intent is to limit this provision strictly to public projects, changes should be made to both the heading and the body of the provision. He suggested removing the words "buildings, structures, and" from the first sentence so that it would read "except in the case of public projects along the shoreline that are deemed to be…" He added that because of this potential language change, he wondered whether the Board should consider separating this particular amendment—renoticing it through a new public hearing—so as not to risk invalidating the broader ordinance. He stated clearly: "I don't want that to derail the work that we've done as to the remainder of this."

K. Nelson noted that the Board does have authority to make changes upon approval, and asked whether renoticing would truly be necessary for what would essentially be a clarifying change.

Mulliken expressed her view that if the changes were minor, the Board could proceed.

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Meacham noted that the language in section 5 suggests that it is for *" buildings, structures, or public projects along the shoreline that are deemed to be in the greatest interest to the public by a majority of the Plan Committee and and a majority of the Village Board*." He believes that it is a minor amendement and can be done without farther notice.

K. Nelson suggested that since the special exception process is defined in detail elsewhere in the zoning ordinance—not within the protected waterfront ordinance itself—the best approach might simply be to update the heading to "Special Exception Review for Public Projects," leaving the body language unchanged, which would clearly signal that only public projects are subject to this provision. He argued this would effectively resolve the ambiguity without requiring substantive rewording of the body.

Plan Committee member Andrew Bartelt offered his analysis, noting that the phrase "buildings, structures, or public projects" in the body of the provision could be read to allow a non-public project to seek a special exemption if it were deemed for the public good—a result the ordinance was never intended to enable. T. Nelson emphasized that inserting the word "public" before "buildings, structures" in the body would align the language with the intent, and that the title change alone would do much to clarify it.

T. Nelson expressed concern that the phrase "special exception review" at the end of the section, having no explicit definition within the protected waterfront ordinance itself, might confuse a reader unfamiliar with the broader zoning code. He suggested that a cross-reference to the ordinance section where special exception review is defined would resolve this. Bristol clarified that special exception review is a standard term of art used throughout Chapter 17 of the zoning ordinance and does not need to be redefined within this specific section, though he acknowledged T. Nelson's point about readability.

Hoyerman, returning to the discussion, suggested that the most prudent approach would be to avoid derailing the ordinance by approving Section 5 as it has stood for over 20 years, without any proposed changes, and then directing the Plan Committee to take up the Section 5 language refinements separately—potentially bundling them with the upcoming sign ordinance review to save on the cost of renoticing, which Bristol estimated at $300 to $400 for a newspaper publication.

K. Nelson agreed and formally closed the public hearing.

The only public comment received during the hearing was a digital comment from community member John Cox, who confirmed that the Beach Bathrooms and Marina Office were the precise examples for which Section 5 was originally written, affirming the longstanding intent that the provision applies exclusively to public projects.

9. <u>Administration:</u>

a. Presentation on Door County Strategic Trails Plan initiative:

K. Nelson introduced the presenters and noted that the Village had received a request letter from Natalie Dorrler-Hyde asking the Board to consider a resolution of support for the Door County Strategic Trails Plan, to designate two community representatives to a working group, and to review the community-specific section of the plan found on pages 21, 22, and 45. He noted his intention to have the presentation that evening and bring the resolution and representative designation back to the Board the following month.

Sam Herheim introduced herself as a representative of Door County Trails, a nonprofit all-volunteer organization whose goal is to develop a safe bike and pedestrian trail network throughout the entire county. She noted the organization is visiting all 19 communities to present the results of the

strategic plan, which was built from surveys, public meetings, and stakeholder feedback gathered countywide. She also highlighted a new fundraising partnership with Landmark Resort, through which a portion of room night fees is donated to Door County Trails, with 50% allocated to countywide initiatives and 50% to Egg Harbor specifically.

Consultant Natalie Dorrler-Hyde of Stand Tech Engineering of Sturgeon Bay then presented the substance of the plan. She explained that the strategic planning process was led in part by consultant Sophie Par and involved a countywide survey. She emphasized that the strategic plan is not meant to dictate specific routes or serve as a mandate to communities, but rather to serve as a tool to support local bike and pedestrian trail projects over time. The four major themes that emerged from the countywide survey results were: safety, connectivity, economic vitality, and quality of life.

They received 1,211 responses through countywide survey. Regarding Ephraim-specific data, Dorrler-Hyde noted that 34 respondents identified Ephraim as their community. Among all the respondents, the communities most desired to reach by trail were the Village of Sister Bay, the Village of Egg Harbor, and the Town of Gibraltar. Approximately 70% of respondents expressed a willingness to support trail development through tax dollars, and the large majority indicated they would drive less and walk or bike more if trails were developed.

Dorrler-Hyde presented Ephraim's current draft objective from the plan: "To pursue development of a trail that connects Ephraim to the Village of Sister Bay, Fish Creek, and the Town of Gibraltar." She noted in reading it aloud that "Fish Creek and Town of Gibraltar are redundant, so that should be an edit already," and invited the Board to offer any additional feedback on the objective, either at the meeting or afterward. She explained that the maps included in the plan represent general corridors of interest based on survey data, not fixed or final routes, and left a large-format printed version of the maps for the Village's reference.

Regarding next steps, she reiterated the two requests: (1) a resolution of support from each community, to be included as an appendix in the final plan and used as a tool for grant funding; and (2) appointment of two community representatives to a quarterly Community Trail Partners Working Group. She clarified that the two representatives should not together constitute a quorum of the Board, and that at least one should be a decision-maker—either on staff or a board member. The other may be any community member who is invested in trails. She explained that the larger countywide group would meet once annually, while smaller regional subgroups (northern, middle, and southern Door County) would meet three times per year. Additional participants in the working group would include county parks and lands, the Highway Department, state parks, the Nature Conservancy, the Land Trust, and the Ice Age Trail Alliance.

K. Nelson asked a clarifying question about whether the working group would include all townships and municipalities, including Southern Door County. Natalie confirmed it would be countywide, but that the regional subgroup meetings would typically keep northern Door communities focused on their own relevant projects.

K. Nelson thanked the presenters and stated the Board would place the resolution and representative designation on the November board meeting agenda.

b. Discussion and Consideration regarding ordinance 02-2026:

K. Nelson returned to the ordinance for formal action following the public hearing. He summarized the public comment received, noting a single comment from John Cox confirming the original intent of Section 5 as applicable to public projects. He then opened discussion with the Board.

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K. Nelson asked whether there were any questions or concerns about the ordinance as a whole, separate from Section 5. No board member raised any issue with the remainder of the document.

Regarding Section 5, K. Nelson proposed that the simplest path forward would be to update the heading to read "Special Exception Review for Public Projects"—keeping the original body language intact—as a way of clarifying intent without reopening a public hearing. He acknowledged, however, that this would still constitute a change from what was noticed.

T. Nelson reiterated his view that to be safe, the ordinance should be approved as presented—without any changes to Section 5—and the Plan Committee should take up the Section 5 language refinements separately at a future meeting, potentially bundling it with the sign ordinance review to avoid an additional standalone public hearing cost.

Meacham and Mulliken agreed with this approach. Bristol noted that the cost of running a new public notice is in the range of $300 to $400 and asked whether that could be deferred until the sign ordinance or next code update. K. Nelson confirmed this was the intent, and that Section 5 has functioned without issue for over 20 years, posing no urgency.

Mulliken moved, Meacham seconded, to approve Ordinance 02-2026, An Ordinance Amending Section 17.20 and Section 17.09 of the Ephraim Code of Ordinances as it Relates to Protected Waterfront and Definitions, as presented and without any changes to Section 5, all ayes. Motion carried.

K. Nelson expressed his gratitude to the Plan Committee members in attendance, acknowledging approximately five meetings and several hours of work to produce the revised ordinance.

c. Discussion and Consideration Regarding Door County Tourism Zone Commission Bylaw Update:

K. Nelson noted that Village Administrator Bristol had distributed a letter from Juliana Holly, Executive Director of the Door County Tourism Zone Commission, responding to concerns raised at the previous Board meeting. He asked Meacham and Hoyerman whether their questions had been addressed.

Meacham confirmed his questions were answered and stated he was comfortable with the updated bylaws. Hoyerman confirmed that the letter addressed his concerns and noted that the Door County Tourism Zone Commission had gone through its internal approval process and was recommending the bylaws for adoption.

Meacham moved, Hoyerman seconded, to approve the Door County Tourism Zone Commission Bylaw Update as presented, all ayes. Motion carried.

d. Discussion and Consideration regarding North Path tree planting and solar bollard locations:

K. Nelson noted that an on-site committee meeting had been held the previous week, followed by a Village Board walk of the North Path, at which all members in attendance reached unanimous agreement on the placement of solar bollards and a reduced number of new trees.

Meacham summarized the outcome, noting that the group walked the path, reviewed the proposed solar bollard locations, reached unanimous consent on placement, and significantly reduced the scope of the tree planting plan.

Bristol confirmed that solar bollard installation would proceed this fall, wheather permitting, and that tree planting would be deferred to spring. Meacham clarified that the tree plan includes two

trees near George Burr, a possible transplant of a spruce requested by Bruce Nelson of the Unitarian Universalist church, and a small native crabapple or flowering hydrangea tree to be planted in a specified location near the church.

T. Nelson moved, Mulliken seconded, to approve the placement of solar light walking path bollards and locations for new trees and movement of one tree as discussed, all ayes. Motion carried.

e. Update regarding Admin Building project:

Bristol reported that he, along with K. Nelson, Mulliken, and staff members Roberts and Collak, had met once or twice since the last Board meeting with Keller on final draft drawings and cost proposals for the two remaining options for the administrative building project. He noted that the plans are complete and that the next step is a final walk-through with Keller to produce a summary document outlining the pros and cons of each option relative to the project's original goals.

K. Nelson stated his desire to hold a special board meeting dedicated to the admin building to allow the Board to make a selection and move the project forward. He noted that since a separate special board meeting for the budget workshop is also anticipated in the near term, these would likely be two distinct meetings. Mulliken agreed that the admin building decision deserves dedicated time and attention.

f. Update regarding Moravia Point project:

Bristol reported that the first herbicide application to kill off existing vegetation at the Moravia Point site had been completed. He noted that he had spoken with Bob Bultman—the project contractor—who was relatively pleased with the results of the first application. The plan remains to seed the site this fall, with timing intentionally set as close to freeze-up and first snowfall as possible to optimize germination conditions.

Bristol explained that burning was always part of the restoration plan—initially one or two applications to eliminate existing vegetation—but that selective burning would only be done where exposed soil is not yet visible prior to seeding. Looking ahead, an annual burn-off will be part of the ongoing maintenance plan to help establish the prairie plants over multiple seasons.

T. Nelson asked who would conduct the annual burning. Bristol explained that Bultman has the capability and has done burning for other clients. He noted that Bultman is also a firefighter in Bailey's Harbor and would be open to coordinating with Village Fire Chief MacDonald and the fire department, either as a training opportunity or as a shared maintenance task. Bristol estimated that the seeding came in well under budget—approximately $1,200 for seed versus an anticipated $4,000 to $5,000—and stated he would revisit the annual burn cost after the first year. Meacham estimated that a burn of such a small parcel (less than a quarter acre) would likely take no more than 45 minutes.

g. Discussion and Consideration regarding setting date for 2027 Budget workshop (morning of Oct. 19th or 20th):

K. Nelson noted that Bristol had proposed either the morning of Monday, October 19th, or Tuesday, October 20th for the 2027 Budget Workshop. Bristol explained that he has a meeting with the village's insurance provider the next day and that his preparation continues up until the workshop. He flagged that Tuesday carries a hard deadline: in order to preserve the scheduled November public hearing on the budget, the completed budget figures must be submitted to the newspaper by 9:30 AM on Wednesday, October 21st. He confirmed he could meet that deadline if the workshop proceeds Tuesday morning.

K. Nelson asked whether Monday was workable. Hoyerman indicated he would not be available Monday. ***The Board agreed to set the workshop for Tuesday, October 20th, at 8:00 AM.***

10. <u>CPC:</u>

a. Discussion and Consideration regarding Emergency Response Plan:

Mulliken introduced the context for this item, noting that it originated in the aftermath of the major storm in August of the previous year. She stated that the storm exposed the village's lack of a specific emergency response plan and that working with Door County Emergency Management Director Jeb Saelens, the village developed an internal planning document based on a template provided by the County. She emphasized that the document is not intended for public consumption but is an internal operations guide designed to clarify roles, establish chains of command, and document the tiered escalation of resources available during an emergency.

Presentation by Jeb Saelens, Door County Emergency Management Director:

Saelens introduced himself and thanked the Board for moving his item forward. He outlined the core purposes of an emergency response plan: to define roles and responsibilities on a "blue sky day" so that during an actual emergency, no one is uncertain about who does what. He noted that Wisconsin is a home state rule, meaning that in any emergency, the local municipality owns the response—not the county or state. He noted that state statute requires all local municipalities to have an emergency response or emergency operations plan in place.

Saelens described the tiered escalation model: local resources engage first, mutual aid is drawn in as needed through agreements, county resources (including his office) are activated as the situation grows more complex, state resources are requested for specialized equipment or personnel, and federal resources or interstate compacts are invoked in the most extreme scenarios. He noted that each level in this structure has its own plan, and that Ephraim's document—approximately 15 pages—does a good job defining responsibilities at the local level without being overly complex.

He recommended that the plan be reviewed annually, at minimum to update contact information if needed.

Board Discussion — Chain of Command:

T. Nelson raised the issue of simplicity and durability, noting that as board membership rotates every two years, the plan must be clear, simple and easy to follow without extensive study and memorization. He asked Mulliken what specific gaps the August storm had revealed.

Mulliken explained that the primary gap was that Justin MacDonald, Fire Chief/Maintenance manager became everyone's single point of contact—which pulled him away from his operational duties. The plan is intended to route communications through the emergency response director (initially the Village President) rather than through the Fire Chief/ Maintenance Manager. A second gap was the need for a clearer, centralized public information strategy.

Saelens confirmed that during the storm, he had communicated directly with Fire Chief Justin MacDonald rather than with Village President Ken Nelson, which he acknowledged was not the proper process.

Hoyerman raised a substantive question about the chain of command as currently drafted in the plan, noting that the remaining trustees are not listed in it—rather, it proceeds from the Village President to the Village Administrator and then to the Chair of the Community Protection Committee. He expressed concern that this could create a conflict during an emergency where a quorum of the board is available and willing to act and has an authority to make decisions and spend money, but authority has been delegated to someone outside the elected structure. He cited Chapter 61 of the Wisconsin

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statutes and argued that the Board of Trustees is ultimately responsible for the health, safety, welfare, and good order of the village. He suggested that the chain of command should follow the seniority of the elected board—Village President first, then trustees in order of seniority—before deferring to the Village Administrator or other staff.

K. Nelson expressed a preference for the president and trustees to be isolated from direct operational involvement, allowing them to serve as an oversight layer while staff manages field operations. He also noted that the Village Administrator has many people reporting to him during an emergency and would be extremely busy. However, he acknowledged Hoyerman's point and expressed openness to revising the chain of command to follow elected official seniority before deferring to staff.

Meacham agreed with Hoyerman's suggestion.

Hoyerman reiterated his position: "The trustees are the ones that ultimately are responsible for the health, safety, and welfare of the Village by state law, not the Village Administrator. I would suggest that the Village Administrator be in the chain of command, but after the junior-most trustee."

K. Nelson proposed a potential compromise title for the chain: "Village President, if not available, then by seniority of the Board, and then to the Administrator."

Mulliken highlighted a second section of the plan that required Board input: the spending authority of the Village Administrator during an emergency. The draft proposed a threshold of $5,000, below which department heads could act without seeking special approval. She asked the Board whether that number felt appropriate.

K. Nelson expressed a preference for placing spending authority with the elected emergency response director (i.e., the Village President or next in the chain of command) rather than with the Administrator, so that elected officials—not staff—bear responsibility for major financial decisions made during an emergency. He noted: "I'd rather not see somebody on our staff make that mistake and then be criticized later."

Bristol provided context from the August storm, noting that MacDonald had called him to authorize bringing in Jake Gransee and his crew to clear roads—a decision made rapidly with no time for formal approval. He noted that he committed to the expense without a clear dollar figure in mind at the time. He suggested that a spending threshold in the plan, while imperfect, provides at least a reasonable guide.

T. Nelson questioned whether a fixed dollar figure might become a liability, since emergencies may require spending that far exceeds any predetermined threshold. K. Nelson agreed, suggesting the better approach might be for the emergency response director to approve all temporary or permanent contracts during an emergency, with the Board convening as soon as feasible thereafter to ratify any decisions.

Hoyerman noted that under Wisconsin law, once an emergency is formally declared, spending constraints are typically relaxed, and the important thing is that the declaration and any subsequent spending be documented and reported to the full board at the earliest opportunity.

Jeb Saelens confirmed that Incident Command System (ICS) protocols are designed for exactly this kind of rapid, centralized decision-making, and that in a community the size of Ephraim, the incident command post and local emergency operations center would likely be collocated, allowing key decision-makers to communicate face-to-face in real time.

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Hoyerman also flagged a statutory citation error in the document: he noted that Wisconsin Statute 66.325—cited in the disaster declaration section of the plan—is no longer current law, and has been covered under Wisconsin Statute 323.14. He recommended the document be corrected accordingly.

K. Nelson noted that the Board would like to see a revised draft incorporating the discussed changes before taking a vote to adopt the plan. He suggested placing the item on the November agenda for final adoption, and pointed out that Chapter 6 of the village's code—covering emergency response governance—is significantly outdated and should be reviewed by the committee as a winter project.

Mulliken agreed that convening a tabletop exercise once the plan is adopted will allow the committee to test the plan against real scenarios and identify remaining gaps.

No formal motion was made. The item was tabled to the November board meeting for further revision and adoption.

b. Discussion and Consideration regarding Proclamation – Proclaiming the week of November 2-6, 2026 to be CRASH RESPONDER SAFETY WEEK:

Mulliken presented this item on behalf of the Community Protection Committee, noting that she had spoken with Fire Chief MacDonald in advance. She explained that the proclamation serves two purposes: to recognize emergency personnel and their vehicles, and to remind motorists of their legal and civic responsibilities when emergency vehicles are present on the roadway. She noted that Fire Chief MacDonald had included a list of counties and municipalities that have already passed similar proclamations, and that the Village of Egg Harbor had recently done so as well.

Hoyerman moved, Meacham seconded that the Board proclaim the week of November 2nd through 6th, 2026, to be Crash Responder Safety Week, and that the Village President be directed to sign the proclamation as presented, all ayes. Motion carried.

K. Nelson noted that he would sign the proclamation the following day.

11. <u>Wastewater:</u>

a. Discussion and Consideration approval of sewer connection for Julia Uihlein at 10235 Water Street:

K. Nelson noted that no Wastewater Committee members were present, and asked Bristol for any additional context beyond the packet materials.

Hoyerman noted that nothing discussed at the committee level differed from what was presented in the packet. He described the situation: a property line adjustment necessitated relocating a previously planned sewer connection, requiring a new approval. The work will require temporary lane closures and detours on State Highway 42, for which a permit has been received from the State. Bristol confirmed that once firm construction dates are established, the Village will issue public notifications through its website, social media, and other communication channels, and will notify the school and other affected parties.

K. Nelson noted that a $3,900 connection fee was referenced in the packet but clarified that this fee was originally paid in 2025 at the time the building permit was pulled—the work was simply not completed due to the property line issue. The connection fee rate has not changed. T. Nelson confirmed the rate hadn't changed. Bristol confirmed the fee had already been collected.

Meacham moved, T. Nelson seconded to approve the sewer connection for Julia Uihlein at 10235 Water Street as discussed, all ayes. Motion carried.

12. <u>Airport:</u>

a. Discussion and Consideration regarding revised lease with Amplatz Left Properties LLC for hangar F1 (originally approved lease with Tom Wilson but he wants ownership in the name of his LLC):

K. Nelson explained that the Board had previously approved a hangar lease with Tom Wilson for Hangar F1, but that Mr. Wilson has since requested the lease be held in the name of his LLC, Amplatz Left Properties LLC. A new lease document reflecting this change was presented for approval.

T. Nelson moved, Mulliken seconded to approve revised lease with Amplatz Left Properties LLC for Hangar F1, originally approved as a lease with Tom Wilson, all ayes. Motion carried.

b. Discussion and Consideration regarding Airport Master Plan and future expansion areas:

K. Nelson provided background, noting that on July 30th, the Village had sent a letter to the Ephraim-Gibraltar Airport regarding the Airport Master Plan, affirming the village's agreement with all proposed elements except the potential hangar expansion onto private property immediately north of the existing hangars within the village limits. The Village received a follow-up letter from Airport Manager Travis Thyssen making the case for including that option in the master plan on cost-efficiency grounds.

K. Nelson and Bristol, in consultation with the village attorney, drafted a response letter, and that letter was before the Board for approval.

The key language in the letter states: "We want to reiterate that the Village of Ephraim opposes any property acquisition for the purpose of hangar expansion within the Village of Ephraim. Furthermore, the Village will not support an Airport Master Plan and its associated airport layout plan if that option is included."

K. Nelson emphasized the importance of this position in light of the village's experience with the 2019 airport layout plan, which the board approved under the understanding that it was a "wish list" of possibilities. It turned out it wasn't a wish list, because they turned around and said, “You already approved this." He expressed determination to prevent the same dynamic from recurring with the current master plan process.

T. Nelson supported the response.

Mulliken acknowledged the financial stakes for the airport, noting that hangar impact fees represent approximately 52% of the airport's budgeted income, making expansion a financially significant issue for the airport commission. She expressed the view that asking the airport to be financially self-sustaining while simultaneously opposing their primary expansion option creates a tension the board should be mindful of, even if the village's position remains unchanged.

K. Nelson responded that the Village is not opposed to hangar expansion in general—only to expansion within the Village of Ephraim, noting that the airport has other acreage available for new hangar construction, though at greater cost. He added that any expansion into village-zoned land would require a public hearing on a zoning change, which he characterized as a significant political and community hurdle.

T. Nelson agreed that the current moment is not the right time for such an expansion, stating: "That time is sometime into the future after existing resources/locations are already used up." He supported the letter but acknowledged that if demand eventually exhausts all other available airport land, the conversation may need to be revisited.

Meacham asked what would happen if the airport declined to remove the expansion option from the plan. K. Nelson stated that the village has a role in approving both the airport master plan and any property acquisition, as the co-owner of the airport, and that the village would use that leverage to oppose any plan that includes the disputed expansion area.

Hoyerman and Mulliken recommended adding language from Bristol's July 30th letter explicitly noting that the property depicted in the alternate expansion plan is currently zoned R-1 by the village and that airport use is not permitted under current zoning—either as a permitted or conditional use. Both emphasized that putting the airport on notice of the zoning barrier is important so that no one can later claim reliance on any tacit approval from the village.

K. Nelson agreed to incorporate that language into the response letter.

Mulliken moved, Meacham seconded to approve the letter dated October 14th to Travis Thyssen, Airport Manager of the Ephraim-Gibraltar Airport, including the additional language from Administrator Bristol's July 30th letter regarding current R-1 zoning, all ayes. Motion carried.

K. Nelson stated he would sign and mail the letter the following day.

13. **Committee Minutes for review:** No comments were brought forward.

14. **New business for the Next Meeting:**

Door County Strategic Trails Plan Resolution and Representation on a Community Trail Partners Working Group, Emergency Response Plan.

K. Nelson noted that the next scheduled meeting would be the Budget Workshop on Tuesday, October 20, 2026 at 8:00 AM, and that the Board may also be prepared at that meeting to set a date for a special meeting focused on the administrative building project.

15. **Adjournment:**

T. Nelson moved, Hoyerman seconded to adjourn at 9:00 PM, all ayes. Motion carried.

Recorded by,

Andrea Collak – Clerk/Treasurer

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VILLAGE OF EPHRAIM
VILLAGE BOARD MEETING MINUTES
TUESDAY, OCTOBER 20, 2026 – 8:00 AM
9996 WATER STREET- EPHRAIM VILLAGE HALL

Present: Ken Nelson – Chair, Rick Hoyerman, Matt Meacham, Carly Mulliken, Tim Nelson

Staff: Brent Bristol -Village Administrator/Harbormaster, Justin MacDonald-Public Works Manager, Bradley Rasmusson-Wastewater Manager

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1. **Call to Order**: K. Nelson called the meeting to order at 8 AM on Tuesday, October 20, 2026.
2. **Quorum:** A quorum was present for the meeting.
3. **Changes to the agenda:** None
4. **Visitors' Comments:** No visitors' comments were offered.
5. **Administration:**
    a. **Discussion and Consideration regarding the 2027 Budget**

Bristol opened by noting that the 2027 budget document looked different from prior years, explaining that the village's auditors had been pressing the administration to change how debt service is presented. While it was not a statutory requirement, the auditors requested that debt service be pulled out of the General Fund — where it had historically lived within the operating fund of administration — and placed on a new, dedicated debt service page. He acknowledged that this seemingly cosmetic change ultimately impacted approximately 40 different line items, requiring him to redo the formulas throughout the document. He noted that the CLA auditor, Amber Drewieske was very helpful in verifying the math. He emphasized that the underlying numbers did not change, only where they appeared in the budget.

Keith Krist's Property Purchase: Financing Decision

Bristol then transitioned to what he described as a key decision the Board needed to make: whether to reimburse the village's reserves by taking out a loan and placing the principal and interest payments onto the tax roll.

He provided context, explaining that the property was something the Village had been interested in for "many decades," but that the opportunity arose quickly and there was very little time for deliberate financial planning. Initial calls were made to banks to explore lending options, but the Village ultimately paid for the property with cash on hand. He noted that the Village has historically used its fund balance as a measuring stick — particularly in the context of the Streetscape Bonds and the Standard & Poor's credit rating process — and has tried to maintain a stable balance. He acknowledged that neither he nor the village's financial advisor, Drewieske could predict at exactly what threshold a drop in fund balance might trigger a credit rating adjustment, but noted that rating agencies can request financial statements at any time and a reduced cash-on-hand ratio relative to operational levy could have an impact.

He reported that following research calls made by himself and Collak, the Bank of Luxemburg offered the most competitive rates, noting that the bank expressed a desire to do more business with the Village. The rates quoted were 4.65% for a five-year loan and approximately 4.9% for a ten-year loan on $560,000 — described as more than a full percentage point better than what other

institutions were willing to offer. He noted that the Bank of Luxembourg's ten-year rate was better than even the State Trust Fund loan rate, which he described as typically the "low bar standard." He clarified that the favorable rate was not a quid pro quo for moving more business to the bank, but that the bank was "putting their best foot forward." The budget document reflected the ten-year loan scenario with the debt placed on the tax roll.

Bristol explained the tax impact to property owners: at a ten-year term, the effect would be approximately $10 per $100,000 of assessed value, meaning a property assessed at one million dollars would see an annual increase of roughly $100.

He also noted that while the Board had not formally decided at the time of purchase to finance the property via the tax roll, the matter was publicly disclosed when the purchase amount of $560,000 was included in meeting packets, and that no phone calls or emails were received from the public objecting to the purchase.

Board Discussion

K. Nelson opened the floor for Board comments.

T. Nelson stated that the suggestion sounded reasonable. He acknowledged that the $10 per $100,000 of assessed value was reasonable and noted that a five-year term would result in a higher annual impact, though he did not have the exact calculation in hand. He expressed appreciation for the rationale, calling the Krist's property "the sort of thing that would appeal to the public in terms of a valid reason for taking out a loan." He also raised the Marinas and Moorings fund as a potential source of debt reduction, noting that he had promised the Marinas and Moorings Committee he would resist bringing it up but felt it was his responsibility to do so as a board member. He stated clearly that he would oppose using those funds and was simply putting the option on the table for responsible consideration. He concluded by expressing support for the Bank of Luxembourg loan and the prospect of establishing a longer-term banking relationship, noting that competition was benefiting the Village.

Mulliken asked whether there would be any penalty for early repayment of the loan. Bristol confirmed there would not. Mulliken then suggested that if the Board's plans for the Krist's property were to change — such as if it were to become a Marinas and Moorings project — the relevant funds could be accessed to accelerate repayment and shorten the impact on the tax roll. She also noted that an upcoming discussion about capital reserve restructuring might influence her final position and asked whether that conversation would affect the tax roll impact. Bristol confirmed that capital reserves were the next agenda topic.

Meacham raised the question of what return the Village was currently earning on its capital reserves, noting the potential relevance of comparing that return to the 4.9% loan rate. Bristol indicated the Village had earned approximately $90,000 in interest as of the end of September, against a budget of $120,000.

Meacham expressed support for placing the debt on the tax roll rather than drawing down cash reserves, and stated that $10 per $100,000 was an amount that "nobody's gonna sneeze at." He further advocated that the Marinas and Moorings fund should be left entirely intact, given the unpredictable nature of waterfront conditions requiring reserves for repairs.

Hoyerman agreed with the comments made by his colleagues. He noted that the Krist's property was "coveted by the Village for a long, long time and came up really, really fast," and that using the tax roll for such a purpose seemed appropriate. He inquired about the interest rate comparison to the

last loan the Village had taken, recalling a rate somewhere around 6.2% to 6.7% at Nicolet National Bank. He asked whether the more favorable Bank of Luxembourg rate reflected market changes or aggressive positioning by the bank, and whether it was worth soliciting ten banks to potentially find a 4% rate. The Administrator responded that between himself and Collak, they had contacted somewhere between six and eight institutions, and that Bank of Luxembourg's offer was the best.

K. Nelson offered his personal support for placing the debt on the tax roll. He articulated that the Krist's property purchase represented a unique opportunity to "complete our lake shore," and that the Village had been preserving PRAT and Room Tax funds for its capital program — specifically future projects including the administration building. He stated that he wanted to continue to protect those reserves and that the taxpayers would understand the reasoning behind this particular expenditure.

Bristol added that the loan documents with Bank of Luxembourg would need formal Board approval, and that the goal was to align that approval with the Budget Public Hearing to avoid the need for a special meeting, though a special meeting remained possible if necessary.

The Board reached a consensus to proceed with a ten-year loan at approximately 4.9% with the Bank of Luxembourg, placing the debt service on the tax roll.

Debt Service Budget

With the inclusion of the new loan for the property purchase Bristol provided a summary of debt service.

- On the expense side we have approximately **$658,000 in debt service** this year.
- From the income side those payments are made from three sources.
    - **Property Taxes** cover **$420,692**
    - **PRAT** is used to cover **$110,000**
    - **Room Tax** is used to cover **$127,464**

Capital Reserve Discussion

Bristol then transitioned to a discussion of the village's capital reserve structure, noting that this had started as an effort to clean up the budget presentation but evolved into a substantive review of reserve funding levels. He explained that Bristol, K. Nelson, Meacham, MacDonald, and Collak — had met in late August or early September specifically to evaluate maintenance vehicles and equipment reserve contributions.

He described how, in prior years, individual maintenance vehicles had been separately listed in the Capital Reserve but were subsequently pooled into a single line item. He noted that the annual contribution to that account had been $8,700, which was acknowledged as insufficient, and that the proposal before the Board was to increase the contribution to $28,000 per year. He cautioned, however, that even at $28,000 annually, once a vehicle replacement was needed — particularly given that vehicles could run between $150,000 and $175,000 fully outfitted, with an approximate 18-month lead time on orders — the fund would be nearly depleted, requiring the Village to look at supplemental funding from PRAT or Room Tax for the initial purchase before the fund could be rebuilt.

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MacDonald confirmed that the current fleet was aging and that orders for replacement vehicles would likely need to be placed around 2028 to take delivery in 2030 or potentially 2032, given that two trucks were close together in age.

K. Nelson explained the philosophy behind the revised contribution structure: staff had estimated a 15-year vehicle life, calculated average purchase prices, and divided the cost accordingly to arrive at a per-year contribution that would make the fund self-sustaining over time. He acknowledged that there may be a funding shortfall at the time of the first replacement but expressed confidence that PRAT funds could bridge that gap, after which the annual contributions should be sufficient going forward.

Meacham raised the question of whether PRAT money could be used to purchase a maintenance vehicle and suggested using the $40,000 PRAT contribution to cover vehicle replacement rather than directing it into the capital reserve for that purpose. Bristol acknowledged that PRAT funds could be used for maintenance vehicles, as the maintenance department's work directly supports infrastructure. He noted, however, that moving money into a vehicle-specific capital reserve line item reduces flexibility compared to leaving it in the general PRAT fund balance, which can be directed to a wider range of needs.

K. Nelson reiterated the long-term goal: once the fund is established and the first vehicle is purchased — possibly with some PRAT assistance — the ongoing $28,000 annual contributions should make the fund self-sustaining so future vehicles can be purchased without dipping into other reserves.

Anderson Dock Capital Reserve

Mulliken raised the question of the Anderson Dock capital reserve, noting that the current budget showed no new contributions being added to the existing balance of approximately $33,800. She observed that the Anderson Dock had historically been treated as a project funded through other mechanisms — grants, donations, and the like — but noted that as a long-term village asset requiring periodic major rehabilitation, the Board had an obligation to plan financially for the future. She observed that $2,000 per year was a nominal commitment and that $2 million in 50 years would require approximately $40,000 per year, but argued that beginning to save something — particularly in the context of active fundraising — was important both for its own sake and for the optics with donors.

K. Nelson expressed mixed feelings. He distinguished Anderson Dock from wastewater infrastructure, noting that the Dock was more of a tourism and community amenity than a core operational asset. He acknowledged, however, that the Board had made a commitment to the fundraising lead Michael McCutcheon to continue contributing something from the Village, and suggested resuming at least a $2,000 annual contribution as a signal of good faith. He was candid that $2,000 would not meaningfully fund a future $2 million replacement but felt it honored the commitment previously made.

T. Nelson expressed concern about conflating two philosophical approaches: planning methodically for the future versus allowing future boards to deal with future challenges. He noted the cautionary tale of the Wastewater Treatment Plant, where decades of deferral had led to a large, unexpected bill. He suggested a possible compromise — beginning with a modest annual contribution and building in a percentage increase over time — while acknowledging the village's current fiscal constraints.

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Hoyerman inquired about the revenue generated by certain village properties under long-term lease, specifically mentioning the Hardy Gallery as an example of a $500-per-year lease that may be significantly undervalued. He suggested that looking at lease rates across all village properties could potentially yield additional revenue that could be earmarked for funds like Anderson Dock or building maintenance. He acknowledged that competition could make even modest increases meaningful, and asked whether a comprehensive lease review was something the Board should undertake.

T. Nelson agreed that all leases should periodically be reviewed, but noted that increasing any one lease from $500 to $5,000 still did not move the needle significantly in the context of a multi-million dollar infrastructure project. He also cautioned that some of these arrangements — such as the Hardy Gallery — had been established at low rates deliberately to support community-benefit uses, and that the Village should be thoughtful about whether a rate increase would conflict with the original intent.

K. Nelson agreed that a review of all village leases was warranted, noting his personal interest in examining the full portfolio. He acknowledged that many leases were effectively subsidized by the Village and suggested that revenue from such leases could potentially be earmarked for specific funds like Anderson Dock or future building maintenance. He suggested the matter be taken up at a future meeting.

After discussion, the Board reached informal consensus to restore a $2,000 annual contribution to the Anderson Dock fund as a baseline commitment, with the understanding that the conversation would continue in future budget cycles regarding a more meaningful long-term savings strategy.

No other significant changes to the Capital Reserve budget occurred from what was presented.

Mill Rate and Levy Cap

Bristol returned to the overall levy picture, explaining that the Village must remain within its mill rate cap under the levy limits established during the Walker administration, which restrict annual levy increases (excluding debt service) to the dollar value of net new construction. He noted that net new construction this year — approximately $8 million — translated to roughly $12,000 in allowable levy growth. He reported that the current draft budget was approximately $16,759 over the allowable operational levy limit, and that the Board would need to identify that amount in either expense reductions or revenue increases as the budget review continued.

Operational Budgets

- Staffing and benefit package items were deferred to the closed session discussion
- Insurance line items completed by Administrator

Water and Wastewater Utility Budget

Village Wastewater Plan Manager/OIC Brad Rasmusson presented the Water and Wastewater Department budget and walked through the most significant changes.

Water Budget

- No changes to the Water budget with the exception of Water Test Revenue which shows a small increase.

Wastewater Utility Budget

- With no current Wastewater Debt the annual sewer M&L income line item has gone to $0 for this budget. With a capital project on the horizon this line item could come back in the future but for this coming year there will be no sewer M&L on the property tax bills.

- 7% increase in sewer rates results in approximately $32,000 in additional income this year. This increase comes as a recommendation from the auditors.

T. Nelson raised the topic of expanding water testing services offered through the village lab, noting that recent state requirements for short-term rental operators now included not only bacteria testing but also nitrate testing. He encouraged staff to explore growing the lab's testing revenue, acknowledging that metals testing (lead and arsenic) — required on real estate transfers — would require significant equipment investment of approximately $150,000, but that nitrate testing was a more accessible near-term opportunity.

Rasmusson confirmed that he had recently completed her nitrate testing certification and that the village lab expected to be performing nitrate testing by next year. He noted that sister municipalities, including Sister Bay, had begun offering similar testing services in recent years. T. Nelson expressed encouragement and reiterated his hope that the Village would continue evaluating opportunities to grow lab revenue over time.

Mulliken asked how the village communicates the availability of water testing services to property owners and short-term rental operators, noting that she had not been fully aware of the options. Public Works staff indicated that testing results are submitted directly to the state, and that outreach to property managers or via local plumbing contractors could help grow awareness and utilization.

• Phone was put to $500 and can even be lowered due to switching to Cellcom.

• Internet was lowered by $300 as Starlink lowered prices a little.

• Vehicle Maintenance was raised by $500.

• Training/Conferences lowered to $1,500 to help the budget in other areas.

• Auditing Expenses. Rasmusson would like to raise this account by $400 based on previous years and amount already paid for this year.

• Other Contractual Services account was raised by $1,000 because of the increased permit required PFAS testing.

• Electricity, which also includes fuel for back-up generator. Rasmusson would like to raise the account by $2,000 based on previous years.

• Collection System Maintenance. Lowered by $3,000 because there will be a new account Collection System Inspections for sewer main camera work.

• Collection System Inspections. This is a new account created for sewer televising. WW have used the remainder of the Collection System Maintenance budget for this work in the past but has not been making the recommended 20% or 7,300 feet by the DNR.

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Price is $0.620 per foot x 7,300 feet = $4,526.00 + $850.00 Mobilization = $5,376.00. Thus, the new account was set to $5,400.00

Fire Department Budget

Fire Chief Justin MacDonald presented the Fire Department budget and walked through the most significant changes.

- Law enforcement reduced to $2,000. The only significant historical purchase out of this category was the speed board
- Salaries increased by $2,000 for increases to Assistant Chief and Captain salaries.
- $200 increase to retirement line item
- $500 increase in fuel as a result of the increased cost
- $700 increase in cellphone
- MacDonald proposed a $4,000 decrease in the training category in an effort to find some additional savings in the overall general fund
- Ephraim fire calls increased by $1,800
- Mutual aid calls increased by $1,500
- Equipment purchases for 2027 include: Headset system for boat, 2 sets of turnout gear, new rope rescue equipment, an EV vehicle emergency plug (allows FD to cut power to an EV vehicle in the event of an accident), and some replacement fire hose.

Maintenance Budget

Maintenance Manager Justin MacDonald presented the Maintenance Department budget and walked through the most significant changes.

- Small adjustments made in several categories as shown in the draft budget including training, mowing, sweeping, sewer fees and well water testing that didn't change during the discussion.
- MacDonald proposed a decrease of $7,000 in the snow removal category from what was proposed in looking at past account trends and in a effort to find additional savings in the general fund
- $2,000 reduction in the roads facility maintenance category including surveying
- $2,500 increase in LP gas for the new maintenance garage
- $8,500 increase in mulch expense for tub grinding our brush pile on German Rd reduced to a $5,000 increase for next year as staff will haul piles at the maintenance property out to German Rd.
- $2,000 increase in plumbing expense

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- $1,000 increase in HVAC line item

- Other improvement outlay line item proposed at $33,440 but reduced by MacDonald seeing that we can make the purchase of a new line striper within this years budget. New machine will allow us to paint all parking stalls and cross walks thus reducing this annual expense and providing us the flexibility to paint and freshen up the paint as needed.

  Additional purchases this next year under this line item include the purchase of a sweeper bucket and gutter kit for our skidsteer and improvements at the brush dump entrance that will make the access 2 lanes wide as opposed to 1.

Docks Budget

Village Administrator/Harbormaster Brent Bristol presented the Marina Department budget and walked through the most significant changes.

- No adjustments made to the income side this year. Committee did acknowledge the boards desire to consider inflationary increases for Village fees. While no changes are proposed this year, a note on the budget was made documenting that all fees minus moorings were increased in 2026 and another note to document 3.3% inflation (CPI) for 2027. In future budgets that will serve the committee well in making a decision on when a fee hike is warranted by looking at the total inflation over x number of years.

- The only increase on the expense side of the marina budget is an inflationary increase to the the personel services category of $2,100. This line item is the fees the marina fund pays the general fund for the work performed at that marina by the Harbormaster, Tresurer,and Maintenance staff.

Administration Budget

Village Administrator Brent Bristol presented the Admin Department budget and walked through the most significant changes.

- On the expense side specifically insurance, health insurance went up about 4% and our general insurance for liability and property about 3.5%-4%.

- $1,000 increase in postage offset by a reduction in the office equipment line items.

- A $5,000 increase was made to the computer supplies expense. This is IT category where given the current cyber crime environment we have seen the costs go up dramatically in the past few years.

- A $1,500 increase in professional dues/expenses is shown in the budget.

- $1,400 increase was made to the celebrations expense category. Discussion occurred relative to being over budget in the past on this line item. There were a few addition celebrations in the past years and other event decorations costs also had been expensed here. The new number should be sufficient for the 2027 planned celebrations.

- The principal and interest expense line items go away in the new budget as those expenses now live in their own budget.

- On the income side a few minor changes were made to STR licenses and Leases

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- The offsetting increase for the Personel Services money from the Marina was made.

- State Transportation Aid estimates went up by $15,000 that was increased here as an income and also in our Capital Reserve budget.

- Finally we still need to find approximately $12,000 in the budget either as an increase in revenue or as a decrease in expense relative to our operating budget and mill rate. Decision made to increase our estimated revenue in Room Tax by $10,000 and PRAT by $2,121. This additional revenue would then be used to feed operational expenses but not reduce the amount set aside in either category for future capital projects.

6. **Consideration of adjournment into Closed Session per §19.85(1)(c), considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises reponsibility: *For the purpose of discussing the 2027 staffing and benefit package.***

The Board considered adjournment into closed session pursuant to Wisconsin Statute §19.85(1)(c) for the purpose of discussing the 2027 staffing and benefit package.

7. Consideration of a motion to reconvene into Open Session Per Wis. Stat. §19.85(2):

The Board considered a motion to reconvene into open session.

8. Discussion and consideration of action from Closed Session, if required:

The Board considered any action required as a result of the closed session discussion.

9. Discussion and consideration regarding setting the 2027 Budget for Public Hearing:

No comments were brought forward. Total levy of $1,465,432 and a Mill Rate of $2.26 an increase of $0.11.

10. Visitor's Comments:

None

11. Adjournment:

T. Nelson moved, Hoyerman seconded to adjourn at 12:30 PM, all ayes. Motion carried.

Recorded by,

Andrea Collak – Clerk/Treasurer & Brent Bristol – Administrator/Harbormaster

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Administrator Report

November 2026 – BRENT BRISTOL

- After a four-and-a-half-hour budget workshop in October we have a 2027 budget before the Village board to consider. The budget does look a little different this year as we have changed the way we show our debt service categories. Historically we have always built the general fund debt service principal and interest payments into the general admin expense category. In conversations with our auditors we have been encouraged to create a new spreadsheet within the budget that is dedicated to debt service. This page shows the total annual debt service expenses while also showing the source of where those payments come from and how they are distributed. It is broken down into three income/funding sources. General taxes, Room Tax monies allocated and PRAT monies allocated. This is a more transparent display of the debt service structure.

  A new expense on this budget that is proposed in this budget to hit the tax roll is a loan for the property purchase executed this summer of the Olson/Krist property to the North of the Firehouse Dock. We were able to secure a good rate with the Bank of Luxemburg for $560,000 for 10 years at 4.9%. This new debt will add roughly $10 per $100,000 of assessed value to everyone's tax bill.

- Ken Pabich, the Door County Administrator, is back on the agenda with a proposed change to our lease agreement relating to the Counties Emergency Radio Project previously approved this year. I have had a few conversations with Ken on this topic. He will be in attendance at the meeting and has submitted a memo that appears in this packet.

- The North Path project is nearing its next to last phase. Justin and I met with Hockers Construction regarding final agreed locations of the solar light bollards this past week. Sono tubes have been ordered, and we anticipate installation over the next month.

- I have had additional conversations and an onsite meeting with Bob Bultman recently regarding the Moravia Point landscaping project. Bob completed a second treatment of the existing vegetation in order to prep the site for seed. He will be back out in the next week to do some final site prep work in anticipation of seeding the site just before the snow flies as this is the best time for sowing prairie grass and wildflower seeds.

- Finally, I have spent a fair bit of time dealing with and planning for Audio Video work at the Village Hall. As most of you know we have had some serious failures this past month that are unacceptable. What started out as an intermittent disturbance, in the snap of a finger, morphed into a real problem. I diagnosed what I believed to be the problem, called Quantum in to have a look and confirm my diagnosis (which was confirmed) and directed them to make the repair. In looking long term, I have been continuing my work with Camera Corner on an alternative AV concept at the Hall. Our project has been with their engineering team for the past month, but we are getting close to having a proposal for consideration, hopefully next month. As we know there are no easy or cheap options available to us at the hall. They will be looking to establish detailed plans and estimate and will be applying some value engineering in the process. Stay tuned.

VILLAGE OF EPHRAIM

FOUNDED 1853

INTEROFFICE MEMORANDUM

TO: VILLAGE BOARD
FROM: CLERK
SUBJECT: CLERK'S REPORT
NOVEMBER 10, 2026

In the month of October, I started working on Special Assessments/Charges and Mill Rate Worksheet. Once I have all the necessary information, I will submit it to the County so the County can process our 2026 tax bills. Tax bill inserts were finalized and sent for printout to be included with the tax bills.

We have processed over absentee ballot applications for November Election. Ephraim's polling place was busy throughout the day on Tuesday, November 3rd, 2026 with a high voter turnout of 252. Overall, the 2026 General Election; with three referendum questions on the ballot; was well-run and transparent thanks to our trained poll workers Monique McClean, Karen McMurtry, Cindy Nelson, Kristi Nelson, Maggie Peterman, and Alison Whitney.

I am getting nomination papers ready for the Spring Election held on April 6th, 2027. The first day for nomination papers circulation is December 1, 2026, and must be filed with the office no later than 5 PM on the first Tuesday in January preceding the election. Type A Notice for the Spring Election will be posted at the end of this month.

I have taken minutes for the Village Board and WW Committee meetings and entered invoices for payment. I also processed payroll and all the necessary government reports as well as reconciled the bank and General Ledger.

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

Sincerely,

Andrea Collak
Clerk/Treasurer

VILLAGE OF EPHRAIM
REVENUES WITH COMPARISON TO BUDGET
FOR THE 11 MONTHS ENDING NOVEMBER 30, 2026

GENERAL FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEARNED	PCNT
	ADMINISTRATION					
100-10-41110	GENERAL PROPERTY TAXES	.00	1,382,021.58	1,382,022.43	.85	100.0
100-10-41150	MANAGED FOREST LANDS	.00	78.28	8.00	(70.28)	978.5
100-10-41210	ROOM TAXES	.00	270,666.46	370,000.00	99,333.54	73.2
100-10-41220	ROOM TAX GRANT	.00	29,076.22	50,000.00	20,923.78	58.2
100-10-41223	PRAT	.00	105,489.70	150,000.00	44,510.30	70.3
100-10-41800	INTEREST ON TAXES	114.22	275.39	300.00	24.61	91.8
100-10-43410	STATE - SHARED REVENUE	.00	14,350.84	42,041.00	27,690.16	34.1
100-10-43430	EXEMPT COMPUTER AID	.00	142.37	142.00	(.37)	100.3
100-10-43530	STATE TRANSPORTATION AIDS	.00	103,148.00	103,148.00	.00	100.0
100-10-43650	STATE AID - FOREST CROP	.00	(11.33)	.00	11.33	.0
100-10-43660	STATE PAYMENT IN LIEU OF TAXES	.00	2,368.57	2,000.00	(368.57)	118.4
100-10-43690	STATE-VIDEO SERVICE PROVIDER	.00	2,773.44	2,773.00	(.44)	100.0
100-10-44100	CABLE FRANCHISE FEES	.00	8,798.96	13,000.00	4,201.04	67.7
100-10-44110	LIQUOR LICENSES	.00	3,479.00	2,500.00	(979.00)	139.2
100-10-44111	OPERATOR LICENSE	.00	1,080.00	500.00	(580.00)	216.0
100-10-44112	PICNIC LICENSE	.00	20.00	20.00	.00	100.0
100-10-44113	SHORT TERM RENTAL LICENSE	.00	6,650.00	12,000.00	5,350.00	55.4
100-10-44200	DOG LICENSES	.00	27.50	8.00	(19.50)	343.8
100-10-44300	BUILDING & SIGN PERMITS	.00	957.00	1,500.00	543.00	63.8
100-10-44310	BUILDING INSPECTION FEES	.00	7,536.10	2,000.00	(5,536.10)	376.8
100-10-46100	SALES OF COPIES/PLATS ETC	.00	17.00	.00	(17.00)	.0
100-10-46101	ASSESSMENT LETTERS	.00	1,125.00	1,000.00	(125.00)	112.5
100-10-46730	TENNIS COURT FEES	.00	2,009.00	1,000.00	(1,009.00)	200.9
100-10-46840	PERSONNEL SERV PAYMENTS	.00	.00	19,900.00	19,900.00	.0
100-10-46900	OTHER REVENUE	.00	1,809.00	2,000.00	191.00	90.5
100-10-48000	MISCELLANEUS INCOME	.00	1,000.01	.00	(1,000.01)	.0
100-10-48100	INTEREST INCOME/GENL	.00	90,052.96	120,000.00	29,947.04	75.0
100-10-48200	RENTALS OF VILLAGE PROPERTIES	.00	5,971.51	5,500.00	(471.51)	108.6
100-10-48307	SALE OF RECYCLABLE MATERIALS	.00	2,324.51	2,000.00	(324.51)	116.2
100-10-48330	SALE OF OTHER EQUIP AND PROP	.00	20,000.00	.00	(20,000.00)	.0
	TOTAL ADMINISTRATION	114.22	2,063,237.07	2,285,362.43	222,125.36	90.3
	FIRE					
100-50-43420	STATE - FIRE DUES	.00	19,313.11	11,000.00	(8,313.11)	175.6
	TOTAL FIRE	.00	19,313.11	11,000.00	(8,313.11)	175.6
	TOTAL FUND REVENUE	114.22	2,082,550.18	2,296,362.43	213,812.25	90.7

VILLAGE OF EPHRAIM
EXPENDITURES WITH COMPARISON TO BUDGET
FOR THE 11 MONTHS ENDING NOVEMBER 30, 2026

GENERAL FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
	ADMINISTRATION					
100-10-51100-100	SALARIES	.00	23,400.00	30,000.00	6,600.00	78.0
100-10-51100-101	SS/MED	.00	1,790.10	1,377.00	(413.10)	130.0
100-10-51100-320	TRAINING/CONFERENCES	.00	.00	200.00	200.00	.0
100-10-51300-200	LEGAL FEES	.00	19,224.00	25,000.00	5,776.00	76.9
100-10-51400-100	SALARIES	5,821.60	125,402.20	151,355.46	25,953.26	82.9
100-10-51400-101	SS/MED	401.67	9,294.58	11,578.69	2,284.11	80.3
100-10-51400-102	RETIREMENT	419.15	9,614.50	10,292.17	677.67	93.4
100-10-51400-103	HEALTH INSURANCE	1,976.30	36,554.01	47,431.17	10,877.16	77.1
100-10-51400-104	DISABILITY INSURANCE	.00	3,069.70	2,800.00	(269.70)	109.6
100-10-51400-105	WORKERS COMPENSATION	.00	400.00	457.47	57.47	87.4
100-10-51400-310	VEHICLE FUEL	.00	197.33	400.00	202.67	49.3
100-10-51400-311	VEHICLE MAINTENANCE	.00	.00	500.00	500.00	.0
100-10-51400-312	CELLPHONE	.00	1,336.74	1,750.00	413.26	76.4
100-10-51400-320	TRAINING/CONFERENCES	.00	727.00	1,500.00	773.00	48.5
100-10-51400-330	BANK FEES	.00	495.30	500.00	4.70	99.1
100-10-51400-331	POSTAGE	.00	4,804.91	3,500.00	(1,304.91)	137.3
100-10-51400-332	OFFICE EQUIPMENT	.00	.00	2,000.00	2,000.00	.0
100-10-51400-333	OFFICE SUPPLIES/EXPENCES	.00	3,483.59	5,000.00	1,516.41	69.7
100-10-51400-334	COMPUTER SUPPLIES/EXPENCES	.00	21,869.26	15,000.00	(6,869.26)	145.8
100-10-51400-335	PROFESSIONAL DUES/EXPENCES	.00	293.06	1,500.00	1,206.94	19.5
100-10-51400-336	LEGAL NOTICES/ADDS	.00	258.18	500.00	241.82	51.6
100-10-51400-339	PRINTING COSTS	.00	936.76	2,500.00	1,563.24	37.5
100-10-51400-340	VEHICLE INSURANCE	.00	356.00	373.48	17.48	95.3
100-10-51400-342	COMMITTEE/WORKER EXPENSE	.00	.00	220.00	220.00	.0
100-10-51400-343	CONTINGENCY	.00	2,764.43	3,500.00	735.57	79.0
100-10-51400-344	UNIFORMS	.00	.00	300.00	300.00	.0
100-10-51400-710	CHARITABLE DONATIONS	.00	1,000.00	1,000.00	.00	100.0
100-10-51400-820	BUILDING IMPROVEMENT OUTLAY	.00	8,300.00	.00	(8,300.00)	.0
100-10-51440-316	SUPPLIES/EXPENCES	.00	273.39	1,500.00	1,226.61	18.2
100-10-51440-320	TRAINING/CONFERENCES	.00	309.00	500.00	191.00	61.8
100-10-51440-342	COMMITTEE/WORKER EXPENSE	.00	1,384.00	2,500.00	1,116.00	55.4
100-10-51500-100	SALARIES	1,370.88	31,445.06	35,639.97	4,194.91	88.2
100-10-51500-101	SS/MED	94.27	2,181.22	2,726.46	545.24	80.0
100-10-51500-102	RETIREMENT	98.70	2,263.98	2,423.52	159.54	93.4
100-10-51500-103	HEALTH INSURANCE	480.72	8,891.48	11,537.31	2,645.83	77.1
100-10-51500-300	AUDITING EXPENSES	.00	15,891.72	15,000.00	(891.72)	105.9
100-10-51530-210	OTHER CONTRACTUAL SERVICE	.00	7,966.20	8,500.00	533.80	93.7
100-10-51600-211	PROPERTY INSURANCE	.00	1,231.00	1,259.06	28.06	97.8
100-10-51600-303	ELECTRICITY	.00	6,877.47	7,500.00	622.53	91.7
100-10-51600-304	LP GAS	.00	1,151.44	1,500.00	348.56	76.8
100-10-51600-305	WELL TESTS	.00	60.00	240.00	180.00	25.0
100-10-51600-306	PHONE	.00	3,510.10	4,000.00	489.90	87.8
100-10-51600-307	WATER TREATMENT	.00	300.00	.00	(300.00)	.0
100-10-51600-309	INTERNET	.00	809.91	675.00	(134.91)	120.0
100-10-51601-210	OTHER CONTRACTUAL SERVICES	.00	.00	10,000.00	10,000.00	.0
100-10-51601-211	PROPERTY INSURANCE	.00	3,304.00	3,332.47	28.47	99.2
100-10-51601-303	ELECTRICITY	.00	2,871.99	3,500.00	628.01	82.1
100-10-51601-304	LP GAS	.00	4,969.06	7,000.00	2,030.94	71.0
100-10-51601-305	WELL TESTS	.00	60.00	.00	(60.00)	.0
100-10-51601-307	WATER TREATMENT	.00	90.00	.00	(90.00)	.0
100-10-51601-308	SEWER FEES	.00	1,696.50	1,500.00	(196.50)	113.1
100-10-51601-309	INTERNET	.00	2,293.61	1,700.00	(593.61)	134.9

VILLAGE OF EPHRAIM
EXPENDITURES WITH COMPARISON TO BUDGET
FOR THE 11 MONTHS ENDING NOVEMBER 30, 2026

GENERAL FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
100-10-51910-200	ILLEGAL TAXES REFUNDED	.00	4,215.70	.00	(4,215.70)	.0
100-10-51910-730	MISC EXPENSE	.00	.00	3,800.00	3,800.00	.0
100-10-51930-212	LIABILITY INSURANCE	.00	9,125.00	7,000.00	(2,125.00)	130.4
100-10-52400-100	SALARIES	385.28	8,837.63	10,017.60	1,179.97	88.2
100-10-52400-101	SS/MED	26.89	621.55	766.35	144.80	81.1
100-10-52400-102	RETIREMENT	27.74	636.30	681.20	44.90	93.4
100-10-52400-103	HEALTH INSURANCE	106.83	1,975.96	2,563.85	587.89	77.1
100-10-55300-316	SUPPLIES/EXPENSES	.00	249.11	2,600.00	2,350.89	9.6
100-10-56400-100	SALARIES	963.20	22,094.06	25,044.00	2,949.94	88.2
100-10-56400-101	SS/MED	67.23	1,553.90	1,915.87	361.97	81.1
100-10-56400-102	RETIREMENT	69.35	1,590.76	1,702.99	112.23	93.4
100-10-56400-103	HEALTH INSURANCE	267.06	4,939.57	6,409.62	1,470.05	77.1
100-10-56400-333	OFFICE SUPPLIES/EXPENSES	.00	.00	500.00	500.00	.0
100-10-56700-720	SUBSIDY TO ORGANIZATION	.00	29,076.22	.00	(29,076.22)	.0
100-10-56701-210	ROOM TAX EXPENSES	.00	.00	50,000.00	50,000.00	.0
100-10-58100-600	PRINCIPAL	.00	442,016.40	235,000.00	(207,016.40)	188.1
100-10-58200-601	INTEREST	.00	144,741.67	114,293.76	(30,447.91)	126.6
	TOTAL ADMINISTRATION	12,576.87	1,047,076.61	905,364.47	(141,712.14)	115.7

GENERAL FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
	PUBLIC WORKS					
100-20-53000-100	SALARIES	6,169.92	131,803.99	170,268.40	38,464.41	77.4
100-20-53000-101	SS/MED	436.32	9,665.00	12,681.28	3,016.28	76.2
100-20-53000-102	RETIREMENT	444.23	9,911.78	11,225.25	1,313.47	88.3
100-20-53000-103	HEALTH INSURANCE	1,458.64	31,585.32	61,696.79	30,111.47	51.2
100-20-53000-104	DISABILITY INSURANCE	.00	2,128.00	2,500.00	372.00	85.1
100-20-53000-105	WORKERS COMPENSATION	.00	4,084.00	5,028.86	944.86	81.2
100-20-53000-312	CELLPHONE	.00	192.93	600.00	407.07	32.2
100-20-53000-320	TRAINING/CONFERENCES	.00	.00	600.00	600.00	.0
100-20-53000-333	OFFICE SUPPLIES/EXPENSES	.00	898.83	1,000.00	101.17	89.9
100-20-53000-344	UNIFORMS	.00	314.15	2,250.00	1,935.85	14.0
100-20-53301-220	MOWING	.00	362.28	1,500.00	1,137.72	24.2
100-20-53301-221	SWEEPING/MARKING	.00	7,952.60	6,000.00	(1,952.60)	132.5
100-20-53301-222	ROAD TRIMMING	.00	.00	2,000.00	2,000.00	.0
100-20-53301-223	SNOW REMOVAL	.00	11,824.78	32,000.00	20,175.22	37.0
100-20-53301-300	FACILITY EQUIPMENT	.00	89.97	1,000.00	910.03	9.0
100-20-53301-302	FACILITY MAINT./REPAIR/STREET	.00	1,777.91	5,000.00	3,222.09	35.6
100-20-53302-820	OTHER IMPR. OUTLAY/STREET REC	.00	522,741.40	.00	(522,741.40)	.0
100-20-53302-830	OTHER IMPR.OUTLAY/DOT RESURFA	.00	127,977.33	.00	(127,977.33)	.0
100-20-53310-310	VEHICLE FUEL	.00	7,879.19	12,000.00	4,120.81	65.7
100-20-53310-311	VEHICLE MAINTENANCE	.00	17,518.43	20,000.00	2,481.57	87.6
100-20-53310-340	VEHICLE INSURANCE	.00	1,416.00	1,476.60	60.60	95.9
100-20-53321-303	ELECTRICITY/VISITOR CENTER	.00	180.96	700.00	519.04	25.9
100-20-53321-305	WELL TESTS/VISITOR CENTER	.00	.00	150.00	150.00	.0
100-20-53321-307	WATER TREATMENT/VISITOR C	.00	30.00	.00	(30.00)	.0
100-20-53321-308	SEWER FEES/VISITOR CENTER	.00	450.00	600.00	150.00	75.0
100-20-53322-210	OTHER CONTR. SERV./MAINT.BUILD	.00	2,658.00	2,500.00	(158.00)	106.3
100-20-53322-211	PROPERTY INSURANCE/MAINT.BUILD	.00	4,665.00	4,693.76	28.76	99.4
100-20-53322-301	FACILITY SUPPLIES/MAINT.BUILD	.00	1,659.73	2,000.00	340.27	83.0
100-20-53322-302	FACILITY MAINT/REPAIR/MAIN.B	.00	10,186.71	17,000.00	6,813.29	59.9
100-20-53322-304	LP GAS/MAINT.BUILD	.00	3,986.72	2,500.00	(1,486.72)	159.5
100-20-53322-305	WELL TESTS/MAINT.BUILD	.00	.00	300.00	300.00	.0
100-20-53322-307	WATER TREATMENT/MAINT.BUILD	.00	450.00	.00	(450.00)	.0
100-20-53322-309	INTERNET/MAINT.BUILD	.00	717.50	2,225.00	1,507.50	32.3
100-20-53322-350	JANITORIAL SUPPLIES/MAINT.BUIL	.00	2,349.05	5,000.00	2,650.95	47.0
100-20-53322-351	HARDWARE/TOOLS/MAINT.BUILD	.00	1,074.24	1,500.00	425.76	71.6
100-20-53322-352	EQUIPMENT RENTAL	.00	.00	1,000.00	1,000.00	.0
100-20-53322-810	EQUIPMENT OUTLAY/MAINT.BUILD	.00	54,082.00	.00	(54,082.00)	.0
100-20-53322-820	BLDG IMPR.OUTLAY/MAINT.BUILD	.00	536.32	3,000.00	2,463.68	17.9
100-20-53322-830	OTHER IMPR.OUTLAY/MAINT.BUILD	.00	65,295.14	.00	(65,295.14)	.0
100-20-53323-308	SEWER FEES	.00	450.00	.00	(450.00)	.0
100-20-53420-301	FACILITY SUPPLIES/STREET LIGHT	.00	148.56	200.00	51.44	74.3
100-20-53420-302	FACILITY MAINT/REPAIR/STREET L	.00	.00	400.00	400.00	.0
100-20-53420-303	ELECTRICITY/STREET LIGHT	.00	14,596.29	18,000.00	3,403.71	81.1
100-20-53440-210	OTHER CONTR SERVICE/STORM SE	.00	669.50	2,000.00	1,330.50	33.5
100-20-53620-210	OTHER CONTR SERVICE/RECYCLING	.00	6,790.40	8,500.00	1,709.60	79.9
100-20-53621-210	OTHER CONTR SERVICE/GARBAGE	.00	2,157.64	3,000.00	842.36	71.9
100-20-53640-210	OTHER CONTR SERVICES/WEED	.00	.00	4,000.00	4,000.00	.0
100-20-55200-225	MULCH	.00	4,439.91	5,000.00	560.09	88.8
100-20-55200-226	DIRT & STONE	.00	1,183.36	4,000.00	2,816.64	29.6
100-20-55200-227	FLOWERS	.00	4,258.15	6,000.00	1,741.85	71.0
100-20-55200-228	TREE CUTTING	.00	1,866.99	6,500.00	4,633.01	28.7
100-20-55200-229	PLUMBING	.00	2,716.13	3,000.00	283.87	90.5

GENERAL FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
100-20-55200-230	ELECTRICAL/PARKS & GROUNDS	.00	30.83	500.00	469.17	6.2
100-20-55200-232	CONCRETE	.00	103.91	500.00	396.09	20.8
100-20-55200-300	FACILITY EQUIPMENT/PARKS&GROU	.00	4,457.98	1,800.00	(2,657.98)	247.7
100-20-55200-302	FACILITY MAINT/REPAIR/PARKS&GR	.00	2,943.19	4,500.00	1,556.81	65.4
100-20-55200-303	ELECTRICITY/HARBORSIDE/WETLAN	.00	722.88	700.00	(22.88)	103.3
100-20-55200-353	EQUIPMENT REPAIR/MAINT/PARKS	.00	1,270.80	2,500.00	1,229.20	50.8
100-20-55200-810	EQUIPMENT OUTLAY/PARKS & GROU	.00	61.44	.00	(61.44)	.0
100-20-55200-830	OTHER IMPR OUTLAY/PARKS/TREES	.00	20,261.79	28,400.00	8,138.21	71.3
100-20-55200-840	PROJECT OUTLAY/PARKS&GROUNDS	.00	18,563.68	5,000.00	(13,563.68)	371.3
100-20-55401-830	OTHER IMPROVEMENT OUTLAY	.00	26,812.88	.00	(26,812.88)	.0
100-20-55420-305	WELL TESTS/BEACH	.00	30.00	120.00	90.00	25.0
100-20-55420-308	SEWER FEES/BEACH	.00	495.00	645.00	150.00	76.7
	TOTAL PUBLIC WORKS	8,509.11	1,153,476.57	497,260.94	(656,215.63)	232.0
	FIRE					
100-50-52100-301	LAW ENFORCEMENT	.00	.00	5,000.00	5,000.00	.0
100-50-52200-100	SALARIES	.00	12,414.20	21,000.00	8,585.80	59.1
100-50-52200-101	SS/MED	203.51	4,736.75	4,000.00	(736.75)	118.4
100-50-52200-102	RETIREMENT	34.03	1,339.97	1,200.00	(139.97)	111.7
100-50-52200-103	HEALTH INSURANCE	54.73	1,414.42	3,000.00	1,585.58	47.2
100-50-52200-105	WORKERS COMPENSATION	.00	632.00	1,000.00	368.00	63.2
100-50-52200-106	LOSA (AD)	.00	.00	7,000.00	7,000.00	.0
100-50-52200-211	PROPERTY INSURANCE	.00	752.00	780.73	28.73	96.3
100-50-52200-302	FACILITY MAINTENANCE/REPAIR	.00	3,181.64	5,000.00	1,818.36	63.6
100-50-52200-304	LP GAS	.00	1,795.16	1,500.00	(295.16)	119.7
100-50-52200-310	VEHICLE FUEL	.00	6,059.79	5,000.00	(1,059.79)	121.2
100-50-52200-312	CELLPHONE	.00	467.67	800.00	332.33	58.5
100-50-52200-320	TRAINING/CONFERENCES	216.00	6,978.12	13,000.00	6,021.88	53.7
100-50-52200-333	OFFICE SUPPLIES/EXPENCES	.00	10.99	400.00	389.01	2.8
100-50-52200-335	PROFESSIONAL DUES/EXPENCES	.00	1,160.00	1,200.00	40.00	96.7
100-50-52200-340	VEHICLE INSURANCE	.00	6,047.00	6,311.15	264.15	95.8
100-50-52200-353	EQUIPMENT REPAIR/MAINTENANCE	135.00	25,785.64	30,000.00	4,214.36	86.0
100-50-52200-368	PREVENTION MATERIALS (AD)	.00	.00	300.00	300.00	.0
100-50-52200-369	FIRE NUMBER IMPROVEMENTS	.00	286.30	500.00	213.70	57.3
100-50-52200-370	PAGER MAINTENANCE	.00	289.88	600.00	310.12	48.3
100-50-52200-371	EQUIPMENT	.00	9,446.24	28,200.00	18,753.76	33.5
100-50-52200-372	EPHRAIM FIRE CALLS	459.00	6,790.50	7,000.00	209.50	97.0
100-50-52200-373	MID DOOR FIRE CALLS	.00	(569.90)	.00	569.90	.0
100-50-52200-374	MUTUAL AID FIRE CALLS	54.00	13,469.25	8,500.00	(4,969.25)	158.5
100-50-52200-375	EPHRAIM FIRE MTGS	1,809.00	15,450.00	22,000.00	6,550.00	70.2
100-50-52200-378	EPHRAIM EVENT CALLS	.00	473.00	475.00	2.00	99.6
100-50-52200-379	INSPECTION/DATA ENTRY (AD)	.00	1,437.50	3,100.00	1,662.50	46.4
100-50-52200-810	EQUIPMENT OUTLAY	.00	953.85	4,000.00	3,046.15	23.9
100-50-52300-377	FIRST RESPONDER EXPENCES	.00	.00	9,000.00	9,000.00	.0
	TOTAL FIRE	2,965.27	120,801.97	189,866.88	69,064.91	63.6
	TOTAL FUND EXPENDITURES	24,051.25	2,321,355.15	1,592,492.29	(728,862.86)	145.8

VILLAGE OF EPHRAIM
EXPENDITURES WITH COMPARISON TO BUDGET
FOR THE 11 MONTHS ENDING NOVEMBER 30, 2026

GENERAL FUND

	PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
NET REVENUE OVER EXPENDITURES	(23,937.03)	(238,804.97)	703,870.14	942,675.11	(33.9)

VILLAGE OF EPHRAIM
REVENUES WITH COMPARISON TO BUDGET
FOR THE 11 MONTHS ENDING NOVEMBER 30, 2026

WATER FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
	PUBLIC WORKS					
201-20-46410	WATER TEST REVENUE	.00	40,591.96	38,627.00	(1,964.96)	105.1
201-20-48100	WATER ACCOUNT INTEREST	.00	591.66	.00	(591.66)	.0
	TOTAL PUBLIC WORKS	.00	41,183.62	38,627.00	(2,556.62)	106.6
	TOTAL FUND REVENUE	.00	41,183.62	38,627.00	(2,556.62)	106.6

VILLAGE OF EPHRAIM
EXPENDITURES WITH COMPARISON TO BUDGET
FOR THE 11 MONTHS ENDING NOVEMBER 30, 2026

WATER FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
	WASTEWATER					
201-30-53700-110	PERSONNEL SERVICES	.00	.00	1,000.00	1,000.00	.0
201-30-53700-210	OTHER CONTRACTUAL SERVICE	.00	.00	12,000.00	12,000.00	.0
201-30-53700-331	POSTAGE	.00	910.14	1,000.00	89.86	91.0
201-30-53700-335	PROFESSIONAL DUES/EXPENSES	.00	.00	400.00	400.00	.0
201-30-53700-397	WATER TESTING COSTS	.00	13,118.72	12,800.00	(318.72)	102.5
201-30-53700-398	WATER TESTING OPERATIONS EXP	.00	5,270.19	8,400.00	3,129.81	62.7
201-30-53700-400	VEHICLE REPLACEMENT	.00	.00	3,745.00	3,745.00	.0
	TOTAL WASTEWATER	.00	19,299.05	39,345.00	20,045.95	49.1
	TOTAL FUND EXPENDITURES	.00	19,299.05	39,345.00	20,045.95	49.1
	NET REVENUE OVER EXPENDITURES	.00	21,884.57	(718.00)	(22,602.57)	3048.0

VILLAGE OF EPHRAIM
REVENUES WITH COMPARISON TO BUDGET
FOR THE 11 MONTHS ENDING NOVEMBER 30, 2026

DOCKS FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
	DOCKS					
202-40-46751	MOORINGS	.00	7,167.61	8,000.00	832.39	89.6
202-40-46752	SEASONAL SLIPS	.00	74,025.19	84,000.00	9,974.81	88.1
202-40-46753	LAUNCHING FEES	.00	8,525.00	10,000.00	1,475.00	85.3
202-40-46754	TRANSIENT FEES	.00	31,904.68	25,000.00	(6,904.68)	127.6
202-40-46755	SEASONAL DINGHY FEES	.00	794.82	1,000.00	205.18	79.5
202-40-46756	SEASONAL LAUNCH FEES	.00	2,005.00	2,000.00	(5.00)	100.3
202-40-48100	INTEREST INCOME	.00	4,610.85	4,000.00	(610.85)	115.3
	TOTAL DOCKS	.00	129,033.15	134,000.00	4,966.85	96.3
	TOTAL FUND REVENUE	.00	129,033.15	134,000.00	4,966.85	96.3

VILLAGE OF EPHRAIM
EXPENDITURES WITH COMPARISON TO BUDGET
FOR THE 11 MONTHS ENDING NOVEMBER 30, 2026

DOCKS FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
	DOCKS					
202-40-55430-100	SALARIES	.00	11,510.24	24,000.00	12,489.76	48.0
202-40-55430-101	SS/MED	.00	880.53	1,500.00	619.47	58.7
202-40-55430-105	WORKERS COMPENSATION	.00	296.00	337.40	41.40	87.7
202-40-55430-110	PERSONEL SERVICES	.00	.00	19,900.00	19,900.00	.0
202-40-55430-211	PROPERTY INSURANCE	.00	5,875.00	5,903.15	28.15	99.5
202-40-55430-303	ELECTRICITY	.00	1,596.58	1,800.00	203.42	88.7
202-40-55430-305	WELL TESTS	.00	240.00	120.00	(120.00)	200.0
202-40-55430-307	WATER TREATMENT	.00	1,474.15	3,000.00	1,525.85	49.1
202-40-55430-308	SEWER FEES	.00	450.00	496.00	46.00	90.7
202-40-55430-309	INTERNET	.00	1,391.85	1,300.00	(91.85)	107.1
202-40-55430-312	CELLPHONE	.00	217.83	300.00	82.17	72.6
202-40-55430-331	POSTAGE	.00	.00	175.00	175.00	.0
202-40-55430-333	OFFICE SUPPLIES/EXPESES	.00	1,104.79	1,200.00	95.21	92.1
202-40-55430-334	COMPUTER SUPPLIES/EXPENCES	.00	5,847.00	6,000.00	153.00	97.5
202-40-55431-240	BUOYS & PLACEMENT	.00	10,687.36	10,000.00	(687.36)	106.9
202-40-55431-360	DOCK REPAIR	.00	.00	8,000.00	8,000.00	.0
202-40-55431-361	DOCK EQUIPMENT	.00	232.09	1,500.00	1,267.91	15.5
202-40-55431-362	MINOR PROJECTS	.00	1,229.59	10,000.00	8,770.41	12.3
202-40-55431-810	EQUIPMENT OUTLAY	.00	.00	38,468.45	38,468.45	.0
202-40-55431-830	OTHER IMPROVEMENT OUTLAY	.00	8,255.00	.00	(8,255.00)	.0
	TOTAL DOCKS	.00	51,288.01	134,000.00	82,711.99	38.3
	TOTAL FUND EXPENDITURES	.00	51,288.01	134,000.00	82,711.99	38.3
	NET REVENUE OVER EXPENDITURES	.00	77,745.14	.00	(77,745.14)	.0

VILLAGE OF EPHRAIM
REVENUES WITH COMPARISON TO BUDGET
FOR THE 11 MONTHS ENDING NOVEMBER 30, 2026

WASTEWATER FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
	WASTEWATER					
610-30-41900	MISC NONOPERATING INCOME/TAX	.00	131,120.66	131,120.00	(.66)	100.0
610-30-44900	CONNECT/HT PERMIT FEES	4,719.00	23,595.00	.00	(23,595.00)	.0
610-30-45190	0.045 LATE CHARGE-SEWERED CUS	.00	135.27	1,500.00	1,364.73	9.0
610-30-46410	SEWER CHARGES	.00	346,581.00	460,308.00	113,727.00	75.3
610-30-46411	HOLDING TANK/SEPTIC CHARGES	.00	31,378.72	24,000.00	(7,378.72)	130.7
610-30-46730	MISC RENTALS/SERVICES	.00	.00	1,000.00	1,000.00	.0
610-30-48100	INTEREST ON INVESTMENTS	.00	19,560.84	.00	(19,560.84)	.0
610-30-48400	MISC INCOME/LAWSUIT SETTLEMEN	.00	.00	20,000.00	20,000.00	.0
610-30-48410	WATER TEST LABOR INCOME	.00	.00	12,000.00	12,000.00	.0
610-30-49200	TRANSFERS IN OTHER FUNDS - WW	.00	.00	3,500.00	3,500.00	.0
	TOTAL WASTEWATER	4,719.00	552,371.49	653,428.00	101,056.51	84.5
	TOTAL FUND REVENUE	4,719.00	552,371.49	653,428.00	101,056.51	84.5

VILLAGE OF EPHRAIM
EXPENDITURES WITH COMPARISON TO BUDGET
FOR THE 11 MONTHS ENDING NOVEMBER 30, 2026

WASTEWATER FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET	UNEXPENDED	PCNT
	WASTEWATER					
610-30-57401-100	SALARIES	6,555.52	151,851.91	167,576.70	15,724.79	90.6
610-30-57401-101	SS/MED	456.58	11,118.97	12,475.37	1,356.40	89.1
610-30-57401-102	RETIREMENT	472.00	10,792.60	11,089.22	296.62	97.3
610-30-57401-103	HEALTH INSURANCE	1,865.39	35,590.83	45,031.78	9,440.95	79.0
610-30-57401-104	DISABILITY INSURANCE	.00	1,481.90	2,000.00	518.10	74.1
610-30-57401-105	WORKERS COMPENSATION	.00	3,929.00	4,853.47	924.47	81.0
610-30-57401-200	LEGAL FEES	.00	.00	1,000.00	1,000.00	.0
610-30-57401-211	PROPERTY INSURANCE	.00	8,139.00	8,167.28	28.28	99.7
610-30-57401-306	PHONE	.00	3,878.36	2,500.00	(1,378.36)	155.1
610-30-57401-309	INTERNET	.00	717.50	1,500.00	782.50	47.8
610-30-57401-310	VEHICLE FUEL	.00	2,242.42	3,000.00	757.58	74.8
610-30-57401-311	VEHICLE MAINTENANCE	.00	3,314.77	4,000.00	685.23	82.9
610-30-57401-312	CELLPHONES	.00	1,146.53	1,000.00	(146.53)	114.7
610-30-57401-320	TRAINING/CONFERENCES	.00	1,574.62	4,000.00	2,425.38	39.4
610-30-57401-331	POSTAGE	.00	2.00	400.00	398.00	.5
610-30-57401-333	OFFICE SUPPLIES/EXPENSES	.00	246.00	250.00	4.00	98.4
610-30-57401-334	COMPUTER SUPPLIES/EXPENSES	.00	1,401.33	2,000.00	598.67	70.1
610-30-57401-335	PROFESSIONAL DUES/EXPENSES	.00	3,110.34	4,000.00	889.66	77.8
610-30-57401-337	AUDITING EXPENSES	.00	6,005.74	6,900.00	894.26	87.0
610-30-57401-340	VEHICLE INSURANCE	.00	1,627.00	1,698.59	71.59	95.8
610-30-57401-343	CONTINGENCY	.00	486.73	1,000.00	513.27	48.7
610-30-57401-344	UNIFORMS	.00	254.73	450.00	195.27	56.6
610-30-57401-387	GROUNDS MAINTENANCE	.00	1,662.86	500.00	(1,162.86)	332.6
610-30-57401-389	SAFETY EXPENSES	.00	551.41	4,000.00	3,448.59	13.8
610-30-57402-210	OTHER CONTRACTUAL SERVICES	.00	2,882.84	2,000.00	(882.84)	144.1
610-30-57402-303	ELECTRICITY	.00	30,793.69	30,000.00	(793.69)	102.7
610-30-57402-304	LP GAS	.00	2,841.85	2,500.00	(341.85)	113.7
610-30-57402-351	HARDWARE/TOOLS	.00	674.25	1,300.00	625.75	51.9
610-30-57402-380	CHEMICALS PLANT	.00	4,325.32	9,500.00	5,174.68	45.5
610-30-57402-381	CHEMICALS LAB	.00	2,257.82	3,000.00	742.18	75.3
610-30-57402-382	LAB EQUIPMENT & REPAIR	.00	3,139.06	2,000.00	(1,139.06)	157.0
610-30-57402-383	SLUDGE EXPENSE	.00	14,337.90	20,000.00	5,662.10	71.7
610-30-57402-385	PLANT EQUIPMENT & REPAIR	.00	6,699.76	10,000.00	3,300.24	67.0
610-30-57402-386	ODOR CONTROL	.00	266.85	2,600.00	2,333.15	10.3
610-30-57402-390	UV PLANT DISINFECTION	.00	.00	4,500.00	4,500.00	.0
610-30-57402-810	EQUIPMENT OUTLAY	.00	.00	7,500.00	7,500.00	.0
610-30-57403-303	ELECTRICITY	.00	7,967.73	7,500.00	(467.73)	106.2
610-30-57403-304	LP GAS	.00	80.10	1,000.00	919.90	8.0
610-30-57403-384	COLLECTION SYSTEM MAINT	.00	13,179.06	13,000.00	(179.06)	101.4
610-30-57404-810	EQUIPMENT OUTLAY	.00	74,875.50	116,515.60	41,640.10	64.3
610-30-57404-840	OTHER IMPROUTLAY-ENGINEERING	.00	31,275.30	.00	(31,275.30)	.0
	TOTAL WASTEWATER	9,349.49	446,723.58	522,308.01	75,584.43	85.5
	TOTAL FUND EXPENDITURES	9,349.49	446,723.58	522,308.01	75,584.43	85.5
	NET REVENUE OVER EXPENDITURES	(4,630.49)	105,647.91	131,119.99	25,472.08	80.6

November 2nd, 2026
Ephraim WW, WWT, SS
Manager OIC Report

EFF samples sent to Northern Lake Services for ammonia testing:

Ph testing: Five times per week as required.

TSS, BOD, Po4, labs with lab cleanup: Twice per week as required.

Eff E-coli test, this must be done May-October once per week while running disinfection.

- Replaced vac / pressure gauges on pumper truck and repaired sight tube.
- Prepped and sent 7 loads of sludge to Green Bay
- Sent extra PFAS test to Northern Lakes as required by DNR.
- Changed lights in Mech Room to LED.
- Shut down, cleaned, and stored UV system for the winter.
- Installed tool trays on new service truck.

Ephraim Well Water Testing		**Year to Date**
In-House Bacteria:	108	1052
Clean Water Testing:	22	161
Total water test:	130	1213

Ephraim Septage Service:

Holding Tank Pump Outs:	9	70
Septic Pump Outs / Inspections:	3	26

Emergency Call Ins:

Weather:

Precip:	2.15	27.27
Max Temp:	70	89
Min Temp:	29	-17

Respectfully submitted,
Brad Rasmusson

Village of Ephraim
Wastewater Manager

Ephraim Fire Department
P.O. Box 138, Ephraim, WI 54211
Fire Chief Justin MacDonald

EPHRAIM RUNS: 3

10-01-26	9823 Water St.	8 Firefighters	Motorcycle Accident/Traffic Control
10-22-26	3235 Holand Rd.	5 Firefighters	Odor Call/Investigate
10-24-26	10329 Water St.	4 Firefighters	Motorcycle Accident/Assist on scene

EPHRAIM EMR CALLS: 10

MUTUAL AID (MA) AUTO AID (AA) or MABAS RUNS: 1

10-02-26	Northwest of Washington Island (MA)	2 Firefighters	People in Water/Cancelled

YEAR TO DATE FIRE CALLS: 76 YEAR TO DATE EMS CALLS: 77

TRAINING COMPLETED:

Ephraim Home Meeting:

Our 1st home meeting was held on October 1st and we jointly trained with Sister Bay/Liberty Grove Fire on Hydrant Operations along with supplying their Aerial Truck at a simulated fire. 8 Firefighters participated in this training.

2nd Home Meeting:

Our 2nd meeting was held on October 15th and firefighters trained on Ladders. Firefighters discussed various ladders, ladder safety, rescue positions for ladders, ventilation positions for ladders and deployed various ladders. 14 Firefighters participated in this training

Other Training:

-EMR's attended their Monthly Meeting.
-Firefighter Volpe conducted one on one training with Firefighter Reynolds on Pump operations on Engine 408.

Other:

-Firefighters performed Truck Checks and performed minor repairs that were needed.
-Chief MacDonald participated in Annual Village Budget Meeting.
-Rescue Boat was winterized and placed in storage for season.

****As of October 31st, we are well above our 2025 Call Response numbers, at this time last year we responded to 59 Fire Calls and 64 EMS Calls****

Respectfully Submitted

Justin MacDonald
Fire Chief
Ephraim Fire Department

Village of Ephraim Physical Facilities/Utilities
October Maintenance Manager Report

Work done in October:

- Daily Tasks (Bathroom cleaning every other day, garbage's)
- Lawn Mowing as needed
- Began fall lawn clean-up's
- Cut Back plants at Harborside, Village Hall, and Office
- Hauled Channel Markers, Weights and Mooring Balls to storage at Marina Parking on German Rd.
- Pulled launch & dingy launch ramps after Marina Closed for season
- Closed all public bathrooms for season and they have been winterized
- Installed posts at beach for silt fencing
- Put into storage all picnic tables and garbage cans
- Removed all wooden benches for season
- 4th Quarter Water Tests Completed
- Participated in Employee Reviews
- Participated in 2027 Budget work session
- Conducted Ditch Mowing
- Laid out cones for Light Bollard Placement on North End Path
- Backfilled stone along shore front path/Filled in low spots with topsoil along shore front path
- Clean up on New Shorefront property
- Painted entire Visitor Center outside
- Deep Clean of Administration Office
- Hung Christmas Lights on Poles and Changed out Star on Anderson Dock
- Painted Bathroom floors at Beach and installed new light fixtures
- Painted and Water Sealed Launch Dock
- Moved 2 docks to Rear Dump area, they are now spares
- Pushed up dump as needed
- Repaired several old street lights (light sensors, plugs and bulbs)

Respectfully Submitted

Justin MacDonald
Maintenance Manager
jmacdonald@ephraim.wi,gov

Invoice Number	Sequence Number	Description	Type	Invoice Date	Due Date	Invoice Amount	Discount Amount	Net Invoice Check Amount	GL Account Number
13 FRONTIER									
OCTOBER20	1	Phone Charges-WW 262-159-0737	Invoice	10/25/2026	11/11/2026	32.54		32.54	610-30-5740
Total OCTOBER2026:						32.54	.00	32.54	
Total 13 FRONTIER:						32.54	.00	32.54	
18 FERRELLGAS									
1134822576	1	Propane Maint	Invoice	09/29/2026	11/11/2026	781.95		781.95	100-20-5332
Total 1134822576:						781.95	.00	781.95	
Total 18 FERRELLGAS:						781.95	.00	781.95	
24 WISCONSIN PUBLIC SERVICE									
0403256491-	1	Streetlights	Invoice	10/26/2026	11/11/2026	680.74		680.74	100-20-5342
Total 0403256491-22-10-26:						680.74	.00	680.74	
Total 24 WISCONSIN PUBLIC SERVICE:						680.74	.00	680.74	
46 LANGE ENTERPRISES									
97130	1	14x7 Fire Sign & Shipping	Invoice	10/26/2026	11/11/2026	50.92		50.92	100-50-5220
Total 97130:						50.92	.00	50.92	
Total 46 LANGE ENTERPRISES:						50.92	.00	50.92	
47 CINDY NELSON									
NOV2026	1	2026 General Election	Invoice	11/03/2026	11/11/2026	112.50		112.50	100-10-5144
Total NOV2026:						112.50	.00	112.50	
Total 47 CINDY NELSON:						112.50	.00	112.50	
58 MARCO TECHNOLOGIES LLC									
INV1587820	1	Contract Usage Charge 10/29 - 11/28/2	Invoice	10/26/2026	11/11/2026	53.24		53.24	100-10-5140
INV1587820	2	Supply Freight	Invoice	10/26/2026	11/11/2026	10.00		10.00	100-10-5140
Total INV15878209:						63.24	.00	63.24	
Total 58 MARCO TECHNOLOGIES LLC:						63.24	.00	63.24	
64 CULLIGAN									
OCT2026	1	Bottled Water	Invoice	10/07/2026	11/11/2026	38.00		38.00	100-10-5140
Total OCT2026:						38.00	.00	38.00	
Total 64 CULLIGAN:						38.00	.00	38.00	
138 COUNTY OF DOOR - RYAN SCHLEY									
2026-330003	1	N Orchard Rd & Credit	Invoice	10/27/2026	11/11/2026	1,906.91		1,906.91	100-20-5330
2026-330003	2	Public Works Lot	Invoice	10/27/2026	11/11/2026	600.51		600.51	100-20-5332
Total 2026-33000382:						2,507.42	.00	2,507.42	

Invoice Number	Sequence Number	Description	Type	Invoice Date	Due Date	Invoice Amount	Discount Amount	Net Invoice Check Amount	GL Account Number
Total 138 COUNTY OF DOOR - RYAN SCHLEY:						2,507.42	.00	2,507.42	
195 AECOM TECHNICAL SERVICES INC									
2001198115	1	WIS 42 Streetscape-North Path-2026 C	Invoice	10/27/2026	11/11/2026	1,710.00		1,710.00	100-20-5330
Total 2001198115:						1,710.00	.00	1,710.00	
2001201623	1	WIS 42 Streetscape-North Path-West S	Invoice	11/04/2026	11/11/2026	3,544.79		3,544.79	100-20-5330
Total 2001201623:						3,544.79	.00	3,544.79	
Total 195 AECOM TECHNICAL SERVICES INC:						5,254.79	.00	5,254.79	
249 WULF BROTHERS									
191091193	1	Repair Heater- Maintenance Shop	Invoice	11/04/2026	11/11/2026	960.00		960.00	100-20-5332
Total 191091193:						960.00	.00	960.00	
Total 249 WULF BROTHERS:						960.00	.00	960.00	
362 T.R.COCHART TIRE CENTER									
30807	1	6 Tires F-550	Invoice	10/09/2026	11/11/2026	1,518.00		1,518.00	100-20-5331
Total 30807:						1,518.00	.00	1,518.00	
31399	1	2x Sensors	Invoice	11/04/2026	11/11/2026	110.00		110.00	100-10-5140
Total 31399:						110.00	.00	110.00	
Total 362 T.R.COCHART TIRE CENTER:						1,628.00	.00	1,628.00	
376 JEFFERSON FIRE & SAFETY INC									
IN345780	1	Turnout Gear	Invoice	10/27/2026	11/11/2026	3,668.92		3,668.92	100-50-5220
Total IN345780:						3,668.92	.00	3,668.92	
IN345802	1	JAW's Service	Invoice	10/20/2026	11/11/2026	1,055.00		1,055.00	100-50-5220
Total IN345802:						1,055.00	.00	1,055.00	
Total 376 JEFFERSON FIRE & SAFETY INC:						4,723.92	.00	4,723.92	
543 CELLCOM WISCONSIN RSA 10									
602743	1	Cell Phone Charges-Spartan Go Cam	Invoice	10/22/2026	11/11/2026	16.27		16.27	100-20-5300
602743	2	Phone Charges-WW	Invoice	10/22/2026	11/11/2026	31.64		31.64	610-30-5740
602743	3	Cell Phone Charges-WW	Invoice	10/22/2026	11/11/2026	127.09		127.09	610-30-5740
602743	4	Cell Phone Charges-Admin	Invoice	10/22/2026	11/11/2026	138.08		138.08	100-10-5140
602743	5	Cell Phone Charges-FD	Invoice	10/22/2026	11/11/2026	29.26		29.26	100-50-5220
602743	6	Cell Phone Charges-FD	Invoice	10/22/2026	11/11/2026	27.09		27.09	100-50-5220
602743	7	Cell Phone Charges-Marina	Invoice	10/22/2026	11/11/2026	27.09		27.09	202-40-5543
602743	8	Cell Phone Charges	Invoice	10/22/2026	11/11/2026	7.50		7.50	100-10-5140
Total 602743:						404.02	.00	404.02	
Total 543 CELLCOM WISCONSIN RSA 10:						404.02	.00	404.02	

Invoice Number	Sequence Number	Description	Type	Invoice Date	Due Date	Invoice Amount	Discount Amount	Net Invoice Check Amount	GL Account Number
605 NORTHERN LAKE SERVICE INC									
2619800	1	PFAS Testing	Invoice	10/29/2026	11/11/2026	641.73		641.73	610-30-5740
Total 2619800:						641.73	.00	641.73	
Total 605 NORTHERN LAKE SERVICE INC:						641.73	.00	641.73	
730 KAREN McMURTRY									
NOV2026	1	2026 General Election	Invoice	11/03/2026	11/11/2026	91.00		91.00	100-10-5144
Total NOV2026:						91.00	.00	91.00	
Total 730 KAREN McMURTRY:						91.00	.00	91.00	
740 NORTHERN ELECTRIC INC									
21879	1	Streetlight Repair	Invoice	10/26/2026	11/11/2026	510.00		510.00	100-20-5342
Total 21879:						510.00	.00	510.00	
Total 740 NORTHERN ELECTRIC INC:						510.00	.00	510.00	
752 MAGGIE PETERMAN									
NOV2026	1	2026 General Election	Invoice	11/03/2026	11/11/2026	112.50		112.50	100-10-5144
Total NOV2026:						112.50	.00	112.50	
Total 752 MAGGIE PETERMAN:						112.50	.00	112.50	
776 WISCONSIN RURAL WATER ASSN									
26364	1	Sturgeon Bay-Septage Class-Rasmuss	Invoice	10/26/2026	11/11/2026	180.00		180.00	610-30-5740
Total 26364:						180.00	.00	180.00	
Total 776 WISCONSIN RURAL WATER ASSN:						180.00	.00	180.00	
799 AFLAC ATTN: REMITTANCE PROCESSING									
494388	1	Supplemental Insurance	Invoice	10/21/2026	11/11/2026	396.82		396.82	100-21515
Total 494388:						396.82	.00	396.82	
Total 799 AFLAC ATTN: REMITTANCE PROCESSING:						396.82	.00	396.82	
832 MCMAHON ASSOCIATES INC.									
00944996	1	WW- Phase 1- Design-99% Complete	Invoice	10/22/2026	11/11/2026	3,390.00		3,390.00	610-30-5740
Total 00944996:						3,390.00	.00	3,390.00	
Total 832 MCMAHON ASSOCIATES INC.:						3,390.00	.00	3,390.00	
875 GOOD TO GO PLUMBING SERVICES LLC									
6303	1	Winterize Buildings & Properties	Invoice	10/28/2026	11/11/2026	1,253.45		1,253.45	100-20-5520
Total 6303:						1,253.45	.00	1,253.45	
Total 875 GOOD TO GO PLUMBING SERVICES LLC:						1,253.45	.00	1,253.45	

Invoice Number	Sequence Number	Description	Type	Invoice Date	Due Date	Invoice Amount	Discount Amount	Net Invoice Check Amount	GL Account Number
906 B & M TECHNICAL SERVICES									
14369	1	5HP Pump for Lift#1	Invoice	10/23/2026	11/11/2026	5,830.00		5,830.00	610-30-5740
Total 14369:						5,830.00	.00	5,830.00	
Total 906 B & M TECHNICAL SERVICES:						5,830.00	.00	5,830.00	
1047 GFL ENVIRONMENTAL									
U500001383	1	Dumped Grit Dumpster	Invoice	10/19/2026	11/11/2026	55.00		55.00	610-30-5740
Total U50000138375:						55.00	.00	55.00	
Total 1047 GFL ENVIRONMENTAL:						55.00	.00	55.00	
1064 KIM ROBERTS									
NOV2026	1	Phone Reimbursement-November 2026	Invoice	11/02/2026	11/11/2026	15.00		15.00	100-10-5140
Total NOV2026:						15.00	.00	15.00	
Total 1064 KIM ROBERTS:						15.00	.00	15.00	
1178 NICOLET NATIONAL BANK									
37MG2X97E	1	RV Antifreeze	Invoice	10/14/2026	11/11/2026	89.70		89.70	100-20-5520
37MG2X97E	2	All Purpose Adhesive & 4x8 Extruded R	Invoice	10/14/2026	11/11/2026	156.01		156.01	610-30-5740
Total 37MG2X97EL79:						245.71	.00	245.71	
3LTS66JNW	1	Pumpkins	Invoice	09/22/2026	11/11/2026	335.78		335.78	100-20-5520
Total 3LTS66JNWYA:						335.78	.00	335.78	
58MEV1QBZ	1	29.1 Premium Gas	Invoice	10/12/2026	11/11/2026	175.00		175.00	100-20-5331
Total 58MEV1QBZ6W6:						175.00	.00	175.00	
58MJV5XGL	1	Premium Gas	Invoice	10/16/2026	11/11/2026	97.35		97.35	100-50-5220
Total 58MJV5XGLDDB:						97.35	.00	97.35	
86LW5ZKW5	1	Reflective Sign Material	Invoice	09/25/2026	11/11/2026	25.99		25.99	100-50-5210
Total 86LW5ZKW5R68:						25.99	.00	25.99	
86MG5X9GB	1	Insoles	Invoice	10/14/2026	11/11/2026	73.84		73.84	100-20-5300
Total 86MG5X9GBJLV:						73.84	.00	73.84	
Total 1178 NICOLET NATIONAL BANK:						953.67	.00	953.67	
1190 DANIEL OAKLEY									
NOV2026	1	Cell Phone Reimbursement-November	Invoice	11/02/2026	11/11/2026	15.00		15.00	610-30-5740
Total NOV2026:						15.00	.00	15.00	
Total 1190 DANIEL OAKLEY:						15.00	.00	15.00	

Invoice Number	Sequence Number	Description	Type	Invoice Date	Due Date	Invoice Amount	Discount Amount	Net Invoice Check Amount	GL Account Number
1199 MDI TRUCK									
75905	1	Repair Parts for Wing Plows	Invoice	11/03/2026	11/11/2026	1,245.42		1,245.42	100-20-5330
Total 75905:						1,245.42	.00	1,245.42	
Total 1199 MDI TRUCK:						1,245.42	.00	1,245.42	
1248 DOOR COUNTY IT									
6844	1	Lenovo Thinkstation Firewall-addon	Invoice	10/03/2026	11/11/2026	94.00		94.00	100-10-5140
Total 6844:						94.00	.00	94.00	
6870	1	Windows OS Corrupted-FD	Invoice	10/15/2026	11/11/2026	94.00		94.00	100-50-5220
Total 6870:						94.00	.00	94.00	
6908	1	Huntress, Data Protection w/Cove Back	Invoice	10/22/2026	11/11/2026	639.25		639.25	100-10-5140
Total 6908:						639.25	.00	639.25	
6942	1	System Maintenance	Invoice	10/22/2026	11/11/2026	142.00		142.00	100-10-5140
Total 6942:						142.00	.00	142.00	
Total 1248 DOOR COUNTY IT:						969.25	.00	969.25	
1258 ALISON WHITNEY									
NOV2026	1	2026 General Election	Invoice	11/03/2026	11/11/2026	105.00		105.00	100-10-5140
Total NOV2026:						105.00	.00	105.00	
Total 1258 ALISON WHITNEY:						105.00	.00	105.00	
1262 HASENJAGER WOODWORKING									
SIGNS-HALF	1	Marina Sign Replacement-Half Down	Invoice	10/21/2026	11/11/2026	975.00		975.00	202-40-5543
SIGNS-HALF	2	Admin, Harborside, Library Signs - Repl	Invoice	10/21/2026	11/11/2026	1,087.50		1,087.50	100-20-5330
Total SIGNS-HALF:						2,062.50	.00	2,062.50	
Total 1262 HASENJAGER WOODWORKING:						2,062.50	.00	2,062.50	
1273 INSPECTION SPECIALIST LLC									
OCTOBER20	1	Building Permits	Invoice	10/01/2026	10/30/2026	2,491.60		2,491.60	100-10-4431
Total OCTOBER2026:						2,491.60	.00	2,491.60	
Total 1273 INSPECTION SPECIALIST LLC:						2,491.60	.00	2,491.60	
1302 DOBBERSTEIN LAW FIRM									
2024SC0000	1	DC Case- 2024SC000026	Invoice	11/05/2026	11/11/2026	16.20		16.20	100-21517
Total 2024SC000026-11-26:						16.20	.00	16.20	
Total 1302 DOBBERSTEIN LAW FIRM:						16.20	.00	16.20	
1319 MONIQUE MCCLEAN									
NOV2026	1	2026 General Election	Invoice	11/03/2026	11/11/2026	91.00		91.00	100-10-5144

Invoice Number	Sequence Number	Description	Type	Invoice Date	Due Date	Invoice Amount	Discount Amount	Net Invoice Check Amount	GL Account Number
Total NOV2026:						91.00	.00	91.00	
Total 1319 MONIQUE MCCLEAN:						91.00	.00	91.00	
1324 DEMPSEY LAW FIRM LLP									
OCT2026	1	Attorney Fees	Invoice	10/01/2026	11/11/2026	4,062.50		4,062.50	100-10-5130
Total OCT2026:						4,062.50	.00	4,062.50	
Total 1324 DEMPSEY LAW FIRM LLP:						4,062.50	.00	4,062.50	
1385 SUMMIT INFRASTRUCTURE LLC									
1209	1	Manhole #12 Rehab	Invoice	10/30/2026	11/11/2026	4,174.00		4,174.00	610-30-5740
Total 1209:						4,174.00	.00	4,174.00	
Total 1385 SUMMIT INFRASTRUCTURE LLC:						4,174.00	.00	4,174.00	
1386 DOOR LANDSCAPE & NURSERY									
20559	1	Herbicide Treatment - Moravia Point	Invoice	09/17/2026	11/11/2026	1,085.28		1,085.28	100-20-5520
Total 20559:						1,085.28	.00	1,085.28	
Total 1386 DOOR LANDSCAPE & NURSERY:						1,085.28	.00	1,085.28	
9076 KRISTY NELSON									
NOV2026	1	2026 General Election	Invoice	11/03/2026	11/11/2026	97.50		97.50	100-10-5144
Total NOV2026:						97.50	.00	97.50	
Total 9076 KRISTY NELSON:						97.50	.00	97.50	
9290 ANDREA COLLAK									
GE2026	1	Reimbursement-2026 General Election-	Invoice	11/03/2026	11/11/2026	87.82		87.82	100-10-5140
Total GE2026:						87.82	.00	87.82	
NOV2026	1	Cell Phone Reimbursement-November	Invoice	11/02/2026	11/11/2026	30.00		30.00	100-10-5140
Total NOV2026:						30.00	.00	30.00	
Total 9290 ANDREA COLLAK:						117.82	.00	117.82	
Total :						47,200.28	.00	47,200.28	
Grand Totals:						47,200.28	.00	47,200.28	

Summary by General Ledger Account Number

GL Account Number	Debit	Credit	Net
100-10-44310	2,491.60	.00	2,491.60
100-10-51300-200	4,062.50	.00	4,062.50

Summary by General Ledger Account Number

GL Account Number	Debit	Credit	Net
100-10-51400-311	110.00	.00	110.00
100-10-51400-312	183.08	.00	183.08
100-10-51400-333	133.32	.00	133.32
100-10-51400-334	875.25	.00	875.25
100-10-51400-339	63.24	.00	63.24
100-10-51400-342	105.00	.00	105.00
100-10-51440-342	504.50	.00	504.50
100-20-53000-312	16.27	.00	16.27
100-20-53000-344	73.84	.00	73.84
100-20-53301-223	1,245.42	.00	1,245.42
100-20-53302-820	6,342.29	.00	6,342.29
100-20-53302-830	1,906.91	.00	1,906.91
100-20-53310-310	175.00	.00	175.00
100-20-53310-311	1,518.00	.00	1,518.00
100-20-53322-302	960.00	.00	960.00
100-20-53322-304	781.95	.00	781.95
100-20-53322-830	600.51	.00	600.51
100-20-53420-302	510.00	.00	510.00
100-20-53420-303	680.74	.00	680.74
100-20-55200-227	335.78	.00	335.78
100-20-55200-229	1,343.15	.00	1,343.15
100-20-55200-820	1,085.28	.00	1,085.28
100-21515	396.82	.00	396.82
100-21517	16.20	.00	16.20
100-50-52100-301	25.99	.00	25.99
100-50-52200-310	97.35	.00	97.35
100-50-52200-312	56.35	.00	56.35
100-50-52200-333	94.00	.00	94.00
100-50-52200-353	1,055.00	.00	1,055.00
100-50-52200-369	50.92	.00	50.92
100-50-52200-371	3,668.92	.00	3,668.92
202-40-55430-312	27.09	.00	27.09
202-40-55431-362	975.00	.00	975.00
610-30-57401-306	64.18	.00	64.18
610-30-57401-312	142.09	.00	142.09
610-30-57401-320	180.00	.00	180.00
610-30-57402-210	641.73	.00	641.73
610-30-57402-383	55.00	.00	55.00
610-30-57402-385	156.01	.00	156.01
610-30-57403-384	4,174.00	.00	4,174.00
610-30-57404-810	9,220.00	.00	9,220.00
Grand Totals:	47,200.28	.00	47,200.28

Summary by General Ledger Posting Period

GL Posting Period	Debit	Credit	Net
00/00	47,200.28	.00	47,200.28
Grand Totals:	47,200.28	.00	47,200.28

Summary by General Ledger Posting Period

GL Posting Period	Debit	Credit	Net

BUDGET PUBLIC HEARING, Tuesday November 10, 2026 - 7:00 p.m.

VILLAGE OF EPHRAIM

Village Hall - 9996 Water Street

Teleconference Option Available

NOTICE IS HEREBY GIVEN that on Tuesday November 10, 2026 at 7:00 PM at the Village Hall, 9996 Water Street, (also available via teleconference provided the internet is working, see meeting link below) a **PUBLIC HEARING** on the **PROPOSED BUDGET** of the Village of Ephraim will be held pursuant to Sec. 65.90 of the Wisconsin Statutes. The proposed budget, in detail, is available for inspection at the office of the Village Clerk, 10005 Norway Road, Ephraim, Wisconsin from 8:00 AM to 4:00 PM, Monday through Friday excluding holidays.

Village Board
Nov 10, 2026, 7:00 – 9:00 PM (America/Chicago)

Please join my meeting from your computer, tablet or smartphone.
https://meet.goto.com/594861653
You can also dial in using your phone.
Access Code: 594-861-653
United States: +1 (224) 501-3412

Income	2026 ESTIMATED	2026 BUDGET	2027 Proposed	Percent of Change
Taxes	***$ 1,382,022***	***$ 1,382,022***	***$ 1,465,433***	6.0%
Taxes: Other (Room Tax, PRAT, etc)	$ 570,308	$ 570,308	$ 582,429	
INTERGOVERNMENTAL SERVICES	$ 158,331	$ 158,331	$ 174,986	10.5%
LICENSES AND PERMITS	$ 31,528	$ 31,528	$ 33,528	6.3%
PUBLIC CHARGES	$ 2,000	$ 2,000	$ 2,200	10.0%
INTERGOVERNMENTAL CHARGES	$ 19,900	$ 19,900	$ 22,000	10.6%
MISCELLANEOUS	$ 127,500	$ 127,500	$ 127,500	0.0%
FUND BALANCE APPLIED	$ 35,000	$ 35,000	$ 35,000	0.0%
Totals	**$ 2,326,589**	**$ 2,326,589**	**$ 2,443,076**	5.0%

Expenses	2026 ESTIMATED	2026 BUDGET	2027 Proposed	Percent of Change
GENERAL GOVERNMENT	$ 453,869	$ 453,869	$ 467,067	0.1%
PROTECTIVE SERVICES	$ 199,115	$ 199,115	$ 200,165	0.5%
PUBLIC WORKS	$ 425,096	$ 425,096	$ 435,297	2.4%
CULTURE/RECREATION	$ 38,365	$ 38,365	$ 46,760	21.9%
CONSERVATION/DEVELOPMENT	$ 85,572	$ 85,572	$ 87,333	2.1%
DEBT PRINCIPAL & INTEREST	$ 349,294	$ 349,294	$ 658,156	88.4%
CAPITAL OUTLAY	$ 40,400	$ 40,400	$ 40,440	0.1%
CAPITAL RESERVE	$ 214,878	$ 214,878	$ 225,320	4.9%
ROOM TAX HELD IN RESERVE	$ 370,000	$ 370,000	$ 242,536	-34.4%
PRAT HELD IN RESERVE	$ 150,000	$ 150,000	$ 40,001	-73.3%
Totals	**$ 2,326,589**	**$ 2,326,589**	**$ 2,443,076**	5.0%

Mill Rate Calculation		
	2026	**2027**
General Property Tax Levied	**$ 1,382,022.43**	**$ 1,465,432.66**
Assessed Valuation	$ 641,718,000	$ 649,542,000
Assessment Rate per $1,000	**$ 2.15**	**$ 2.26**
% Change in Rate		**5%**

Estimated Fund Balance	Fund Balance 1/1/2025	Fund Balance 12/31/2025	Fund Balance 1/1/2026	Estimated Fund Balance 12/31/2026
General Fund	4,223,180	3,719,181	3,719,181	3,719,181
Special Revenue Fund - Water	38,381	46,546	46,546	46,546
Special Revenue Fund - Coastal	377,208	431,329	431,329	466,329
Total Governmental Funds	$ 4,638,769	$ 4,197,056	$ 4,197,056	$ 4,232,056

WASTEWATER DEBT RETIREMENT ON THE TAX ROLL	2026 Budget	2027 Proposed	Percent of Change
	$ 131,120.00	$ -	-100.00%

2026 Sewer Debt on taxes - flat rate per parcel:	2026 Charge	2027 Charge
Sewered properties	**$ 180.11**	**$ -**
Nonsewered properties	**$ 31.12**	**$ -**
… for a total of	$	-

COASTAL MANAGEMENT - not on the tax roll, separate enterprise fund			
	2026 Estimated Year End	**2026 Budget**	**2027 Budget**
Revenues	$ 135,000.00	$ 134,000.00	$ 134,000.00
Expenses	$ 100,000.00	$ 134,000.00	$ 134,000.00
Postive Cash Projected	$ 35,000.00	$ -	$ -

Village Expenses

GENERAL GOVERNMENT	$	467,067	19%
PROTECTIVE SERVICES	$	200,165	8%
PUBLIC WORKS	$	435,297	18%
CULTURE/REC	$	46,760	2%
CONSERVAT / DEVELOPMENT	$	87,333	4%
DEBT	$	658,156	27%
CAPITAL	$	265,760	11%
ANNUAL ROOM TAX HELD	$	242,536	10%
ANNUAL PRAT HELD	$	40,001	2%
TOTAL	$	2,443,076	100%

COUNTY OF DOOR
County Government Center
421 Nebraska Street
Sturgeon Bay, WI 54235

Ken Pabich
County Administrator
[redacted]

November 10, 2026

Village of Ephraim Board
P.O. Box 138
Ephraim, WI 54211

RE: County and Village Emergency Communications Tower Agreement

Dear Village President and Trustees:

On behalf of the Door County Board of Supervisors, I am reaching out to revisit the terms of our proposed agreement for the emergency communications tower site in the Village of Ephraim.

When we began discussions with the Village, several aspects of the County's emergency communications project were still being developed, including the overall project costs, long-term financial commitments, and tower ownership. As these details now defined, we are now in a better position to finalize our agreements with our municipal partners.

Given the significant investment required for this countywide project, the County Board has directed us to explore opportunities to reduce costs wherever possible. As part of that effort, the Board has asked that we revisit the proposed payment to the Village for use of the tower site.

The Board's request is based on several considerations:

1. Significant County Investment: Under the resolution approved by the County Board, the County is assuming the full cost of the initial system deployment, along with ongoing annual maintenance and operating expenses for the benefit of all participating municipalities. Current estimates include:

- **Total project cost:** $31,500,000
- **Equipment purchased by the County for the Village:** $169,281
- **Annual system maintenance and operating costs for all users:** $1,025,750

2. Consistency with Other Municipalities: The County is working on a similar tower site agreement with the Town of Nasewaupee, involving a former landfill property comparable to the Village's proposed site. The Town has tentatively agreed to make the property available at no cost, with the understanding that the County would pursue similar arrangements with other municipal partners.

3. Tower Ownership and Potential Revenue: When we initially presented the project to the Village Board, the County was exploring a partnership with Vertical Bridge to construct and manage the tower. That approach has since changed, and the tower will now be fully owned and maintained by the County. Any potential revenue generated through future tower use would help offset the County's substantial capital investment and ongoing system maintenance costs.

4. Shared Investment in Public Safety: This project represents a significant commitment to improving emergency communications and public safety throughout Door County, including the Village of Ephraim. The County Board recognizes that the benefits of this system extend to every municipality and believes that working together to minimize project costs is in the best interest of all County taxpayers.

With these considerations in mind, the County Board respectfully requests that the Village reconsider the proposed site payment and agree to make the property available to the County at no cost.

We greatly appreciate the Village's cooperation and partnership throughout this process. Our goal is to move forward with an agreement that recognizes our shared commitment to public safety while being responsible stewards of taxpayer dollars.

Thank you for your consideration. I look forward to continuing our discussions and working together to bring this important project to completion.

Sincerely,



Ken Pabich
Door County Administrator

INTERGOVERNMENTAL AGREEMENT

(Between County of Door and Village of Ephraim for Public Safety Radio Tower Site)

This INTERGOVERNMENTAL AGREEMENT ("Agreement") is entered into pursuant to Wis. Stats. §66.0301, by and between the COUNTY OF DOOR ("County") and the VILLAGE OF EPHRAIM ("Village").

RECITALS

A. The County's public safety radio system handles radio communication for all 911 dispatch, law enforcement, fire, and emergency services in Door County, Wisconsin.

B. The current analog system will reach end-of-life in 2028; the County is transitioning to a digital system requiring additional tower sites to maintain and improve coverage.

C. Coverage analysis by the County's consultant, OCG, identified the need for a tower within the Village of Ephraim.

D. OCG identified the Village-owned parcel located at 2683 German Road, Village of Ephraim, Door County, Wisconsin (Tax Identification Number 1210219312831A) (the "Village Parcel") as an ideal location for a public safety radio tower.

E. To reduce taxpayer cost, the County has partnered with Vertical Bridge, which constructs towers and leases space on such towers to cellular and other users.

F. As part of the partnership, the County will provide, at no cost to Vertical Bridge, access to designated real estate for the purpose of constructing communication towers. In exchange, Vertical Bridge will construct and maintain said towers and will grant the County the right to install, operate, and maintain its public safety radio equipment on such towers without charge.

G. The Village grants the County and its Authorized Parties the right to use a designated portion of the Village Parcel, in exchange for the consideration described in Section 10, for the construction, operation, access to, and maintenance of a radio/communication tower, as outlined below:

AGREEMENT

1. Definitions.

(a) "Authorized Parties": Vertical Bridge and their successors, assigns, agents, employees, contractors, subcontractors, tenants, guests, and other authorized individuals.

(b) "Easement Area": A thirty foot (30') wide non-exclusive corridor from German Road to the Premises for ingress/egress and electric, fiber, and related utilities, to be more particularly described and recorded by separate instrument (Exhibit B).

(c) "Intended Use": Use of the Premises and Easement Area for the purpose of constructing, operating, maintaining, and accessing a radio/communication tower and related equipment and infrastructure.

(d) “Premises”: A one-hundred foot by one-hundred foot (100’ x 100’) area on the Village Parcel, final location to be mutually agreed upon from three potential locations shown on Exhibit A after completion of required studies.

2. Grant of Rights and Term.

(a) Tower Compound. The Village grants the County and Authorized Parties an irrevocable license (“the License”) and exclusive rights to use the Premises for constructing, operating, repairing, replacing, expanding, and maintaining:

- One (1) freestanding radio/communication tower
- Related equipment, shelters, generators, fuel tanks
- Fencing, gates, signage, security equipment
- Utility service and other infrastructure and equipment reasonably related to the Intended Use (collectively, the “Improvements”).

The License is irrevocable and continues for the full Duration as set forth in Section 2(b). The Village and the County intend that the License, together with this Agreement and the Access & Utility Easement constitute the “license or lease” required for the exemption available to Village-owned property under Section 17.18(3)(b) of the Village of Ephraim Zoning Ordinance.

(b) Duration. The rights granted in this Agreement continue for so long as a tower at the Premises is desired by the County or 100 years, whichever period is longer. The rights granted in this Agreement shall run with the land and bind successors and assigns.

3. Studies and Restoration.

The Village grants the County and Authorized Parties the right, at their own risk, to enter upon the Village Parcel (including each of the three potential Premises locations and any proposed Easement Area) to conduct studies, investigations, inspections, analyses, tests, and evaluations (“Studies”) to determine suitability and lawful use for the Intended Use. The County and/or Authorized Parties will promptly repair and restore damage caused by the Studies to substantially the same condition that existed immediately prior to entry, ordinary wear excepted.

4. Conditions.

The Parties’ obligations under this Agreement are conditioned upon the following:

(a) The Door County Board of Supervisors’ approval of the Agreement by adoption of a resolution.

(b) Regulatory & Zoning Approvals:

(i) Zoning/Conditional Use Approval: Confirmation that all necessary local zoning, conditional use permits, and land use approvals for the Intended Use are obtained.

(ii) FAA/FCC Approval: If applicable, receipt of a “no hazard” determination from the Federal Aviation Administration (FAA) and confirmation of compliance with Federal Communications Commission (FCC) regulations.

(iii) Environmental and Cultural Clearances: Satisfactory completion of all required environmental and cultural resource reviews, including but not limited to those required under the National Environmental Policy Act (NEPA) and State Historic Preservation

Office (SHPO), addressing wetlands, endangered species, and historic preservation concerns.

(c) Engineering & Site Suitability

(i) Access and Utilities: Verification that the County can obtain all necessary easements or rights-of-way for ingress, egress, and extension of utilities, including electrical power and fiber optic communications.

(ii) Structural/Topographical Review: Confirmation that the Premises is physically suitable for the Intended Use, including adequate space for the tower footprint, equipment compound, and required fall zone.

If, prior to construction of the radio/communication tower, the County determines, in its sole discretion, that any of the above-contingencies cannot be satisfied or that the Premises and/or Easement Area are not suitable for the Intended Use, the County may terminate this Agreement by delivering written notice to the Village. Upon such termination, this Agreement shall be deemed null and void, the County shall have no obligations hereunder other than those listed in paragraphs 9 and 13, and the Village shall return any and all consideration paid by the County.

5. Access and Utility Easement.

For so long as this Agreement continues, the Village grants the County and Authorized Parties a non-exclusive 30-foot-wide easement for ingress, egress, and utilities for the consideration described in Section 10 (the "Access & Utility Easement"), in a form substantially similar to that attached as Exhibit B.

6. Use and Access.

The County and Authorized Parties may use the Premises and Easement Area for the Intended Use without limitation or exception. The Village grants the County and Authorized Parties 24/7 access to the Premises and Easement Area for construction, operation, maintenance, repair, and emergency response.

7. Ownership and Colocation.

(a) Ownership. The Village retains fee title to the Village Parcel. The County and Authorized Parties own their respective Improvements and may remove or replace them at any time.

(b) Colocation. Vertical Bridge may sublease/lease/take licenses for colocation of carriers and other users on the tower and within the Premises as it deems appropriate; no fees, rent, or revenue share are due to the Village in connection with colocation or operation of the tower and Improvements.

8. Village Reserved Rights; Non-Interference.

Other than the Premises, the Village may use the Village Property in any lawful manner that does not unreasonably interfere with the Intended Use or the rights granted herein. The Premises is for the exclusive use of the County and Authorized Parties. The Village will not erect or permit structures, vegetation, or uses within the Village Property that obstruct access to the Premises, impair the Intended Use, or interfere with any radio/communication signal.

9. Termination and Removal.

Upon termination or discontinuation of use, the tower and above-ground Improvements will be removed within a one year and the Premises will be restored to a neat, graded condition. The County shall remain responsible to the Village for such removal and restoration at the County's sole cost, regardless of any agreement between the County and any third party, any assignment, or any change in ownership of the tower or Improvements, or whether the County continues to use the tower for public safety purposes.

10. Recording.

The parties will execute and record a Memorandum of this Agreement and the Access and Utility Easement with the Door County Register of Deeds.

11. Consideration.

As consideration for the Village's grants under this Agreement, the County shall pay the Village Twenty-Nine Thousand Dollars ($29,000) upon full execution of this Agreement and recording of the Access & Utility Easement.

12. Waiver of Zoning Standards.

The Village Parcel is owned by the Village. Under the Village of Ephraim Zoning Code, antennas or towers located on property owned, leased, or otherwise controlled by the Village are exempt from the requirements of Section 17.18 of the Zoning Code provided a license or lease addressing the intent and purposes of that code have been approved by the Plan Commission and Village Board. The License granted in Section 2(a), together with this Agreement and the Access & Utility Easement, constitute such a license. The Village hereby approves the License, finds that the goals of the code and the requirements of federal law are served by the arrangement described in this Agreement and the Access & Utility Easement and hereby waives all requirements of the Zoning code that are inconsistent with the arrangement embodied by this Agreement and the Access & Utility Easement. This waiver does not waive any other ordinance or any future amendment except to the extent necessary to give effect to this Agreement.

13. Insurance and Indemnification.

(a) Indemnification. The County shall defend, indemnify, and hold harmless the Village and its officers, officials, employees, agents, and insurers from and against all actions, claims, costs, damages, demands, expenses, judgments, liabilities, losses, and suits resulting from the negligence or fault of the County or its Authorized Parties arising out of, resulting from, or in any manner connected with the performance or nonperformance of this Agreement; provided that this paragraph shall not apply to the extent caused by the Village. This paragraph shall survive termination of this Agreement.

(b) Insurance. The County shall, at all times during the term of this Agreement, keep in force insurance issued by a company authorized to do business in Wisconsin, including Comprehensive General Liability coverage of not less than Two Million Dollars ($2,000,000) combined single limit per occurrence and Five Million Dollars ($5,000,000) aggregate, written on an occurrence basis. The County shall cause the Village to be named as an additional insured on the Comprehensive General Liability policy and shall furnish the Village a certificate of insurance evidencing the required coverage and the Village's additional-insured status.

14. Maintenance.

The County shall be responsible for ensuring that the radio/communication tower and the access road located on the Village Parcel are maintained in a reasonable state of repair for the duration of this Agreement.

15. As-Is; No Warranties.

The Village makes no representations or warranties of any kind regarding the condition of the Village Parcel, the Premises, or the Easement Area, or their suitability for the Intended Use. The County and Authorized Parties accept the Premises and Easement Area in their "as is, where is" condition, are solely responsible for determining their suitability for the Intended Use, and enter and use them at their own risk.

16. General Provisions.

This Agreement represents the entire agreement, and may only be amended in writing signed by both parties. Electronic signatures and counterparts are permitted.

The Parties have executed this Intergovernmental Agreement as of the dates set forth below.

County of Door

By: _____
Name:
Title:
Date:

Village of Ephraim

By: _____
Name:
Title:
Date:

2027 Village of Ephraim Fee Schedule

Sales taxes included unless specified.

Administration	
Photocopies	$0.30/page
Facsimile	$1.00/page
Public records research which requires more time than customary 5 to 10 minutes	The Village charges for costs associated with locating records equal to the actual, necessary, and direct costs of locating responsive records if those costs exceed $50, based on the pay rate of the lowest paid employee capable of performing the location task.
Non-sufficient funds	$25.00/occurrence
Assessment Letters	$30.00/each
Engineering fee	The actual cost to the Village for all engineering work incurred by the Village in connection with the subdivision, including inspections required.
Dog License	$15.50 Unneutered/Unspayed Animal
	$5.50 Neutered/Spayed Animal
Ephraim Village Hall Rental Fees:	
Local non-profit preapproved renters	No Charge if pre-approved by Village Board
Theater Productions, Associations, Concerts, Approved Meetings, or Classes	$100.00 Minimum, $160.00 Daily (4 or more hours)
Village Taxpayer Private Functions*	$160 Daily charge
Non Village Taxpayer Private Functions*	$500 Per Day and must be paid prior to event day
** A Security deposit of $250.00 is required for all rentals and will be held during the duration of the rental. This may be applied to the balance due or used for additional cleaning if necessary. $25 Processing Fee for all cancellations.*	
Building and Zoning Fees	
Building Inspection Fees (Brett Guilette - Inspection Specialists LLC) - Fees are based on ALL living areas and garage.	
RESIDENTIAL - 1 & 2 FAMILY	
1. New Structure Fees include building, electric, plumbing, HVAC and erosion permits	
0 - 1,499 sq. ft.	$850.00
1,500 - 1,999 sq. ft.	$1,000.00
2,000 - 2,499 sq. ft.	$1,100.00
2,500 - 3,000 sq. ft.	$1,150.00
Over 3,000 sq. ft	$1,150.00 + $0.10 per sq. ft. over 3,000 sq. ft.
Manufactured Dwellings (modular)	$500.00 + any additions or garage per item #3 below
State Seal	$35.00
2. Additions/ Remodels/ Alterations:	
a. Building	$0.11 per sq. ft. (all areas)
b. Electric, plumbing, HVAC	
0 to 500 sq. ft.	$50.00 (each)
501 - 1,000 sq. ft.	$60.00 (each)
1,001 - 1,300 sq. ft.	$75.00 (each)
1,301 - 2,000 sq. ft.	$100.00 (each)
2,001 - 2,500 sq. ft.	$125.00 (each)
Over 2,500 sq. ft.	$0.05 per sq. ft. (each)
c. Erosion (below grade over 400 sq. ft.)	$40.00 additions only
3. Electric Service	$50.00 residential
4. Manufactured Homes (HUD homes or house trailers)	$200.00 (fee includes slab, electric service, & occupancy)
5. Temporary Occupancy	$50.00
6. Early Start	$50.00 (footing and foundation only)
ACCESSORY STRUCTURES - Detached garages, storage buildings, and decks.	
1. Building	$0.10 per sq. ft. ($50.00 minimum)
2. Electric, plumbing & HVAC	$0.05 per sq. ft. ($40.00 minimum)
COMMERCIAL	
1. New buildings, additions, alterations, remodels:	
a. Building	$0.12 per sq. ft. (all areas) - ($75.00 minimum)
b. Electric, plumbing, HVAC	
0 to 600 sq. ft	$60.00 (each)
601 - 1,250 sq. ft	$75.00 (each)
1,251 - 1,700 sq. ft.	$100.00 (each)
1,701 - 2,100 sq. ft	$125.00 (each)
2,101 - 2,500 sq. ft	$150.00 (each)
Over 2,500 sq. ft.	$0.6 per sq. ft. each
c. Storage buildings, warehouses, detached garages	$0.10 per sq. ft
2. Temporary Occupancy, Change of Use, Occupancy	$50.00
3. Early Start	$100.00
4. Electric Service	$60.00
5. Erosion Control	$75.00
6. Plan Review	Per Table SBD-118
MISCELLANEOUS	
1. Re-inspection fee	$30.00
2. Failure to call for an inspection	$30.00
3. Double fees are due if work is started before permit is issued	
4. Extension to permit (permits are valid for 24 months)	25% of original fee
ZONING FEES	
Land Disturbance	$50.00 per
Moving or Demolition	$50.00 per
Alteration Permits	$50.00 per project
Conditional Use/Special Exception	$250.00 each
Accessory Structures	$50.00 each
Building Permits (Residential)	$50.00 + $0.20 per square ft

Building Permits (Commercial)	$50.00 + $0.25 per square ft
Signs (Permanent)	$25.00 each
Signs (Temporary)	$25.00 each
Board of Appeals Application	$500.00 each
CSM Approval	$50.00
Fire Number Signs	**Market Price**
Marinas & Moorings	
Waiting list for slips or moorings	*$50.00 Each/ Non-Refundable*
Moorings:	
Riparian Taxpayer	$220.00, Plus 6.0% Sales Tax
Taxpayer	$286.00, Plus 6.0% Sales Tax
Non-Taxpayer	$418.00, Plus 6.0% Sales Tax
Anderson Dock:	
Ephraim Property Owner	Slip $75.50 Per Foot Slip Length, Plus 6.0% Sales Tax
Non-Ephraim Property Owner	Slip $108.00 Per Foot Slip Length, Plus 6.0% Sales Tax
Wall Slip	$60.00 Per Foot Boat Length, Plus 6.0% Sales Tax
Transient Dockage	$3.00 Per Foot Boat Length Per Night (20 ft minimum), Plus 6.0% Sales Tax
Firehouse Dock:	
Ephraim Property Owner	Slip $75.50, Per Foot Slip Length, Plus 6.0% Sales Tax
Non-Ephraim Property Owner	Slip $108.00, Per Foot Slip Length, Plus 6.0% Sales Tax
Transient Dockage	$3.00 Per Foot Boat Length Per Night (20 ft minimum), Plus 6.0% Sales Tax
Dinghy Storage	
On Land	$75.50, Plus 6.0% Sales Tax
Dock Tie-up	$103.00 for first 10' Plus $10.00 per Additional Foot, Plus 6.0% Sales Tax
Non Mooring Holder Dinghy Rack	$2.00 Per day - $10.00 Per Week - 2 week maximum
Boat Launching	
Daily Launch Fee	$10.00 Per Boat
Seasonal Launch Pass for first Boat - Ephraim Property Owner	$55.00 Taxpayer
Seasonal Launch Pass for each additional Boat - Ephraim Property Owner	$30.00 Taxpayer
Seasonal Per Boat - Non-Ephraim, Non-Commercial Property Owner	$175.00
Commercial Seasonal Launch Pass	$200.00
Non-Ramp Use (Green Launch)	$3.00 Per Boat
Public Works	
Mowing and weeding of unkempt weeds or noxious weeds is billed at the per hourly rate for equipment and for employees, including employee benefit costs.	
Utility Charges	
Resident Municipal Sewer Rates	$161.00 Per REU Per Quarter
Resident Pump out	$131.00 Per **Holding Tank** Pump-out for Village Taxpayers
Week End Call: Regular Holding Tank Charge of $110 + **Truck Charge**	$131.00 Per Holding Tank Pump-out **+ Truck charge of $171.00**
Septic System Inspection	$171.00 Per Inspection plus applicable pump-out rate per 1,000 gallons
Septic Pump out	$165.00 per 1,000 gallons **Septic Tank** Pump out
Truck Charge	$171.00
Grinder Station Pump out	$204.00
Grinder Station Pump out After Hours	$409.00
Location/Excavation Fee	$294.00 When necessary to dig to do a septic system inspection
3 Yr. Septic Inspection Nov 1-Apr 1	$270.00 Per Inspection plus applicable pump-out rate per 1,000 gallons
Haulers Hauler Pump out	$24.00 Per 1,000 Gallons for **Holding Tank** Waste
Hauler Pump out	$177.00 Per 1,000 Gallons for **Septic Waste**
Hauler Discount Rate (more than 10,000 gallons)	**$21.00 Per 1,000 Gallons November 1 thru April 1**
Water Tests Water Tests	$30.00 Basic Bacteriological Analysis
Water Test Result Copies	$15.00
Scheduled Emergency Water Analysis	$150.00
Water Test: Nitrate	$60.00
Storm Sewer Connect/Inspect Hook-up Cost	$161.00
Sewer Connection Assessment Fee	$5,049.00
Airport Charges	
Aircraft Parking- Long Term	
	$133.00 - 2 Weeks
	$173.00 - 1 Month
	$268.00 - 3 Months
	$351.00 - 6 Months
	$523.00 - 12 Months
Aircraft Parking- Short Term	
	$0 - Over 4 Hours Same Day Departure- All
	$16.00 - Overnight- Single Engine
	$30.00 - Overnight- Twin
	$30.00 - Overnight- Turbine
	$52.00 - Charter- All
Automobile Parking	
	$7.00 - Daily
	$54.00 - 1 Month
	$112.00 - 3 Months
	$173.00 - 6 Months
	$265.00 - 12 Months
Hanger Lease Rate	$0.50 Per Square Foot
Short Term Rental Licensing Fees	
Initial License Fee	$200
Late Fee	$150
Renewal	$150
Mobile Food Establishment Permitting Fees	
Permit Fee	$400

Row	Activity Description	Code	Description	Addit. Comments	2024	2025	2026	2027 Budget	Increase (Decrease)	YTD 9/30/2026	2025 Actual	2024 Actual	2023 Actual
		100-10-	INCOME	New comments in Red									
1	General Fund	41110	General Property Taxes		$ 1,336,375	$ 1,336,704	$ 1,384,722	$ 1,044,740.90	$ (339,981.19)	$ 1,382,021	$ 1,336,704	$ 1,336,375	$ 1,309,556
2	General Fund	41150	Managed Forest Lands		$ 8	$ 8	$ 8	$ 8.00	$ -	$ 78	$ 78	$ 40	$ 8
3	General Fund	41210	Room Taxes		$ 320,000	$ 320,000	$ 370,000	$ 380,000.00	$ 10,000.00	$ 190,185	$ 384,294	$ 377,524	$ 370,344
4	General Fund	41220	Room Tax Grant	Money from DDC	$ 36,000	$ 36,000	$ 50,000	$ 50,000.00	$ -	$ 29,076	$ 46,786	$ 40,652	$ 43,017
5	General Fund	41223	PRAT		$ 150,000	$ 150,000	$ 150,000	$ 152,121.00	$ 2,121.00	$ 105,489	$ 176,072	$ 156,128	$ 186,564
6	General Fund	41800	Interest on Taxes		$ 300	$ 300	$ 300	$ 300.00	$ -	$ 140	$ 511	$ 735	$ 389
7	General Fund	43410	State - Shared Revenue		$ 6,161	$ 46,438	$ 42,041	$ 42,924.00	$ 883.00	$ 14,350	$ 48,703	$ 42,009	$ 6,160
8	General Fund	43430	Exempt Computer Aid		$ 142	$ 142	$ 142	$ 142.00	$ -	$ 142	$ 142	$ 142	$ 142
9	General Fund	43530	State Transportation Aids		$ 44,594	$ 89,693	$ 103,148	$ 118,620.00	$ 15,472.00	$ 77,361	$ 89,693	$ 77,994	$ 67,821
10	General Fund	43545	Recycling Rebate						$ -				
11	General Fund	43610	Payment for Municipal Services		$ -	$ -	$ -	$ -	$ -				
12	General Fund	43650	State Aid - Forest Crop		$ 1,000	$ -	$ -	$ -	$ -	$ -			
13	General Fund	43660	State Payment in Lieu of Taxe	DNR Land Payment	$ 2,000	$ 2,000	$ 2,000	$ 2,300.00	$ 300.00	$ 2,368	$ 2,330	$ 7,315	$ 2,389
14	General Fund	43690	State - Video Service Provider		$ 2,773	$ 2,773	$ 2,773	$ 2,773.00	$ -	$ 2,773	$ 2,773	$ 2,773	$ 2,773
15	General Fund	43900	grant proceeds						$ -	$ -	$ 55,600		
16	General Fund	44100	Cable Franchise Fees/Leases		$ 13,000	$ 13,000	$ 13,000	$ 14,000.00	$ 1,000.00	$ 8,798	$ 14,208	$ 14,172	$ 14,139
17	General Fund	44110	Liquor Licenses		$ 2,000	$ 2,500	$ 2,500	$ 2,500.00	$ -	$ 3,479	$ 2,448	$ 2,620	$ 2,650
18	General Fund	44111	Operator Licenses	good for 2 years	$ 500	$ 500	$ 500	$ 500.00	$ -	$ 1,080		$ 1,020	$ 60
19	General Fund	44112	Picnic Licenses		$ 20	$ 20	$ 20	$ 20.00	$ -	$ 20	$ 20	$ 140	$ 20
20	General Fund	44113	STR Licenses		$ 5,000	$ 5,000	$ 12,000	$ 13,000.00	$ 1,000.00	$ 1,500	$ 13,000	$ 12,950	$ 13,150
	General Fund	44114	Mob. Food License								$ 400		
21	General Fund	44200	Dog Licenses		$ 8	$ 8	$ 8	$ 8.00	$ -	$ 77	$ 119	$ 100	$ 66
22	General Fund	44300	Building & Sign Permits		$ 2,500	$ 2,500	$ 1,500	$ 1,500.00	$ -	$ 957	$ 4,515	$ 981	$ 3,527
23	General Fund	44310	Building Inspection Fees		$ -	$ -	$ 2,000	$ 2,000.00	$ -	$ 5,947	$ 2,614	$ -	$ 2,833
24	General Fund	46100	Sales of Copies/Plats etc		$ -	$ -	$ -	$ -	$ -	$ 17	$ 32	$ 20	
25	General Fund	46101	Assessment Letters		$ 1,000	$ 1,000	$ 1,000	$ 1,000.00	$ -	$ 925	$ 1,300	$ 1,250	$ 975
26	General Fund	46730	Tennis Court Fees		$ 1,000	$ 1,000	$ 1,000	$ 1,200.00	$ 200.00	$ 1,853	$ 971	$ 1,385	$ 890
27	General Fund	46840	Personnel Serv Payments	Money from Dock	$ 19,900	$ 19,900	$ 19,900	$ 22,000.00	$ 2,100.00		$ 19,900	$ 19,900	$ 12,000
28	General Fund	46900	Other Revenue	Pic. Table Money, DDC Pa	$ 2,000	$ 2,000	$ 2,000	$ 2,000.00	$ -	$ 1,809	$ 24,443	$ 1,096	$ 24,696
29	General Fund	48000	Misc Revenue						$ -	$ 1,000	$ 1,542		
30	General Fund	48100	Interest Income/Genl		$ 100,000	$ 120,000	$ 120,000	$ 120,000.00	$ -	$ 90,052	$ 173,256	$ 210,843	$ 162,853
31	General Fund	48200	Rentals of Village Properties		$ 7,000	$ 5,500	$ 5,500	$ 5,500.00	$ -	$ 5,971	$ 5,210	$ 5,285	$ 5,710
32	General Fund	48307	Sale of Recyclable Materials		$ 2,000	$ 2,000	$ 2,000	$ 2,000.00	$ -	$ 2,324	$ 2,359	$ 2,053	$ 2,090
33	General Fund	48330	Sale of Other Equip & Property		$ -	$ -	$ -	$ -	$ -	$ 20,000			
34			Total Revenue		$ 2,055,281	$ 2,158,986	$ 2,288,062	$ 1,981,156.90	$ (306,905.19)	$ 1,949,792	$ 2,410,023	$ 2,315,502	$ 2,234,822
		100-10-	EXPENSE										
35	Board	51100-100	Board Salaries		$ 18,000	$ 30,000	$ 30,000	$ 30,000.00	$ -	$ 20,900	$ 22,800	$ 18,000	$ 18,000
36	Board	51100-101	Board SS/Med		$ 1,377	$ 1,377	$ 1,377	$ 1,377.00	$ -	$ 1,598	$ 1,744	$ 1,377	$ 1,379
37	Board	51100-320	Training/Conferences		$ 200	$ 200	$ 200	$ 200.00	$ -	$ -		$ 20	$ 189
38	Legal Fees	51300-200	Legal Fees		$ 30,000	$ 30,000	$ 25,000	$ 23,000.00	$ (2,000.00)	$ 18,913	$ 15,789	$ 17,689	$ 40,560
39	Gen. Admin.	51400-100	Salaries		$ 139,678	$ 144,148	$ 151,355	$ 157,337.01	$ 5,981.56	$ 107,937	$ 146,309	$ 145,028	$ 136,784
40	Gen. Admin.	51400-101	SS/Med		$ 10,685	$ 11,027	$ 11,579	$ 12,036.28	$ 457.59	$ 8,089	$ 10,193	$ 9,916	$ 9,561
41	Gen. Admin.	51400-102	Retirement		$ 9,498	$ 9,802	$ 10,292	$ 11,406.93	$ 1,114.76	$ 8,357	$ 10,196	$ 10,006	$ 9,301
42	Gen. Admin.	51400-103	Health Insurance		$ 43,349	$ 46,331	$ 47,431	$ 49,374.03	$ 1,942.86	$ 30,625	$ 41,774	$ 43,597	$ 41,964
43	Gen. Admin.	51400-104	Disability Insurance		$ 2,800	$ 2,800	$ 2,800	$ 2,800.00	$ -	$ 2,762	$ 3,683	$ 3,376	$ 3,990

	Activity Description	Code	Description	Addit. Comments	######## #	2024	2025	2026	2027 Budget	Increase (Decrease)	YTD 9/30/2026	2025 Actual	2024 Actual	2023 Actual
44	Gen. Admin.	51400-105	Workers Compensation			$ 650	$ 441	$ 457	**$ 474.95**	$ 17.48	$ 400	$ 460	$ 312	$ 686
45	Gen. Admin.	51400-107	Supplemental Insurance			$ -	$ -	$ -	**$ -**	$ -				
46	Gen. Admin.	51400-310	Vehicle Fuel			$ 600	$ 400	$ 400	**$ 400.00**	$ -	$ 111	$ 262	$ 206	$ 227
47	Gen. Admin.	51400-311	Vehicle Maintenance			$ 500	$ 500	$ 500	**$ 500.00**	$ -	$ -	$ 50	$ 61	$ 190
48	Gen. Admin.	51400-312	Cellphone			$ 1,750	$ 1,750	$ 1,750	**$ 1,750.00**	$ -	$ 1,106	$ 1,486	$ 1,568	$ 1,289
49	Gen. Admin.	51400-320	Training/Conferences			$ 2,000	$ 2,000	$ 1,500	**$ 1,500.00**	$ -	$ 727	$ 1,138	$ 1,312	$ 499
50	Gen. Admin.	51400-330	Bank Fees			$ 500	$ 500	$ 500	**$ 500.00**	$ -	$ 443	$ 599	$ 610	$ 512
51	Gen. Admin.	51400-331	Postage			$ 3,500	$ 3,500	$ 3,500	**$ 4,500.00**	$ 1,000.00	$ 4,104	$ 4,734	$ 5,153	$ 4,994
52	Gen. Admin.	51400-332	Office Equipment			$ 3,000	$ 3,000	$ 2,000	**$ 1,000.00**	$ (1,000.00)	$ -			$ 448
53	Gen. Admin.	51400-333	Office Supplies/Expenses			$ 5,000	$ 5,000	$ 5,000	**$ 5,000.00**	$ -	$ 2,874	$ 6,081	$ 4,323	$ 4,112
54	Gen. Admin.	51400-334	Computer Supplies/Expens	$800 for Dissemination		$ 5,000	$ 8,000	$ 15,000	**$ 20,000.00**	$ 5,000.00	$ 19,427	$ 24,587	$ 17,555	$ 22,281
55	Gen. Admin.	51400-335	Professional Dues/Expenses			$ 1,500	$ 1,500	$ 1,500	**$ 3,000.00**	$ 1,500.00	$ 293	$ 3,907	$ 4,058	$ 3,806
56	Gen. Admin.	51400-336	Legal Notices/Adds			$ 500	$ 500	$ 500	**$ 500.00**	$ -	$ 193	$ 531	$ 701	$ 613
57	Gen. Admin.	51400-339	Printing Costs			$ 1,000	$ 2,500	$ 2,500	**$ 2,500.00**	$ -	$ 873	$ 2,532	$ 4,072	$ 2,847
58	Gen. Admin.	51400-340	Vehicle Insurance			$ 358	$ 366	$ 373	**$ 386.55**	$ 13.07	$ 356	$ 336	$ 315	$ 376
59	Gen. Admin.	51400-342	Committee/Worker Expens	BOA Expenses		$ 220	$ 220	$ 220	**$ 220.00**	$ -	$ -			
60	Gen. Admin.	51400-343	Contingency	Inc. Property Leases		$ 3,500	$ 3,500	$ 3,500	**$ 3,500.00**	$ -	$ 2,764	$ 3,058	$ 3,217	$ 3,138
61	Gen. Admin.	51400-344	Uniforms			$ 300	$ 300	$ 300	**$ 300.00**	$ -	$ -			
62	Gen. Admin.	51400-710	Charitable Donations			$ 1,000	$ 1,000	$ 1,000	**$ 1,000.00**	$ -	$ 1,000	$ 1,000	$ 1,000	$ 1,000
63	Gen. Admin.	51400-810	Equipment Outlay			$ -	$ -	$ -	**$ -**	$ -	$ 8,300	$ 7,905		
64	Gen. Admin.	51400-820	Bldg Improvement Outlay			$ -	$ -	$ -	**$ -**	$ -		$ 7,750		
65	Gen. Admin.	51400-830	Other Improvement Outlay			$ -	$ -	$ -	**$ -**	$ -				
66	Elections	51440-315	Election Equipment			$ -	$ -	$ -	**$ -**	$ -				
67	Elections	51440-316	Election Supplies/Expeness			$ 500	$ 500	$ 1,500	**$ 1,500.00**	$ -	$ 273	$ 1,733	$ 1,815	$ 1,215
68	Elections	51440-320	Training/Conferences			$ 500	$ 500	$ 500	**$ 500.00**	$ -	$ 135	$ 45	$ 462	$ 207
69	Elections	51440-342	Committee/Worker Expense			$ 2,500	$ 2,500	$ 2,500	**$ 2,500.00**	$ -	$ 1,204	$ 1,276	$ 2,169	$ 1,308
70	Financial Administrati	51500 -100	Salaries			$ 32,890	$ 33,943	$ 35,640	**$ 36,816.08**	$ 1,176.12	$ 27,332	$ 34,565	$ 34,626	$ 32,245
71	Financial Administrati	51500 -101	SS/Med			$ 2,516	$ 2,597	$ 2,726	**$ 2,816.43**	$ 89.97	$ 1,898	$ 2,393	$ 2,361	$ 2,244
72	Financial Administrati	51500 -102	Retirement			$ 2,237	$ 2,308	$ 2,424	**$ 2,669.17**	$ 245.65	$ 1,967	$ 2,402	$ 2,389	$ 2,192
73	Financial Administrati	51500 -103	Health Insurance			$ 10,544	$ 11,270	$ 11,537	**$ 12,009.90**	$ 472.59	$ 7,449	$ 10,161	$ 10,604	$ 10,207
74	Financial Administrati	51500-300	Auditing Expenses			$ 11,000	$ 15,000	$ 15,000	**$ 15,000.00**	$ -	$ 15,891	$ 14,665	$ 15,257	$ 13,117
75	Assessment of Proper	51530-210	Other Contractual Services			$ 67,200	$ 67,200	$ 8,500	**$ 8,500.00**	$ -	$ 6,517	$ 100,567	$ 8,490	$ 8,337
76	General Buildings-Adr	51600-210	Other Contractual Services			$ -	$ -	$ -	**$ -**	$ -				
77	General Buildings-Adr	51600-211	Property Insurance			$ 1,151	$ 1,232	$ 1,259	**$ 1,303.12**	$ 44.07	$ 1,231	$ 1,204	$ 1,130	$ 1,088
78	General Buildings-Adr	51600-302	Facility Maintenance/Repair			$ -	$ -	$ -	**$ -**	$ -				
79	General Buildings-Adr	51600-303	Electricity			$ 6,500	$ 7,500	$ 7,500	**$ 7,500.00**	$ -	$ 6,156	$ 6,439	$ 6,864	$ 7,293
80	General Buildings-Adr	51600-304	LP Gas			$ 1,500	$ 1,500	$ 1,500	**$ 1,500.00**	$ -	$ 1,151	$ 1,183	$ 1,438	$ 2,062
81	General Buildings-Adr	51600-305	Well Tests			$ -	$ 240	$ 240	**$ 240.00**	$ -	$ 60	$ 300	$ 240	
82	General Buildings-Adr	51600-306	Phone			$ 4,000	$ 4,000	$ 4,000	**$ 4,000.00**	$ -	$ 3,110	$ 3,760	$ 4,288	$ 5,564
83	General Buildings-Adr	51600-307	Water Treatment			$ -	$ -	$ -	**$ -**	$ -	$ 180			
84	General Buildings-Adr	51600-308	Sewer Fees			$ -	$ -	$ -	**$ -**	$ -				
85	General Buildings-Adr	51600-309	Internet			$ 675	$ 675	$ 675	**$ 1,000.00**	$ 325.00	$ 719	$ 1,074	$ 1,534	$ 989
86	General Buildings-Hall	51601-210	Other Contractual Services	Hall **Maint**		$ 10,000	$ 10,000	$ 10,000	**$ 10,000.00**	$ -	$ -	$ 52,474	$ 10,774	
87	General Buildings-Hall	51601-211	Property Insurance			$ 3,047	$ 3,261	$ 3,332	**$ 3,449.11**	$ 116.64	$ 3,304	$ 3,233	$ 2,992	$ 2,813
88	General Buildings-Hall	51601-300	Facility Equipment			$ -	$ -	$ -	**$ -**	$ -				
89	General Buildings-Hall	51601-301	Facility Supplies			$ -	$ -	$ -	**$ -**	$ -	$ -	$ 49		

	Activity Description	Code	Description	Addit. Comments	2024	2025	2026	2027 Budget	Increase (Decrease)	YTD 9/30/2026	2025 Actual	2024 Actual	2023 Actual
90	General Buildings-Hall	51601-302	Facility Maintenance/Repair		$ -	$ -	$ -	**$ -**	$ -				
91	General Buildings-Hall	51601-303	Electricity		$ 3,500	$ 3,500	$ 3,500	**$ 3,500.00**	$ -	$ 2,198	$ 4,111	$ 3,429	$ 2,968
92	General Buildings-Hall	51601-304	LP Gas		$ 6,000	$ 7,000	$ 7,000	**$ 7,000.00**	$ -	$ 4,969	$ 6,127	$ 6,872	$ 7,260
93	General Buildings-Hall	51601-305	Well Tests		$ -	$ -	$ -	**$ -**	$ -	$ 60	$ 60	$ 120	
94	General Buildings-Hall	51601-306	Phone		$ -	$ -	$ -	**$ -**	$ -				
95	General Buildings-Hall	51601-307	Water Treatment		$ -	$ -	$ -	**$ -**	$ -				
96	General Buildings-Hall	51601-308	Sewer Fees		$ 1,500	$ 1,500	$ 1,500	**$ 1,500.00**	$ -	$ 1,131	$ 2,050	$ 1,869	$ 1,749
97	General Buildings-Hall	51601-309	Internet		$ 1,700	$ 1,700	$ 1,700	**$ 2,200.00**	$ 500.00	$ 2,086	$ 2,514	$ 2,292	$ 1,892
98	Tax Refunds	51910-730	Misc Expense	Tax Collection	$ 3,800	$ 3,800	$ 3,800	**$ -**	$ (3,800.00)	$ -		$ 15,829	
99	Judgments and Losses	51920-730	Misc Expense		$ -	$ -	$ -	**$ -**	$ -				
100	Nondepart Insurance	51930-212	Liability Insurance		$ 5,500	$ 7,000	$ 7,000	**$ 7,000.00**	$ -	$ 9,125	$ 8,929	$ 8,852	$ 7,121
101	Building Inspection	52400-100	Salaries		$ 9,245	$ 9,541	$ 10,018	**$ 10,500.00**	$ 482.40	$ 7,681	$ 9,677	$ 9,527	$ 8,997
102	Building Inspection	52400-101	SS/Med		$ 707	$ 730	$ 766	**$ 803.25**	$ 36.90	$ 540	$ 679	$ 659	$ 639
103	Building Inspection	52400-102	Retirement		$ 629	$ 649	$ 681	**$ 761.25**	$ 80.05	$ 553	$ 672	$ 657	$ 611
104	Building Inspection	52400-103	Health Insurance		$ 2,343	$ 2,504	$ 2,564	**$ 2,668.87**	$ 105.02	$ 1,655	$ 2,258	$ 2,356	$ 2,268
105	Building Inspection	52400-105	Workers Compensation		$ -	$ -	$ -	**$ -**	$ -				
106	Building Inspection	52400-320	Training/Conferences		$ -	$ -	$ -	**$ -**	$ -				
107	Building Inspection	52400-333	Office Supplies/Expeneses		$ -	$ -	$ -	**$ -**	$ -	$ 249	$ 81	$ 2	
108	Airport	53510-210	Other Contractual Services		$ 500	$ -	$ -	**$ -**	$ -				
109	Animal Control	54100-210	Other Contractual Services		$ -	$ -	$ -	**$ -**	$ -				
110	Library	55110-316	Supplies/Expense		$ -	$ -	$ -	**$ -**	$ -				
111	Celebrations	55300-316	Supplies/Expense		$ 2,600	$ 2,600	$ 2,600	**$ 4,000.00**	$ 1,400.00	$ -	$ 9,194	$ 10,772	$ 4,623
112	Zoning	56400-100	Salaries		$ 23,112	$ 23,851	$ 25,044	**$ 26,250.00**	$ 1,206.00	$ 19,204	$ 24,193	$ 23,818	$ 22,493
113	Zoning	56400-101	SS/Med		$ 1,768	$ 1,825	$ 1,916	**$ 2,008.13**	$ 92.26	$ 1,352	$ 1,698	$ 1,649	$ 1,599
114	Zoning	56400-102	Retirement		$ 1,572	$ 1,622	$ 1,703	**$ 1,903.13**	$ 200.13	$ 1,382	$ 1,681	$ 1,643	$ 1,529
115	Zoning	56400-103	Health Insurance		$ 5,858	$ 6,261	$ 6,410	**$ 6,672.17**	$ 262.55	$ 4,138	$ 5,645	$ 5,891	$ 5,670
116	Zoning	56400-105	Workers Compensation		$ -	$ -	$ -	**$ -**	$ -				
117	Zoning	56400-320	Training/Conferences		$ -	$ -	$ -	**$ -**	$ -				
118	Zoning	56400-333	Office Supplies/Expenses		$ 500	$ 500	$ 500	**$ 500.00**	$ -				
119	Economic Developme	56700-710	Economic Development						$ -	$ -			
120	EBC	56700-720	Subsidy to Organization		$ -	$ -	$ -	**$ -**	$ -	$ 29,076	$ 46,786	$ 40,652	$ 9,030
121	Room Tax Expense	56701-210	Room Tax Expense	Money to Fund Tourism Zone	$ 36,000	$ 36,000	$ 50,000	**$ 50,000.00**	$ -	$ -			$ 50,267
122	Debt Service Principal	58100-600	Principal		$ 210,000	$ 220,000	$ 235,000	**$ -**	$ (235,000.00)	$ 442,016	$ 220,000	$ 210,000	$ 200,000
123	Debt Service Interest	58200-601	Interest		$ 136,419	$ 125,669	$ 114,294	**$ -**	$ (114,293.76)	$ 144,741	$ 125,669	$ 136,418	$ 146,669
			Total Expense		$ 896,479	$ 931,139	$ 905,364	**$ 573,133.36**	$ (332,231.09)	$ 992,885	$ 1,028,451	$ 884,212	$ 875,012

Activity Description	Code	Description	########	2024	2025	2026	2027 Budget	Increase (Decrease)	YTD 9/30/2026	2025 Actual	2024 Actual
	300-10-	*INCOME*	*New comments in Red*								
Debt Service Fund	41110	General Property Taxes		$ -	$ -	$ -	***$ 420,692***	$ 420,692	$ -	$ -	$ -
Debt Service Fund	49200	Transfer In - Other Funds - PRAT		$ -	$ -	$ -	***$ 110,000***	$ 110,000	$ -	$ -	$ -
Debt Service Fund	49200	Transfer In - Other Funds - Room Tax		$ -	$ -	$ -	***$ 127,464***	$ 127,464	$ -	$ -	$ -
		Total Income					***$ 658,156***				
		Expense									
Debt Service Principal	58100-600	Principal		$ -	$ -	$ -	**$ 496,515**	$ 496,515	$ -	$ -	$ -
Debt Service Interest	58200-601	Interest		$ -	$ -	$ -	**$ 161,641**	$ 161,641	$ -	$ -	$ -
		Total Expense		$ -	$ -	$ -	**$ 658,156**	**$ 658,156**	$ -	$ -	$ -

Code	Description	Addit. Comments	### ####	2023	2024	2025	2026	2027 Budget	Increase (Decrease)	YTD 9/30/2026	2025 Actual	2024 Actual	2023 Actual
100-20-	EXPENSE												
53000-100	Salaries			$ 123,957	$ 152,879	$ 159,400	$ 172,578	**$ 181,102.52**	$ 8,524.68	$ 113,294	$ 152,826	$ 143,969	$ 110,110
53000-101	SS/Med			$ 8,335	$ 11,695	$ 12,194	$ 12,858	**$ 13,510.09**	$ 652.14	$ 8,354	$ 10,607	$ 9,756	$ 7,775
53000-102	Retirement			$ 7,409	$ 10,351	$ 10,794	$ 11,377	**$ 12,803.68**	$ 1,426.39	$ 8,579	$ 10,736	$ 9,938	$ 7,348
53000-103	Health Insurance			$ 31,162	$ 56,371	$ 60,265	$ 61,697	**$ 64,232.50**	$ 2,535.71	$ 27,200	$ 49,472	$ 48,459	$ 31,459
53000-104	Disability Insurance			$ 2,500	$ 2,500	$ 2,500	$ 2,500	**$ 2,500.00**	$ -	$ 1,913	$ 2,522	$ 2,759	$ 1,978
53000-105	Workers Compensation			$ 6,858	$ 9,504	$ 4,833	$ 5,090	**$ 5,144.38**	$ 54.02	$ 4,084	$ 4,946	$ 5,223	$ 5,989
53000-110	Personel Services			$ -	$ -	$ -	$ -	**$ -**	$ -				
53000-312	Cellphone			$ 1,200	$ 1,000	$ 1,000	$ 600	**$ 600.00**	$ -	$ 178	$ 342	$ 875	$ 964
53000-320	Training/Conferences			$ 600	$ 600	$ 600	$ 600	**$ 500.00**	$ (100.00)			$ 83	
53000-333	Office Supplies/Expenses			$ 1,000	$ 1,000	$ 1,000	$ 1,000	**$ 1,000.00**	$ -	$ 861	$ 831	$ 416	$ 1,322
53000-344	Uniforms	Include Safety		$ 1,000	$ 1,500	$ 2,250	$ 2,250	**$ 2,250.00**	$ -	$ 314	$ 1,882	$ 720	$ 1,147
53301-220	Mowing			$ 3,200	$ 2,500	$ 2,500	$ 1,500	**$ 1,000.00**	$ (500.00)	$ 362	$ 1,045	$ 375	
53301-221	Sweeping/Marking			$ 6,000	$ 6,000	$ 6,000	$ 6,000	**$ 6,500.00**	$ 500.00	$ 7,952	$ 4,901	$ 9,554	$ 4,392
53301-222	Road Trimming	Tree Cutting		$ 2,000	$ 2,000	$ 2,000	$ 2,000	**$ 2,000.00**	$ -		$ 1,280		
53301-223	Snow Removal			$ 32,000	$ 34,000	$ 34,000	$ 32,000	**$ 25,000.00**	$ (7,000.00)	$ 11,639	$ 21,972	$ 9,706	$ 13,764
53301-300	Facility Equipment			$ 1,000	$ 1,000	$ 1,000	$ 1,000	**$ 1,000.00**	$ -	$ 89			
53001-302	Facility Maintenance/Repair	Surveying		$ 6,000	$ 5,000	$ 5,000	$ 5,000	**$ 3,000.00**	$ (2,000.00)	$ 1,777	$ 3,117		
53302-810	Equipment Outlay			$ -	$ -	$ -	$ -	**$ -**	$ -		$ 5,257	$ 49,153	$ 88,203
53302-820	Other Improvement Outlay	2020 streetwork expenses		$ -	$ -	$ -	$ -	**$ -**	$ -	$ 497,648	$ 100,874	$ 97,046	$ 81,082
53302-830	Other Improvement Outlay								$ -	$ 113,227	$ 92,132	$ 199,541	$ 57,929
53302-840	Project Outlay	Detour Repaving/storm (road aid money moved to cap reserve)							$ -				
53310-310	Vehicle Fuel			$ 5,000	$ 6,500	$ 7,000	$ 12,000	**$ 12,000.00**	$ -	$ 5,491	$ 10,146	$ 8,160	$ 6,172
53310-311	Vehicle Maintenance			$ 5,000	$ 10,000	$ 15,000	$ 20,000	**$ 20,000.00**	$ -	$ 6,938	$ 62,304	$ 5,444	$ 6,810
53310-340	Vehicle Insurance			$ 1,371	$ 1,410	$ 1,445	$ 1,477	**$ 1,528.28**	$ 51.68	$ 1,416	$ 1,324	$ 1,244	$ 1,392
53321-211	Property Insuranace			$ 200	$ -	$ -	$ -	**$ -**	$ -				
53321-303	Electricity			$ 1,000	$ 800	$ 500	$ 700	**$ 400.00**	$ (300.00)	$ 46	$ 273	$ 38	$ 308
53321-304	LP Gas	N/A		$ -	$ -	$ -	$ -	**$ -**	$ -				
53321-305	Well Tests					$ 120	$ 150	**$ 150.00**	$ -	$ 30	$ 210	$ 150	
53321-306	Phone			$ -	$ -	$ -	$ -	**$ -**	$ -				
53321-307	Water Treatment			$ -	$ -	$ -	$ -	**$ -**	$ -				
53321-308	Sewer Fees			$ 500	$ 500	$ 500	$ 600	**$ 644.00**	$ 44.00	$ 300	$ 544	$ 496	$ 464
53321-309	Internet			$ -	$ -	$ -	$ -		$ -				
53322-210	Other Contractual Services	Bathroom Cost Become inh		$ 8,650	$ 1,500	$ 1,500	$ 2,500	**$ 2,700.00**	$ 200.00	$ 2,049	$ 2,917	$ 1,628	$ 13,560
53322-211	Property Insurance			$ 3,902	$ 4,292	$ 4,593	$ 4,694	**$ 4,858.04**	$ 164.28	$ 4,665	$ 4,565	$ 4,215	$ 3,945
53322-300	Facility Equipment			$ -	$ -	$ -	$ -	**$ -**	$ -				
53322-301	Facility Supplies			$ 3,000	$ 2,000	$ 2,000	$ 2,000	**$ 2,000.00**	$ -	$ 1,420	$ 805	$ 1,349	$ 1,715
53322-302	Facility Maintenance/Repair			$ 17,000	$ 17,000	$ 17,000	$ 17,000	**$ 17,000.00**	$ -	$ 6,344	$ 28,385	$ 13,146	$ 8,289
53322-303	Electricity			$ -	$ -	$ -	$ -	**$ -**	$ -				
53322-304	LP Gas			$ 500	$ 1,000	$ 1,500	$ 2,500	**$ 5,000.00**	$ 2,500.00	$ 3,986	$ 1,721	$ 1,652	$ 927
53322-305	Well Tests	N/A		$ 248	$ -	$ 300	$ 300	**$ 30.00**	$ (270.00)		$ 330	$ 210	
53322-306	Phone	N/A		$ -	$ -	$ -	$ -	**$ -**	$ -				
53322-307	Water Treatment	N/A		$ -	$ -	$ -	$ -	**$ -**	$ -	$ 450			
53322-308	Sewer Fees	N/A		$ -	$ -	$ -	$ -	**$ 644.00**	$ 644.00				
53322-309	Internet			$ -	$ -	$ -	$ 2,225	**$ 1,100.00**	$ (1,125.00)	$ 640	$ 514		

Code	Description	Addit. Comments	#	#	#	#	#	#	2023	2024	2025	2026	2027 Budget	Increase (Decrease)	YTD 9/30/2026	2025 Actual	2024 Actual	2023 Actual
53322-350	Janitorial Supplies								$ 4,000	$ 4,500	$ 5,000	$ 5,000	**$ 5,000.00**	$ -	$ 2,320	$ 3,187	$ 3,945	$ 3,737
53322-351	Hardware/Tools								$ 1,775	$ 1,700	$ 1,700	$ 1,500	**$ 1,500.00**	$ -	$ 1,074	$ 819	$ 1,192	$ 525
53322-352	Equipment Rental								$ 250	$ 500	$ 1,000	$ 1,000	**$ 1,000.00**	$ -			$ 109	$ 73
53322-810	Equipment Outlay													$ -	$ 54,082			
53322-820	Bldg Improvement Outlay	Gar. Upgrades							$ 4,000	$ 3,000	$ 3,000	$ 3,000	**$ 3,000.00**	$ -	$ 536	$ 2,542		$ 9,761
53322-830	Other Improvement Outlay	New Building												$ -	$ 35,694	$ 1,952,965	$ 50,000	
53332-303	Electricity								$ -	$ -	$ -	$ -	**$ -**	$ -				
53420-301	Facility Supplies								$ 500	$ 300	$ 300	$ 200	**$ 200.00**	$ -		$ 48	$ 56	$ 82
53420-302	Facility Maintenance/Repair								$ 500	$ 500	$ 400	$ 400	**$ 200.00**	$ (200.00)			$ 669	$ 248
53420-303	Electricity								$ 15,000	$ 16,000	$ 18,000	$ 18,000	**$ 18,000.00**	$ -	$ 12,540	$ 16,830	$ 18,417	$ 16,963
53440-210	Other Contractual Services								$ 3,000	$ 2,000	$ 2,000	$ 2,000	**$ 2,000.00**	$ -	$ 669	$ 303	$ 1,520	
53440-302	Facility Maintenance/Repair								$ -	$ -	$ -	$ -	**$ -**	$ -				$ 1,275
53620-210	Other Contractual Services								$ 6,000	$ 6,500	$ 8,000	$ 8,500	**$ 10,000.00**	$ 1,500.00	$ 5,406	$ 10,227	$ 10,665	$ 8,492
53621-210	Other Contractual Services								$ 2,600	$ 2,500	$ 3,000	$ 3,000	**$ 3,000.00**	$ -	$ 1,877	$ 3,040	$ 5,042	$ 3,572
53630-210	Other Contractual Services								$ -	$ -	$ -	$ -	**$ -**	$ -				
53640-210	Other Contractual Services	Appel							$ 1,700	$ 3,200	$ 4,000	$ 4,000	**$ 4,200.00**	$ 200.00		$ 3,398	$ 3,483	$ 2,996
55200-225	Mulch								$ 4,000	$ 5,000	$ 5,000	$ 5,000	**$ 10,000.00**	$ 5,000.00	$ 4,439	$ 7,027	$ 2,185	$ 3,120
55200-226	Dirt & Stone								$ 1,000	$ 1,000	$ 2,000	$ 4,000	**$ 4,000.00**	$ -	$ 828	$ 7,543	$ 493	$ 1,114
55200-227	Flowers	Inc. Contracted Landscaping							$ 6,000	$ 6,000	$ 6,000	$ 6,000	**$ 6,000.00**	$ -	$ 4,138	$ 7,564	$ 3,401	$ 4,220
55200-228	Tree	1,500 cutting 5,000 planting							$ 6,500	$ 6,500	$ 6,500	$ 6,500	**$ 6,500.00**	$ -	$ 1,866	$ 7,411	$ 6,856	$ 2,214
55200-229	Plumbing								$ 2,500	$ 3,000	$ 3,500	$ 3,000	**$ 5,000.00**	$ 2,000.00	$ 2,716	$ 3,308	$ 1,520	$ 2,952
55200-230	Electrical								$ 750	$ 500	$ 500	$ 500	**$ 500.00**	$ -	$ 23	$ 141		$ 29
55200-231	HVAC												**$ 1,000.00**	$ 1,000.00				
55200-232	Concrete								$ 500	$ 300	$ 500	$ 500	**$ 500.00**	$ -	$ 15	$ 975	$ 449	$ 443
55200-300	Facility Equipment	Flags							$ 1,000	$ 1,000	$ 1,500	$ 1,800	**$ 1,200.00**	$ (600.00)	$ 4,457	$ 2,021	$ 1,090	$ 3,822
55200-302	Facility Maintenance/Repair								$ 4,500	$ 4,500	$ 4,500	$ 4,500	**$ 4,500.00**	$ -	$ 2,943	$ 4,676	$ 3,304	$ 3,751
55200-303	Electricity	Harborside/Wetlands							$ 900	$ 700	$ 700	$ 700	**$ 700.00**	$ -	$ 565	$ 882	$ 775	$ 773
55200-350	Janitorial Supplies	Covered under 53320-350							$ -	$ -	$ -	$ -	**$ -**	$ -				
55200-353	Equipment Repair/Maintenance								$ 2,300	$ 2,500	$ 2,500	$ 2,500	**$ 2,000.00**	$ (500.00)	$ 1,144	$ 894	$ 834	$ 9,562
55200-810	Equipment Outlay													$ -				
55200-820	Bldg Improvement Outlay													$ -				
55200-830	Other Improvement Outlay								$ 31,000	$ 31,000	$ 31,000	$ 28,400	**$ 28,440.00**	$ 40.00	$ 12,671	$ 37,631	$ 26,929	$ 24,364
55200-840	Project Outlay								$ 5,000	$ 5,000	$ 5,000	$ 5,000	**$ 5,000.00**	$ -	$ 18,563	$ 137,774	$ 34,745	$ 6,054
56401-830	Other Improvement Outlay								$ -	$ -	$ -	$ -	**$ -**	$ -	$ 26,812			
56420-303	Electricity	N/A							$ -	$ -	$ -	$ -	**$ -**	$ -				
55420-304	LP Gas	N/A							$ -	$ -	$ -	$ -	**$ -**	$ -				
55420-305	Well Tests										$ 120	$ 120	**$ 150.00**	$ 30.00	$ 30	$ 150	$ 150	
55420-307	Water Treatment	N/A							$ -	$ -	$ -	$ -	**$ -**	$ -				
55420-308	Sewer Fees								$ 500	$ 500	$ 500	$ 645	**$ 710.00**	$ 65.00	$ 330	$ 598	$ 545	$ 510
	Total Expense								$ 386,366	$ 451,103	$ 473,013	$ 499,961	**$ 514,497.50**	$ 14,536.90	$ 1,026,984	$ 2,790,734	$ 803,679	$ 567,696

Row	Activity Description	Code	Description	Item. Breakdown	#	#	#	#	#	#	2023	2024	2025	2026	2027 Budget	Increase (Decrease)	YTD 9/30/2026	2025 Actual	2024 Actual
		100-50-	*INCOME*																
1	General Fund	43420	State - Fire Dues								$ 11,000	**$ 11,000**	**$ 11,000**	**$ 11,000**	**$ 11,000.00**	$ -	$ 19,313	$ 18,023	$ 17,162
2			***Total Revenue***								$ 11,000	**$ 11,000**	**$ 11,000**	**$ 11,000**	**$ 11,000.00**	$ -			$ 17,162
		100-50-	*EXPENSE*																
3	**Law Enforcement**	52100-301	Facility Supplies	CPC goods and services							$ 5,000	$ 5,000	$ 5,000	$ 5,000	**$ 2,000.00**	$ (3,000.00)		$ 457	$ 36
4	**Fire Protection**	52200-100	Salaries								$ 17,500	$ 19,500	$ 21,000	$ 21,000	**$ 23,000.00**	$ 2,000.00	$ 10,810	$ 19,668	$ 18,250
5	**Fire Protection**	52200-101	SS/Med								$ 5,000	$ 5,000	$ 5,000	$ 4,000	**$ 4,000.00**	$ -	$ 4,049	$ 3,505	$ 3,750
6	**Fire Protection**	52200-102	Retirement								$ 800	$ 800	$ 800	$ 1,200	**$ 1,400.00**	$ 200.00	$ 1,176	$ 1,445	$ 1,336
7	**Fire Protection**	52200-103	Health Insurance	Inc. extended accident							$ 3,000	$ 3,000	$ 3,000	$ 3,000	**$ 3,000.00**	$ -	$ 1,261	$ 2,197	$ 1,882
8	**Fire Protection**	52200-104	Disability Insurance								$ -	$ -	$ -	$ -	**$ -**	$ -			
9	**Fire Protection**	52200-105	Workers Compensation								$ 900	$ 1,000	$ 1,000	$ 1,000	**$ 1,000.00**	$ -	$ 632	$ 748	$ 536
10	**Fire Protection**	52200-106	LOSA (AD)								$ 8,600	$ 8,000	$ 8,000	$ 7,000	**$ 7,000.00**	$ -		$ 144	$ 180
11	**Fire Protection**	52200-211	Property Insurance								$ 649	$ 714	$ 764	$ 781	**$ 808.06**	$ 27.33	$ 752	$ 736	$ 701
12	**Fire Protection**	52200-302	Facility Maintenance/Repair	Inc. to outfit station (bldg paint)							$ 8,000	$ 7,000	$ 7,000	$ 5,000	**$ 5,000.00**	$ -	$ 2,786	$ 4,077	$ 2,328
13	**Fire Protection**	52200-303	Electricity													$ -			
14	**Fire Protection**	52200-304	LP Gas								$ 1,400	$ 1,400	$ 1,400	$ 1,500	**$ 1,500.00**	$ -	$ 1,795	$ 1,691	$ 691
15	**Fire Protection**	52200-310	Vehicle Fuel								$ 5,500	$ 5,500	$ 5,500	$ 5,000	**$ 5,500.00**	$ 500.00	$ 5,481	$ 3,453	$ 2,968
16	**Fire Protection**	52200-312	Cellphone								$ 800	$ 800	$ 800	$ 800	**$ 1,500.00**	$ 700.00	$ 415	$ 563	$ 592
17	**Fire Protection**	52200-320	Training/Conferences								$ 13,000	$ 13,000	$ 13,000	$ 13,000	**$ 9,000.00**	$ (4,000.00)	$ 5,560	$ 5,870	$ 6,885
18	**Fire Protection**	52200-333	Office Supplies/Expences	nc Off/data ent/non due							$ 400	$ 300	$ 300	$ 400	**$ 400.00**	$ -	$ 10	$ 286	$ 83
19	**Fire Protection**	52200-335	Professional Dues/Expences								$ 900	$ 700	$ 1,000	$ 1,200	**$ 1,500.00**	$ 300.00	$ 1,160	$ 1,080	$ 1,124
20	**Fire Protection**	52200-340	Vehicle Insurance	4700 in cpc budget							$ 5,791	$ 5,997	$ 6,164	$ 6,311	**$ 6,532.04**	$ 220.89	$ 6,047	$ 5,638	$ 5,293
21	**Fire Protection**	52200-353	Equipment Repair/Maintenance	Inc. N Door Maint.& Boat Maint							$ 27,000	$ 27,000	$ 27,000	$ 30,000	**$ 30,000.00**	$ -	$ 20,868	$ 19,529	$ 24,989
22	**Fire Protection**	52200-368	Fire Prevention Materials (AD)								$ 300	$ 300	$ 300	$ 300	**$ 300.00**	$ -			
23	**Fire Protection**	52200-369	Fire Number Improvements								$ -	$ -	$ -	$ 500	**$ 500.00**	$ -	$ 286	$ 487	$ 509
24	**Fire Protection**	52200-370	Pager Maintenance								$ 500	$ 500	$ 500	$ 600	**$ 600.00**	$ -	$ 95	$ 504	$ 341
25	**Fire Protection**	52200-371	Fire Equipment (AD)								$ 40,200	$ 40,000	$ 41,400	$ 28,200	**$ 30,000.00**	$ 1,800.00	$ 4,581	$ 30,180	$ 35,721
26	**Fire Protection**	52200-372	Ephraim Fire Calls								$ 7,000	$ 7,000	$ 7,000	$ 7,000	**$ 7,000.00**	$ -	$ 5,508	$ 6,240	$ 5,294
27	**Fire Protection**	52200-373	Mid Door Fire Calls								$ 2,000	$ -	$ -	$ -	**$ -**	$ -			$ 253
28	**Fire Protection**	52200-374	Mutual Aid Fire Calls								$ 5,000	$ 8,500	$ 8,500	$ 8,500	**$ 10,000.00**	$ 1,500.00	$ 12,902	$ 6,612	$ 10,752
29	**Fire Protection**	52200-375	Ephraim Fire Mtgs								$ 13,000	$ 23,000	$ 23,000	$ 22,000	**$ 22,000.00**	$ -	$ 11,899	$ 15,792	$ 15,756
30	**Fire Protection**	52200-376	Mid Door Fire Mtgs	Inc. other local mtgs							$ 7,000	$ 2,000	$ -	$ -	**$ -**	$ -			
31	**Fire Protection**	52200-378	Ephraim Event Calls								$ 300	$ 475	$ 475	$ 475	**$ 600.00**	$ 125.00	$ 473	$ 387	$ 333
32	**Fire Protection**	52200-379	Inspection/Data Entry (AD)								$ 3,500	$ 3,500	$ 3,500	$ 3,100	**$ 3,100.00**	$ -	$ 1,437	$ 1,034	$ 1,365
33	**Fire Protection**	52200-810	Equipment Outlay								$ 5,000	$ 4,000	$ 4,000	$ 4,000	**$ 4,000.00**	$ -		$ 3,205	$ 1,891
34	**Fire Protection**	52200-820	Bldg Improvement Outlay								$ -	$ -	$ -	$ -	**$ -**	$ -			
35	**Fire Protection**	52200-830	Other Improvement Outlay								$ -	$ -	$ -	$ -	**$ -**	$ -			
36	**EMT**	52300-377	First Responder Expences								$ 8,000	$ 8,000	$ 9,000	$ 9,000	**$ 9,000.00**	$ -			$ 11,134
37			***Total Expense***								$ 196,040	$ 201,986	$ 204,403	$ 189,867	**$ 190,240.09**	$ 373.22	**$ 99,983**	**$ 135,528**	**$ 154,973**

Row	Activity Description	Code	Description	Item. Breakdown	######	2023	2024	2025	2026	2027 Budget	Increase (Decrease)	YTD 9/30/2026	2025 Actual	2024 Actual
		201-20	INCOME											
1	Water Fund	46410	Water Test Revenue	Inc. water accnt interest		$ 36,100	$ 36,100	$ 36,100	$ 38,627	**$ 39,345.00**	$ 718.00	$ 33,293	$ 39,070	$ 48,853
2	Water Fund	49200	Transfers In - Other Funds - Water			$ -	$ -	$ -	$ -	**$ -**	$ -			
3			***Total Revenue***			**$ 36,100**	**$ 36,100**	**$ 36,100**	**$ 38,627**	**$ 39,345.00**	$ 718.00	$ 33,293	$ 39,070	$ 48,853
		201-30-	EXPENSE											
4	**Water Fund/Water Tests**	53700-110	Personnel Services			$ 1,000	$ 1,000	$ 1,000	$ 1,000	**$ 1,000.00**	$ -		$ 1,000	$ 1,000
5	**Water Fund/Water Tests**	53700-210	Other Contractual Services	Pd to WW for testing		$ 9,000	$ 9,000	$ 9,000	$ 12,000	**$ 12,000.00**	$ -		$ 9,000	$ 9,000
6	**Water Fund/Water Tests**	53700-331	Postage			$ 1,000	$ 1,000	$ 1,000	$ 1,000	**$ 1,000.00**	$ -	$ 910	$ 604	$ 595
7	**Water Fund/Water Tests**	53700-335	Professional Dues/Expenses			$ 400	$ 400	$ 400	$ 400	**$ 400.00**	$ -	$ -	$ 408	$ 596
8	**Water Fund/Water Tests**	53700-397	Water Testing Costs			$ 12,800	$ 12,800	$ 12,800	$ 12,800	**$ 12,800.00**	$ -	$ 12,962	$ 10,601	$ 12,442
9	**Water Fund/Water Tests**	53700-398	Water Testing Operations Exp			$ 8,400	$ 8,400	$ 8,400	$ 8,400	**$ 8,400.00**	$ -	$ 3,487	$ 9,114	$ 8,091
10	**Water Fund/Water Tests**	53700-400	Vehicle Replacement	Pd to WW/ vehicle replaement		$ 3,500	$ 3,500	$ 3,500	$ 3,745	**$ 3,745.00**	$ -			
11			***Total Expense***			**$ 36,100**	**$ 36,100**	**$ 36,100**	**$ 39,345**	**$ 39,345.00**	$ -	**$ 17,359**	**$ 30,727**	**$ 31,724**

Row	Activity Description	Code	Description	Item. Breakdown	#####	2024	2025	2026	2027 Budget	Increase (Decrease)	YTD 9/30/2026	2025 Actual	2024 Actual	2023 Actual
		610-30	***INCOME***											
1	Wastewater Fund	41900	Misc Nonoperating Income/Tax			$ 128,059	$ 128,059	$ 131,120	**$ -**	$ (131,120.00)	$ 131,120	$ 128,059	$ 128,059	$ 128,138
2	Wastewater Fund	46410	Sewer Charges	7% increase in rates		$ 376,669	$ 403,035	$ 460,308	**$ 492,529.00**	$ 32,221.00	$ 346,581	$ 417,141	$ 376,847	$ 352,027
3	Wastewater Fund	46411	Holding Tank/Septic Charges			$ 24,000	$ 24,000	$ 24,000	**$ 24,000.00**	$ -	$ 24,454	$ 64,751	$ 26,989	$ 20,014
4	Wastewater Fund	44900	Connect/HT Permit Fees			$ -	$ -	$ -	**$ -**	$ -	$ 14,157	$ 3,900	$ 19,500	
5	Wastewater Fund	45190	0.045 Late Charge - Sewered Cus			$ 1,500	$ 1,500	$ 1,500	**$ 1,500.00**	$ -	$ 111	$ 113	$ 134	
6	Wastewater Fund	46730	Misc Rentals/Services	Grinder pump outs		$ 1,000	$ 1,000	$ 1,000	**$ 1,000.00**	$ -				
7	Wastewater Fund	48410	Water Test Labor Income	Pd from wellwater testing		$ 9,000	$ 9,000	$ 12,000	**$ 12,000.00**	$ -	$ -		$ 9,000	$ 9,000
8	Wastewater Fund	48400	Misc Income/Lawsuit Settlements	Inc. Interst on Investments		$ 1,400	$ 20,000	$ 20,000	**$ 20,000.00**	$ -	$ 19,560	$ 24,117	$ 31,485	$ 32,584
9	Wastewater Fund	49200	Transfers In - Other Funds - Wastewater			$ 3,500	$ 3,500	$ 3,500	**$ 3,500.00**	$ -	.			
10			***Total Revenue***			$ 545,128	$ 590,094	$ 653,428	**$ 554,529.00**	$ (98,899.00)	**$ 535,983**	**$ 638,081**	**$ 592,014**	**$ 541,763**
			Total Revenue O&M			$ 417,069	$ 462,035	$ 522,308	**$ 554,529.00**	$ 32,221.00				
		610-30-	***EXPENSE***											
11	**Wastewater Admin**	57401-100	Salaries			$ 148,201	$ 157,355	$ 167,277	**$ 173,638.00**	$ 6,360.56	$ 132,185	$ 166,167	$ 162,277	$ 159,383
12	**Wastewater Admin**	57401-101	SS/Med			$ 11,337	$ 12,038	$ 12,452	**$ 12,939.06**	$ 486.58	$ 9,748	$ 11,595	$ 11,117	$ 11,241
13	**Wastewater Admin**	57401-102	Retirement			$ 10,078	$ 10,700	$ 11,069	**$ 12,262.51**	$ 1,193.64	$ 9,376	$ 11,597	$ 11,197	$ 10,573
14	**Wastewater Admin**	57401-103	Health Insurance			$ 41,140	$ 43,987	$ 45,032	**$ 46,884.87**	$ 1,853.08	$ 29,992	$ 44,316	$ 45,777	$ 42,019
15	**Wastewater Admin**	57401-104	Disability Insurance			$ 2,000	$ 2,000	$ 2,000	**$ 2,000.00**	$ -	$ 1,333	$ 1,778	$ 1,778	$ 2,043
16	**Wastewater Admin**	57401-105	Workers Compensation			$ 9,025	$ 4,691	$ 4,853	**$ 4,836.34**	$ (17.13)	$ 3,929	$ 4,865	$ 4,992	$ 9,711
17	**Wastewater Admin**	57401-107	Supplemental Insurance			$ -	$ -	$ -	**$ -**	$ -				
18	**Wastewater Admin**	57401-109	**Overtime Wages**			$ -	$ -	$ -	**$ -**	$ -				
19	**Wastewater Admin**	57401-110	Personnel Services			$ -	$ -	$ -	**$ -**	$ -				
20	**Wastewater Admin**	57401-200	Legal Fees			$ 1,000	$ 1,000	$ 1,000	**$ 1,000.00**	$ -				
21	**Wastewater Admin**	57401-211	Property Insurance			$ 7,469	$ 7,991	$ 8,167	**$ 8,453.13**	$ 285.85	$ 8,139	$ 7,963	$ 7,334	$ 6,832
22	**Wastewater Admin**	57401-306	Phone	Inc. Internet		$ 3,600	$ 4,000	$ 2,500	**$ 500.00**	$ (2,000.00)	$ 3,595	$ 5,423	$ 4,686	$ 4,059
23	**Wastewater Admin**	57401-309	Internet			$ -	$ -	$ 1,500	**$ 1,200.00**	$ (300.00)	$ 640	$ 330		
24	**Wastewater Admin**	57401-310	Vehicle Fuel	All three vehicles		$ 2,500	$ 2,500	$ 3,000	**$ 3,000.00**	$ -	$ 1,949	$ 1,764	$ 2,495	$ 2,620
25	**Wastewater Admin**	57401-311	Vehicle Maintenance	Inc. Pumper Truck Maint		$ 4,000	$ 4,000	$ 4,000	**$ 4,500.00**	$ 500.00	$ 2,191	$ 5,842	$ 3,538	$ 3,048
26	**Wastewater Admin**	57401-312	Cellphones			$ 600	$ 600	$ 1,000	**$ 1,000.00**	$ -	$ 937	$ 1,172	$ 1,299	$ 1,295
27	**Wastewater Admin**	57401-320	Training/Conferences			$ 8,000	$ 4,000	$ 4,000	**$ 2,500.00**	$ (1,500.00)	$ 958	$ 383	$ 2,769	$ 710
28	**Wastewater Admin**	57401-331	Postage			$ 500	$ 500	$ 400	**$ 400.00**	$ -	$ 2		$ 84	$ 9
29	**Wastewater Admin**	57401-333	Office Supplies/Expenses			$ 250	$ 250	$ 250	**$ 250.00**	$ -	$ 221	$ 78	$ 77	$ 58
30	**Wastewater Admin**	57401-334	Computer Supplies/Expenses	3825		$ 1,500	$ 1,500	$ 2,000	**$ 2,000.00**	$ -	$ 1,401	$ 4,874	$ 1,686	$ 1,275
31	**Wastewater Admin**	57401-335	Professional Dues/Expenses			$ 4,000	$ 4,000	$ 4,000	**$ 4,000.00**	$ -	$ 3,110	$ 1,178	$ 2,361	$ 5,227
32	**Wastewater Admin**	57401-337	Auditing Expenses			$ 5,000	$ 6,500	$ 6,900	**$ 6,900.00**	$ -	$ 6,005	$ 6,797	$ 6,358	$ 7,860
33	**Wastewater Admin**	57401-340	Vehicle Insurance			$ 1,620	$ 1,661	$ 1,699	**$ 1,758.04**	$ 59.45	$ 1,627	$ 1,520	$ 1,430	$ 1,594
34	**Wastewater Admin**	57401-343	Contingency			$ 1,500	$ 1,500	$ 1,000	**$ 1,000.00**	$ -	$ 451	$ 186	$ 120	$ 94
35	**Wastewater Admin**	57401-344	Uniforms			$ 450	$ 450	$ 450	**$ 450.00**	$ -	$ 157	$ 214		$ 129
36	**Wastewater Admin**	57401-387	Grounds Maintenance			$ 500	$ 500	$ 500	**$ 500.00**	$ -	$ 529	$ 39,295	$ 480	$ 561
37	**Wastewater Admin**	57401-389	Safety Expenses			$ 1,000	$ 1,000	$ 4,000	**$ 4,000.00**	$ -	$ 551	$ 488	$ 935	$ 1,899
38	**Wastewater Operatio**	57402-210	Other Contractual Services			$ 2,000	$ 2,000	$ 2,000	**$ 3,000.00**	$ 1,000.00	$ 2,791	$ 1,120	$ 1,924	$ 4,304

	Activity Description	Code	Description	Item. Breakdown	#######	2024	2025	2026	2027 Budget	Increase (Decrease)	YTD 9/30/2026	2025 Actual	2024 Actual	2023 Actual
39	Wastewater Operatio	57402-303	Electricity	Inc. Backup Generator Fuel		$ 27,000	$ 30,000	$ 30,000	**$ 32,000.00**	$ 2,000.00	$ 22,992	$ 31,090	$ 27,001	$ 30,214
40	Wastewater Operatio	57402-304	LP Gas			$ 1,500	$ 2,500	$ 2,500	**$ 3,000.00**	$ 500.00	$ 2,841	$ 2,968	$ 2,400	$ 2,707
	Wastewater Operatio	57402-305	Generator Fuel						**$ 3,000.00**	$ 3,000.00				
41	Wastewater Operatio	57402-351	Hardware/Tools	Inc. Other Operating Supplies		$ 1,300	$ 1,300	$ 1,300	**$ 1,300.00**	$ -	$ 670	$ 945	$ 856	$ 542
42	Wastewater Operatio	57402-380	Chemicals Plant			$ 9,000	$ 9,500	$ 9,500	**$ 9,500.00**	$ -	$ 4,325	$ 8,437	$ 8,071	$ 8,342
43	Wastewater Operatio	57402-381	Chemicals Lab			$ 3,000	$ 3,000	$ 3,000	**$ 3,000.00**	$ -	$ 1,426	$ 2,831	$ 1,894	$ 1,672
44	Wastewater Operatio	57402-382	Lab Equipment & Repair			$ 2,000	$ 2,000	$ 2,000	**$ 2,000.00**	$ -	$ 3,139	$ 1,170	$ 5,474	$ 1,958
45	Wastewater Operatio	57402-383	Sludge Expense			$ 20,000	$ 20,000	$ 20,000	**$ 20,000.00**	$ -	$ 10,235	$ 21,110	$ 26,448	$ 15,666
46	Wastewater Operatio	57402-385	Plant Equipment & Repair			$ 10,000	$ 10,000	$ 10,000	**$ 10,000.00**	$ -	$ 6,244	$ 8,467	$ 11,497	$ 8,255
47	Wastewater Operatio	57402-386	Odor Control			$ 2,600	$ 2,600	$ 2,600	**$ 1,000.00**	$ (1,600.00)	$ 266	$ 80	$ 4,233	$ 1,696
48	Wastewater Operatio	57402-390	UV Plant Disinfection			$ 4,500	$ 4,500	$ 4,500	**$ 1,000.00**	$ (3,500.00)	$ -		$ 3,698	$ 49
49	Wastewater Operatio	57402-810	Equipment Outlay	Plant Improvememts		$ 7,500	$ 7,500	$ 7,500	**$ 7,500.00**	$ -	$ -	$ 800	$ 20,807	$ 14,730
50	Wastewater Collectio	57403-303	Electricity	Inc. Backup Generator Fuel		$ 7,200	$ 7,200	$ 7,500	**$ 8,000.00**	$ 500.00	$ 6,569	$ 8,534	$ 7,500	$ 7,238
51	Wastewater Collectio	57403-304	LP Gas			$ 1,000	$ 1,000	$ 1,000	**$ 1,000.00**	$ -	$ 80			
	Wastewater Collectio	57403-383	Collection System Inspection						**$ 5,400.00**	$ 5,400.00				
52	Wastewater Collectio	57403-384	Collection System Maint			$ 12,500	$ 12,500	$ 13,000	**$ 10,000.00**	$ (3,000.00)	$ 13,179	$ 11,982	$ 11,926	$ 20,937
53	Wastewater Collectio	57403-810	Equipment Outlay			$ -	$ -	$ -	**$ 62,857.06**	$ 62,857.06	$ -	$ 10,700		$ 113
54	Wastewater Replacen	57404-810	Equipment Outlay	Money to Replacement Fund		$ 40,698	$ 73,712	$ 116,858	**$ 75,000.00**	$ (41,858.10)	$ 72,845		$ 182,209	$ 890
55	Wastewater Replacen	57404-820	Bldg Improvement Outlay			$ -	$ -	$ -	**$ -**	$ -				
56	Wastewater Replacen	57404-830	Other Improvement Outlay			$ -	$ -	$ -	**$ -**	$ -	$ -			
57	Wastewater Replacen	57404-840	Other Improvement Outlay-Engineering								$ 31,275	$ 306,449		
			Total Expense			$ 417,069	$ 462,035	$ 522,308	**$ 554,529.00**	$ 32,221.00	$ 397,903	$ 734,508	$ 588,728	$ 391,553
				Subtotal without replace		$ 417,069	$ 462,035	$ 522,308	**$ 491,671.94**	$ (30,636.06)				

Row	Activity Description	Code	Description	Item. Breakdown	###	2024	2025	2026	2027 Budget	Increase (Decrease)	YTD 9/30/2026	2025 Actual	2024 Actual	2023 Actual
		202-40-	INCOME	All rates (minus moorings increased in 2026) 2027 inflation was 3.3%										
1	Docks Fund	46751	Moorings			$ 10,000	$ 10,000	$ 8,000	$ 8,000.00	$ -	$ 7,610	$ 6,549	$ 9,529	$ 9,435
2	Docks Fund	46752	Seasonal Slips			$ 82,000	$ 84,000	$ 84,000	$ 84,000.00	$ -	$ 79,427	$ 79,745	$ 84,407	$ 84,822
3	Docks Fund	46753	Launching Fees	$10		$ 10,000	$ 10,000	$ 10,000	$ 10,000.00	$ -	$ 8,037	$ 9,340	$ 10,780	$ 11,308
4	Docks Fund	46754	Transient Fees			$ 15,000	$ 25,000	$ 25,000	$ 25,000.00	$ -	$ 31,696	$ 30,910	$ 23,904	$ 18,670
5	Docks Fund	46755	Seasonal Dinghy Fees			$ 1,500	$ 1,000	$ 1,000	$ 1,000.00	$ -	$ 794	$ 659	$ 943	$ 1,240
6	Docks Fund	46756	Seasonal Launch Fees			$ 2,000	$ 2,000	$ 2,000	$ 2,000.00	$ -	$ 2,005	$ 2,515	$ 1,575	$ 2,250
7	Docks Fund	46757	Docks - Late Fees			$ -	$ -	$ -	$ -	$ -				
8	Docks Fund	48100	Interest Income			$ 500	$ 2,000	$ 4,000	$ 4,000.00	$ -	$ 4,610	$ 6,869	$ 6,630	$ 838
9	Docks Fund	48900	Misc Income			$ -	$ -	$ -	$ -	$ -				
10	Docks Fund	49200	Transfers In - Other Funds - Docks			$ -	$ -	$ -	$ -	$ -				
11			***Total Revenue***			$ 121,000	$ 134,000	$ 134,000	$ 134,000.00	$ -	$ 134,179	$ 136,587	$ 137,768	$ 128,563
		202-40	EXPENSE											
12	Docks Admin	55430-100	Salaries	Assis Harbormaster		$ 27,000	$ 27,000	$ 24,000	$ 24,000.00	$ -	$ 11,295	$ 17,227	$ 18,052	$ 25,338
13	Docks Admin	55430-101	SS/Med			$ 900	$ 1,500	$ 1,500	$ 1,500.00	$ -	$ 864	$ 1,317	$ 1,381	$ 1,938
14	Docks Admin	55430-102	Retirement			$ -	$ -	$ -	$ -	$ -	$ -			
15	Docks Admin	55430-103	Health Insurance			$ -	$ -	$ -	$ -	$ -	$ -			
16	Docks Admin	55430-104	Disability Insurance			$ -	$ -	$ -	$ -	$ -	$ -			
17	Docks Admin	55430-105	Workers Compensation			$ 660	$ 337	$ 337	$ 325.24	$ (12.16)	$ 296	$ 348	$ 317	$ 601
18	Docks Admin	55430-110	Personel Services			$ 19,900	$ 19,900	$ 19,900	$ 22,000.00	$ 2,100.00	$ 19,900	$ 19,900	$ 19,900	$ 12,000
19	Docks Admin	55430-211	Property Insurance			$ 5,398	$ 5,776	$ 5,903	$ 6,109.76	$ 206.61	$ 5,875	$ 5,747	$ 5,300	$ 4,950
20	Docks Admin	55430-303	Electricity			$ 1,800	$ 1,800	$ 1,800	$ 1,800.00	$ -	$ 1,266	$ 1,746	$ 2,084	$ 2,564
21	Docks Admin	55430-305	Well Tests			$ -	$ 120	$ 120	$ 120.00	$ -	$ 240	$ 180	$ 210	
22	Docks Admin	55430-306	Phone			$ -	$ -	$ -	$ -	$ -	$ -			$ 284
23	Docks Admin	55430-307	Water Treatment	Herbicide		$ 1,000	$ 1,000	$ 3,000	$ 3,000.00	$ -	$ 1,474	$ 1,466		
24	Docks Admin	55430-308	Sewer Fees			$ 496	$ 496	$ 496	$ 496.00	$ -	$ 300	$ 544	$ 496	$ 464
25	Docks Admin	55430-309	Internet			$ 1,000	$ 1,300	$ 1,300	$ 1,300.00	$ -	$ 1,266	$ 1,517	$ 1,330	$ 1,187
26	Docks Admin	55430-312	Cellphone			$ 600	$ 300	$ 300	$ 300.00	$ -	$ 193	$ 257	$ 271	
27	Docks Admin	55430-331	Postage			$ 175	$ 175	$ 175	$ 175.00	$ -	$ -		$ 82	$ 164
28	Docks Admin	55430-333	Office Supplies/Expeses			$ 1,200	$ 1,200	$ 1,200	$ 1,200.00	$ -	$ 1,104	$ 659	$ 514	$ 1,208
29	Docks Admin	55430-334	Computer Supplies/Expenses	dockwa		$ 2,000	$ 3,600	$ 6,000	$ 6,000.00	$ -	$ 5,847	$ 5,847	$ 3,588	$ 3,588
30	Docks Admin	55431-210	Other Contractual Services	Bathroom Cleaning Elim		$ -	$ -	$ -	$ -	$ -	$ -			$ 4,186
31	Docks Operations	55431-240	Buoys & Placement	J.Long $5,200		$ 7,500	$ 10,000	$ 10,000	$ 10,000.00	$ -	$ 10,687	$ 13,966	$ 13,554	
32	Docks Operations	55431-360	Dock Repair			$ 8,000	$ 8,000	$ 8,000	$ 8,000.00	$ -	$ -		$ 1,014	$ 15,799
33	Docks Operations	55431-361	Dock Equipment			$ 1,500	$ 1,500	$ 1,500	$ 1,500.00	$ -	$ 232			
34	Docks Operations	55431-362	Minor Projects	P&W $6,000		$ 10,000	$ 10,000	$ 10,000	$ 10,000.00	$ -	$ 1,229	$ 1,746	$ 14,657	$ 16,491
35	Docks Operations	55431-810	Equipment Outlay			$ 31,871	$ 39,996	$ 38,468	$ 36,174.00	$ (2,294.45)	$ -		$ 33,639	
36	Docks Operations	55431-820	Bldg Improvement Outlay			$ -	$ -	$ -	$ -	$ -	$ -			
37	Docks Operations	55431-830	Other Improvement Outlay			$ -	$ -	$ -	$ -	$ -	$ 8,255	$ 9,970		
38	Docks Operations	55431-840	Project Outlay			$ -	$ -	$ -	$ -	$ -	$ -			
39	Debt Service - Principa	58100-600	Principal			$ -	$ -	$ -	$ -	$ -	$ -			
40	Debt Service - Interest	58200-601	Interest			$ -	$ -	$ -	$ -	$ -	$ -			
41			***Total Expense***			$ 121,000	$ 134,000	$ 134,000	$ 134,000.00	$ -	$ 70,323	$ 82,437	$ 116,389	$ 90,762

Capital Reserve Accounts (Combined)		In Re	2024 Contribution	2024 uses	Currently In Reserve 12/31/2024	2025 Contribution	2025 Uses	Currently In Reserve 12/31/2025	2026 Contribution	2026 Uses	2027 Contribution	Increase/decrease
Maintenance Vehicles			$ 8,700		$ 45,660	$ 8,700		$ 54,360	$ 8,700		$ 28,000	$ 19,300
Administrative Car			$ 1,000		$ 4,000	$ 1,000		$ 5,000	$ 1,000		$ 1,200	$ 200
Fire Dept Equipment			$ 50,331		$ 310,641	$ 60,000		$ 370,641	$ 70,000		$ 60,000	$ (10,000)
Airport Project			$ 10,000		$ 50,000	$ -		$ 50,000	$ -		$ -	$ -
Village Hall Equipment			$ 833		$ 99,694	$ 833	$ (29,779)	$ 70,749	$ 833		$ 5,000	$ 4,167
Tennis Court Maintenance			$ 1,500		$ 21,675	$ 1,500	$ (22,695)	$ 480	$ 1,500		$ 5,000	$ 3,500
Gazebo Replacement			$ 1,167		$ 19,543	$ 1,167		$ 20,710	$ 1,167		$ -	$ (1,167)
Playground Equipment			$ 1,667		$ 25,333	$ 1,667		$ 27,000	$ 1,667		$ -	$ (1,667)
Village Signs			$ 375		$ 8,648	$ 375		$ 9,023	$ 375		$ -	$ (375)
Anderson Dock			$ 1,988		$ 31,812	$ 1,988		$ 33,800	$ 1,988		$ 2,000	$ 12
Road Work (Road Aids)			$ 44,594	$ (140,014)	$ 197,515	$ 89,693	$ (92,132)	$ 195,076	$ 103,148		$ 118,620	$ 15,472
Maintenance Equipment (tractor,mowers)			$ 3,500		$ (25,963)	$ 3,500		$ (22,463)	$ 3,500		$ 3,500	$ -
Office Computers			$ 1,000	$ (3,858)	$ 14,107	$ 1,000	$ (1,184)	$ 13,923	$ 1,000		$ 1,000	$ -
Copiers, Scanners, Printers			$ 1,000		$ 8,896	$ 1,000	$ (7,905)	$ 1,991	$ 1,000		$ 1,000	$ -
Office Equipment/Repair			$ -		$ 28,541	$ -		$ 28,541	$ -		$ -	$ -
Admin Reserve (Re-Val)			$ 10,000		$ 56,484	$ 10,000		$ 66,484	$ -		$ -	$ -
Other Fire Funds			$ -		$ 24,000	$ -		$ 24,000	$ -		$ -	$ -
Adjustment			$ -		$ 5,000	$ -		$ 5,000	$ -		$ -	$ -
Payback			$ -		$ 186,200	$ -		$ 186,200	$ -		$ -	$ -
General Reserve (New Account)								$ -	$ 19,000		$ -	$ (19,000)
Total			$ 137,655	$ (143,872)	$ 1,111,786	$ 182,423	$ (153,695)	$ 1,140,514	$ 214,878		$ 225,320	$ 10,442

BUDGET PUBLIC HEARING, Tuesday November 10, 2026 - 7:00 p.m.

VILLAGE OF EPHRAIM

Village Hall - 9996 Water Street

Teleconference Option Available

NOTICE IS HEREBY GIVEN that on Tuesday November 10, 2026 at 7:00 PM at the Village Hall, 9996 Water Street, (also available via teleconference provided the internet is working, see meeting link below) a **PUBLIC HEARING** on the **PROPOSED BUDGET** of the Village of Ephraim will be held pursuant to Sec. 65.90 of the Wisconsin Statutes. The proposed budget, in detail, is available for inspection at the office of the Village Clerk, 10005 Norway Road, Ephraim, Wisconsin from 8:00 AM to 4:00 PM, Monday through Friday excluding holidays.

Village Board
Nov 10, 2026, 7:00 – 9:00 PM (America/Chicago)

Please join my meeting from your computer, tablet or smartphone.
https://meet.goto.com/594861653
You can also dial in using your phone.
Access Code: 594-861-653
United States: +1 (224) 501-3412

Income	2026 ESTIMATED	2026 BUDGET	2027 Proposed	Percent of Change
Taxes	***$ 1,382,022***	***$ 1,382,022***	***$ 1,465,433***	6.0%
Taxes: Other (Room Tax, PRAT, etc)	$ 570,308	$ 570,308	$ 582,429	
INTERGOVERNMENTAL SERVICES	$ 158,331	$ 158,331	$ 174,986	10.5%
LICENSES AND PERMITS	$ 31,528	$ 31,528	$ 33,528	6.3%
PUBLIC CHARGES	$ 2,000	$ 2,000	$ 2,200	10.0%
INTERGOVERNMENTAL CHARGES	$ 19,900	$ 19,900	$ 22,000	10.6%
MISCELLANEOUS	$ 127,500	$ 127,500	$ 127,500	0.0%
FUND BALANCE APPLIED	$ 35,000	$ 35,000	$ 35,000	0.0%
Totals	**$ 2,326,589**	**$ 2,326,589**	**$ 2,443,076**	5.0%

Expenses	2026 ESTIMATED	2026 BUDGET	2027 Proposed	Percent of Change
GENERAL GOVERNMENT	$ 453,869	$ 453,869	$ 467,067	0.1%
PROTECTIVE SERVICES	$ 199,115	$ 199,115	$ 200,165	0.5%
PUBLIC WORKS	$ 425,096	$ 425,096	$ 435,297	2.4%
CULTURE/RECREATION	$ 38,365	$ 38,365	$ 46,760	21.9%
CONSERVATION/DEVELOPMENT	$ 85,572	$ 85,572	$ 87,333	2.1%
DEBT PRINCIPAL & INTEREST	$ 349,294	$ 349,294	$ 658,156	88.4%
CAPITAL OUTLAY	$ 40,400	$ 40,400	$ 40,440	0.1%
CAPITAL RESERVE	$ 214,878	$ 214,878	$ 225,320	4.9%
ROOM TAX HELD IN RESERVE	$ 370,000	$ 370,000	$ 242,536	-34.4%
PRAT HELD IN RESERVE	$ 150,000	$ 150,000	$ 40,001	-73.3%
Totals	**$ 2,326,589**	**$ 2,326,589**	**$ 2,443,076**	5.0%

Mill Rate Calculation		
	2026	**2027**
General Property Tax Levied	**$ 1,382,022.43**	**$ 1,465,432.66**
Assessed Valuation	$ 641,718,000	$ 649,542,000
Assessment Rate per $1,000	**$ 2.15**	**$ 2.26**
% Change in Rate		**5%**

Estimated Fund Balance	Fund Balance 1/1/2025	Fund Balance 12/31/2025	Fund Balance 1/1/2026	Estimated Fund Balance 12/31/2026
General Fund	4,223,180	3,719,181	3,719,181	3,719,181
Special Revenue Fund - Water	38,381	46,546	46,546	46,546
Special Revenue Fund - Coastal	377,208	431,329	431,329	466,329
Total Governmental Funds	$ 4,638,769	$ 4,197,056	$ 4,197,056	$ 4,232,056

WASTEWATER DEBT RETIREMENT ON THE TAX ROLL	2026 Budget	2027 Proposed	Percent of Change
	$ 131,120.00	$ -	-100.00%

2026 Sewer Debt on taxes - flat rate per parcel:		2026 Charge	2027 Charge
	Sewered properties	**$ 180.11**	**$ -**
	Nonsewered properties	**$ 31.12**	**$ -**
… for a total of	$		-

COASTAL MANAGEMENT - not on the tax roll, separate enterprise fund			
	2026 Estimated Year End	2026 Budget	2027 Budget
Revenues	$ 135,000.00	$ 134,000.00	$ 134,000.00
Expenses	$ 100,000.00	$ 134,000.00	$ 134,000.00
Postive Cash Projected	$ 35,000.00	$ -	$ -

Village Expenses

GENERAL GOVERNMENT	$	467,067	19%
PROTECTIVE SERVICES	$	200,165	8%
PUBLIC WORKS	$	435,297	18%
CULTURE/REC	$	46,760	2%
CONSERVAT / DEVELOPMENT	$	87,333	4%
DEBT	$	658,156	27%
CAPITAL	$	265,760	11%
ANNUAL ROOM TAX HELD	$	242,536	10%
ANNUAL PRAT HELD	$	40,001	2%
TOTAL	$	2,443,076	100%

VILLAGE OF EPHRAIM
RESOLUTION 03 - 2026
FUNDS APPROPRIATION FOR FISCAL YEAR 2027

WHEREAS, pursuant to § 61.34 the Village Board of the Village of Ephraim shall have the management and control of the village property, finances, highways, streets, navigable waters and the public service and shall have the power to act for the government and good order of the Village of Ephraim, and

WHEREAS the Village Board members in consultation with the chairmen of individual committees have submitted their recommendations for income and expenditures for the ensuing fiscal year, and

WHEREAS the Village Board of the Village of Ephraim shall on or before December 15 in each year determine the amount of taxes to be levied and assessed on the taxable property in such Village and hold a public hearing on the budget and proposed appropriations for the subsequent fiscal year, and

WHEREAS, said public hearing for the 2027 budget has been duly posted and held on November 10, 2026 and by vote of the Village Board has passed the budget appropriation for the year 2027,

NOW THEREFORE, BE IT RESOLVED, the Village Board of the Village of Ephraim does hereby levy the amount of $ 1,465,433 for general operations and debt service.

Passed and approved by the Village Board of Trustees at its regular meeting on the 10th day of November, 2026.

VILLAGE OF EPHRAIM

By: _____
Ken Nelson, President

Attest: _____
Andrea Collak, Clerk

Published this 10th day of November 2026.

Village of Ephraim

RESOLUTION NO. 04-2026

A RESOLUTION OF SUPPORT FOR THE DOOR COUNTY TRAILS STRATEGIC TRAILS PLAN

WHEREAS, the Village of Ephraim supports plans and programs that promote health, wellness, and provide safe and accessible bicycle and pedestrian travel within and between Door County communities; and

WHEREAS, Door County Trails (DCT) is a volunteer-led nonprofit organization working to develop a unified countywide network of safe and accessible multi-use bicycle and pedestrian trails connecting people, communities, and places throughout the Door Peninsula; and

WHEREAS, DCT envisions a countywide trail network as an integral part of everyday recreation and transportation, inspiring people to embrace cycling and walking for freedom, health, and happiness; and

WHEREAS, DCT brings together community leaders, municipal officials, partners, and residents to advance a shared vision for development of a countywide bicycle and pedestrian trail network by serving as an information resource, identifying funding opportunities, assisting with grant applications and; helping communities coordinate and develop trail planning efforts; and

WHEREAS, DCT has prepared a Strategic Trails Plan, developed through a collaborative planning process including public open house information sessions, review of existing trail plans and studies, an online trail survey, and an analysis of trail needs and opportunities; and

WHEREAS, the Strategic Trails Plan includes plan maps showing the results of the planning process including, commonly requested (general locations) of bicycle and pedestrian travel corridors, desired trail destinations, and locations where improved trail safety or connectivity could support everyday travel; and

WHEREAS, the Strategic Trails Plan is intended to serve as a planning tool for use by Door County municipalities as they consider future trail development; and

WHEREAS, the Strategic Trails Plan supports coordination and collaboration between neighboring municipalities where future trail routes cross jurisdictional boundaries; and

WHEREAS, DCT is establishing a Community Trail Partners Working Group, which is anticipated to meet quarterly each year, and be comprised of two (2) representatives from each Community Partner, to include Door County municipalities for the purpose of sharing information, identifying opportunities for collaboration, and discussing funding opportunities for trail projects; and

WHEREAS, the Village of Ephraim supports the DCT Strategic Trails Plan and will use it as a guide when planning bicycle and pedestrian trail projects.

NOW THEREFORE BE IT RESOLVED BY THE Village of Ephraim AS FOLLOWS:

1. THE Village of Ephraim supports the DCT Strategic Trails Plan.

2. The Village of Ephraim will appoint two municipal representatives to serve on the DCT Community Trail Partners Working Group.

3. That this Resolution shall become effective upon its adoption.

Adopted this ___ day of _____, 2026.

_____
Chief Elected Official

ATTEST:

_____

Door County Trails

Strategic Plan Rollout

Community Presentation

OUR MISSION

To Develop a Safe Bicycle and Pedestrian Trail Network Connecting Door County Communities.




City of
Sturgeon Bay


TOWN OF
BAILEYS HARBOR


TOWN OF
GARDNER
DOOR COUNTY, WISCONSIN


Town of
Sevastopol
Door County, Wisconsin


Village of
Egg Harbor
Wisconsin


Town of Brussels


Maple Grove • Fish Creek • Juddville
TOWN OF GIBRALTAR
Est. 1858


Town of
Sturgeon Bay
Door County, Wisconsin


EPHRAIM
AUTHENTIC DOOR COUNTY


Town of
Clay Banks
Door County, Wisconsin


JACKSONPORT
DOOR COUNTY WISCONSIN


TOWN OF
Union
DOOR COUNTY, WISCONSIN


VILLAGE OF FORESTVILLE
DOOR COUNTY, WISCONSIN


Town of
Egg Harbor
Est. 1861 Door County, Wi


Liberty Grove
DOOR COUNTY


TOWN OF
WASHINGTON


Sister Bay


TOWN OF FORESTVILLE
DOOR COUNTY, WISCONSIN


TOWN OF
NASEWAUPEE
DOOR COUNTY, WISCONSIN


DOOR
COUNTY
TRAILS
BIKE • WALK • RUN

Sponsors

We'd like to thank and recognize the generous businesses who support our important work to connect Door County one trail at a time.

Business Partners ($60,000+)

Landmark Resort

Trail Advocates ($5,000+)

Cappaert Contemporary Gallery

WhiteGull Inn
FishCreek, WI

Friends of the Trails ($1,000+)

KL Engineering

Main Street Market

Supporting Partners

Wisconsin Bike Fed

Door County Community Foundation, Inc.

NPS RTCA
Rivers, Trails & Conservation Assistance Program
www.nps.gov/rtca

Destination Door County

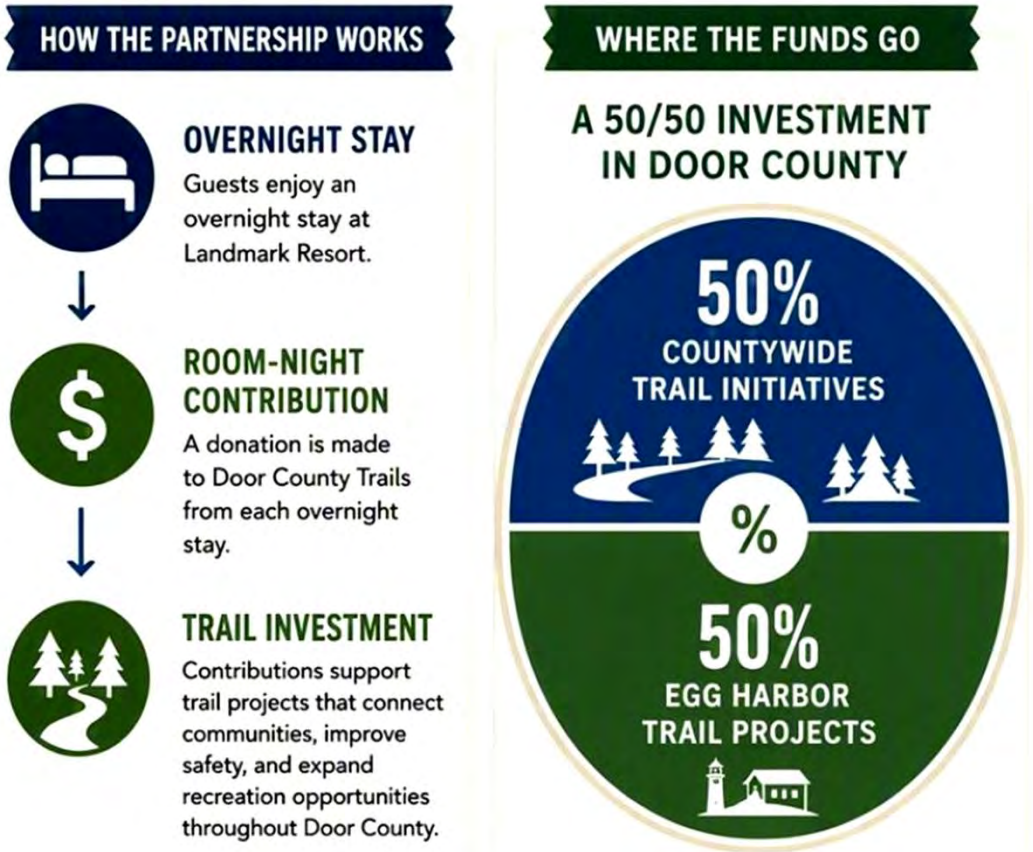
door county Facilities & Parks

Wisconsin Dept. of Natural Resources

Wisconsin Department of Transportation

Milestone Fundraising Partnership

Landmark RESORT



DOOR COUNTY TRAILS
BIKE • WALK • RUN

Professional Planning Assistance



Sophie Parr

CHASTAIN
COMMUNITY PLANNING & FUNDING



Sam Herheim

KL Engineering
[A] Better Experience



Natalie Dorrler-Hyde

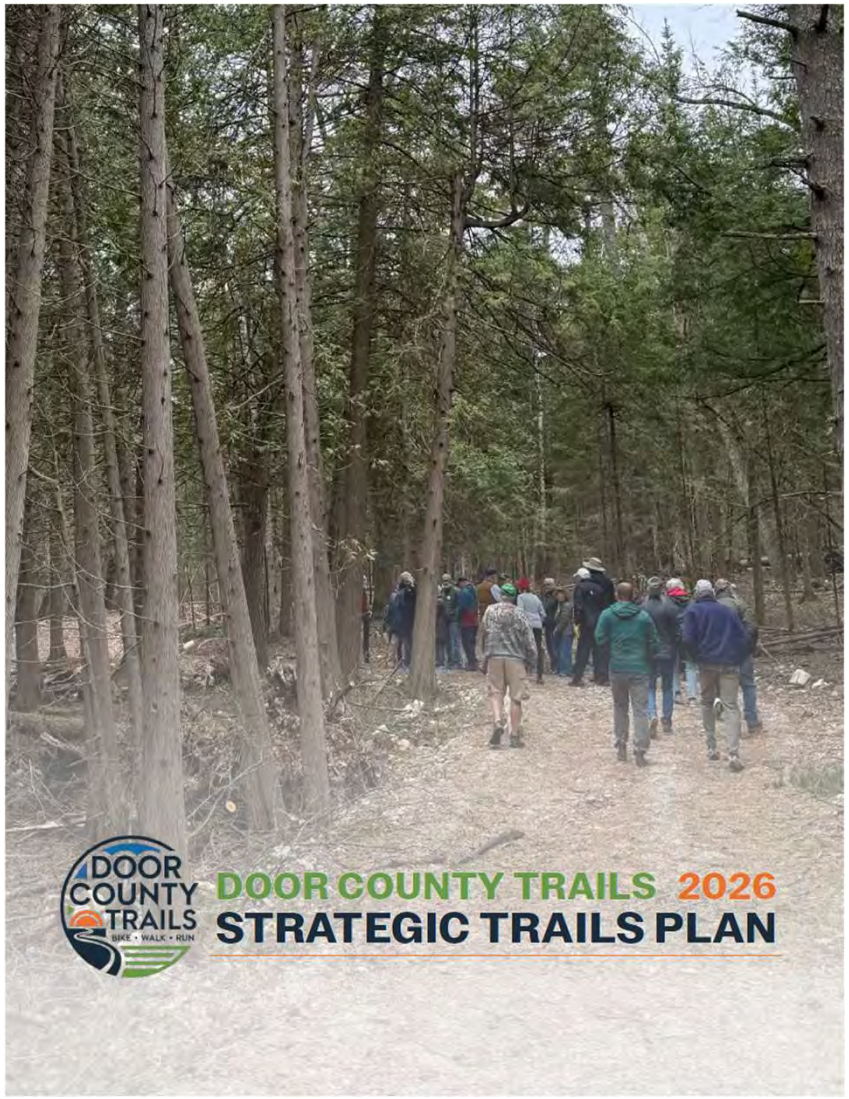
Stantec

Strategic Planning Process

Where it came from

1. **Build from What Already Exists**
2. **Focus on Countywide Connectivity**
3. **Engage Communities and Stakeholders**
4. **Create a Strategic, Flexible Roadmap**

A primary purpose of the Strategic Trails Plan is to serve as an implementation tool that helps municipalities advance trail and non-motorized transportation projects through grant funding opportunities.



Strategic Trails Plan

- **Developed through community input**
- **Creates a shared vision for connectivity**
- **Guides future trail development**
- **Seeks municipal consensus**
- **Promotes countywide partnership**

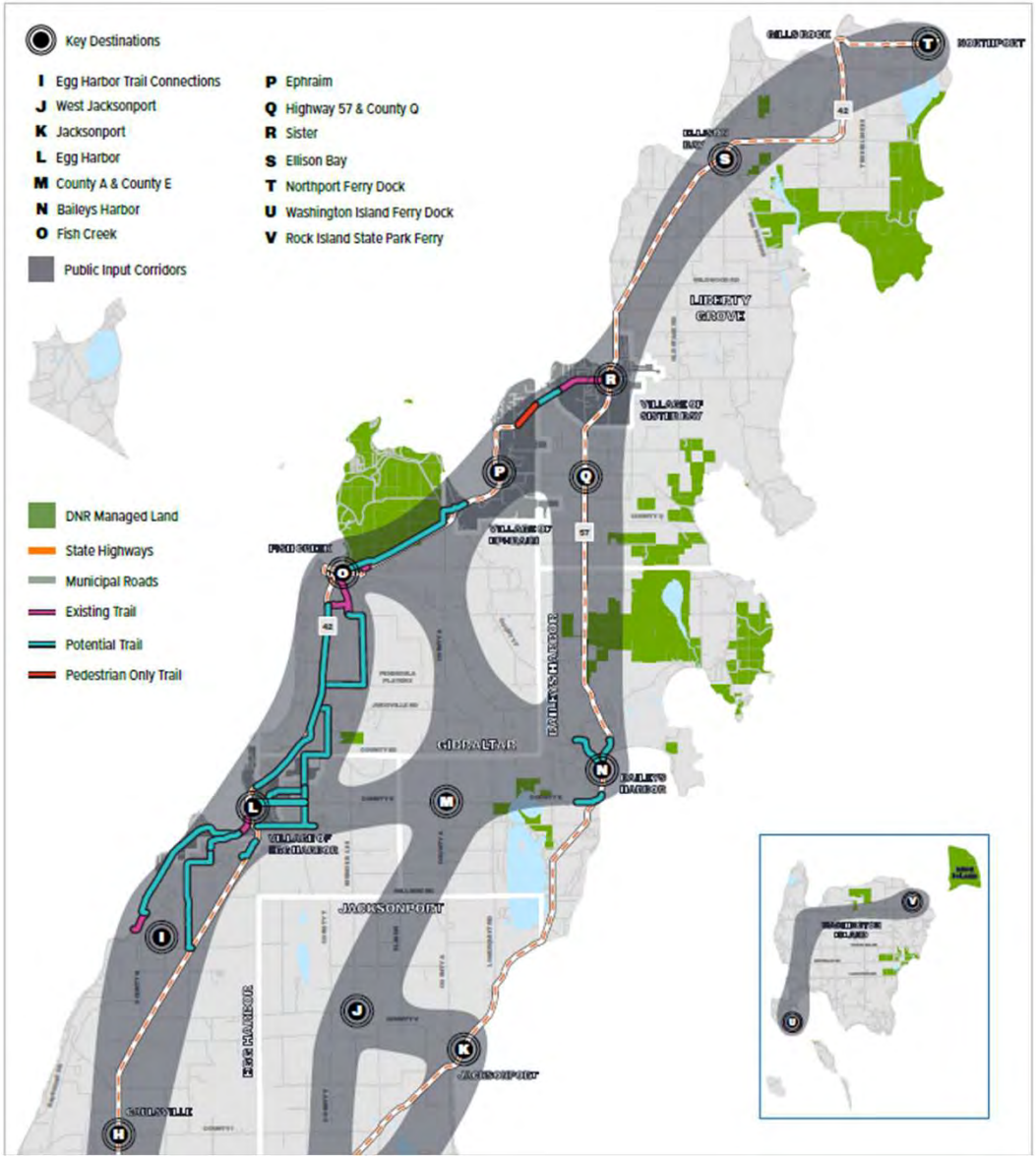
The Strategic Trails Plan establishes a countywide vision for safer, connected bicycle and pedestrian transportation routes while leaving future trail decisions under local municipal control.

Community Results

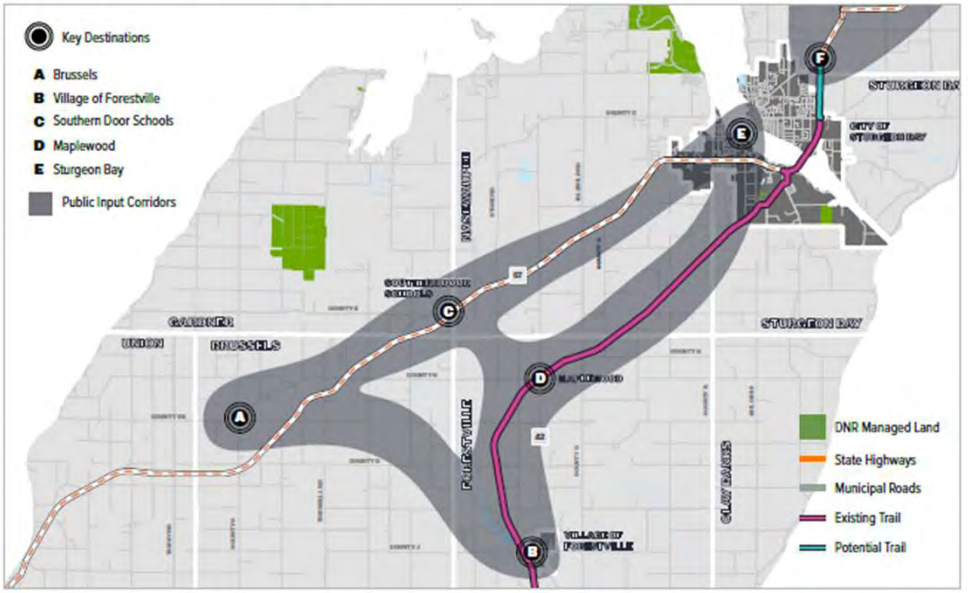
Total Responses: 1,211

Predominant themes:

- **Overwhelming support for a connected countywide trail system**
- **Strong behavior change potential; reduced vehicular dependence**
- **Trails seen as a community investment, not a niche amenity**
- **Connectivity is the dominant priority**
  - Connecting communities to each other
  - Linking trails to village centers, parks, schools, and waterfronts
  - Creating logical, continuous routes rather than isolated segments
- **Safety is a top concern**
- **Funding support exists when paired with grants and partnerships**
- **Trails viewed as supporting local economies**


Key Destinations
I Egg Harbor Trail Connections
J West Jacksonport
K Jacksonport
L Egg Harbor
M County A & County E
N Baileys Harbor
O Fish Creek
P Ephraim
Q Highway 57 & County Q
R Sister
S Ellison Bay
T Northport Ferry Dock
U Washington Island Ferry Dock
V Rock Island State Park Ferry
Public Input Corridors
DNR Managed Land
State Highways
Municipal Roads
Existing Trail
Potential Trail
Pedestrian Only Trail
NORTHPORT
LIBERTY GROVE
VILLAGE OF EGG HARBOR
GIBRALTAR
BAILEYS HARBOR
JACKSONPORT
EGG HARBOR
42
57


Key Destinations
F Ahnapee State Trail Connection
G Institute/Sevastopol Schools
H Carlsville
Public Input Corridors
DNR Managed Land
State Highways
Municipal Roads
Existing Trail
Potential Trail
STURGEON BAY
SEVASTOPOL
42
57


Key Destinations
A Brussels
B Village of Forestville
C Southern Door Schools
D Maplewood
E Sturgeon Bay
Public Input Corridors
DNR Managed Land
State Highways
Municipal Roads
Existing Trail
Potential Trail
STURGEON BAY
GARDNER
UNION
BRUSSELS
FORESTVILLE
42
57

Next Steps

- **Approve Resolution of Support**
  - Acknowledge your commitment to the vision of a connected county-wide trail network
- **Identify Municipal Representatives**
  - Appoint 2 (non-quorum) liaisons to serve on a Community Trail Partners Working Group
- **Schedule Community Trail Partners Working Group**
  - Planned to meet quarterly (3x regionally & 1x countywide)
- **Let us know what projects you are working on**
  - Trail plans; Capital improvements / road projects; Grant pursuits
- **We're here to help!**
  - DCT can assist with grant pursuits & project coordination
- **Spread the word!** doorcountytrails.org

A VISION
FOR THE FUTURE

We envision a Door County where safe, accessible trails connect our communities and are an integral part of everyday recreation and transportation, inspiring people to embrace cycling and walking for freedom, health, and happiness.



Your Local Liaison



Stantec

Natalie Dorrler-Hyde
Door County Trails Community Partner Liaison

Fish Creek / Sturgeon Bay

[redacted]

Direct: 920-298-1766 / Mobile: 920-952-9446

DCT can provide grant assistance and coordinate with municipalities through the design & implementation phases to ensure connectivity and continuity are considered.



DOOR COUNTY TRAILS
BIKE • WALK • RUN

DOOR COUNTY TRAILS 2026
STRATEGIC TRAILS PLAN

ACKNOWLEDGMENTS

This plan was shaped through the collaboration, guidance, and participation of community members, elected officials, staff, stakeholders, and partner organizations who contributed their time, ideas, and perspectives throughout the planning process. Their input helped define the vision, priorities, and strategies reflected in this document.

DOOR COUNTY TRAILS BOARD

Susan Stauber, President
Dick Untch, Vice President
Jane Jerzak, Treasurer
Rick Nelson, Secretary
Craig Charles, Board Member
Matt Ernst, Board Member
Samantha Herheim, Board Member
William Pennoyer, Board Member

DOOR COUNTY TRAILS PLANNING & STRATEGY COMMITTEE

Dick Untch, Chairperson
William Pennoyer
Samantha Herheim
Mark Glasser
Matt Ernst
Bryce LeBrun
Heena Bhatt
Natalie Dorrler-Hyde
Julie Schmelzer
Tim Pflieger

DOOR COUNTY TRAILS STRATEGIC PLAN COMMITTEE

Dick Untch
Matt Ernst
Samantha Herheim
Amanda Accardi, Destination Door County

PROJECT CONSULTANT

CHASTAIN
COMMUNITY PLANNING & FUNDING

Sophie Parr, Chastain & Associates

COVER PHOTO

Fish Creek Park Trail
Photo Credit: Lissa Parr

MUNICIPALITIES

City of Sturgeon Bay
Town of Baileys Harbor
Town of Brussels
Town of Clay Banks
Town of Egg Harbor
Town of Forestville
Town of Gardner
Town of Gibraltar
Town of Jacksonport
Town of Liberty Grove
Town of Nasewaupee
Town of Sevastopol
Town of Sturgeon Bay
Town of Union
Town of Washington
Village of Egg Harbor
Village of Ephraim
Village of Forestville
Village of Sister Bay

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INTRODUCTION

The **Door County Trails Strategic Trails Plan** focuses on the development of a countywide network of multi-use bicycle and pedestrian transportation trails that connect Door County communities. The intent of the plan is to guide the long-term development of trails that function as accessible corridors for people traveling between municipalities, residential areas, community amenities, and key destinations throughout the county. The plan was funded by Door County Trails, Inc and developed in partnership with planning consultant Sophie Parr of Chastain and Associates.

The network is envisioned as a system of multi-use trails designed to safely accommodate both bicyclists and pedestrians, creating reliable routes for people traveling between communities. By prioritizing connectivity and safety, the trail network is designed to function as a transportation network that supports everyday travel, providing residents and the greater Door County community with a safer alternative to traveling by car.

HOW COMMUNITIES CAN USE THIS PLAN

This Strategic Trails Plan is intended to serve as a tool for municipalities across Door County as they consider future trail development within their communities. While the plan identifies desired trail connections across the county, it does not prescribe specific trail alignments or exact routes. While decisions regarding the location, design, and implementation of trail segments ultimately rest with individual municipalities, Door County Trails plays an active role in guiding, supporting, and coordinating efforts across communities.

The plan highlights areas where trail connections are desired across the county, providing communities with a starting point for more detailed local planning. Municipalities can use this framework to evaluate potential trail corridors, incorporate trail planning into comprehensive plans and transportation routes and guide local discussions about future trail investments.

The plan also supports coordination between neighboring communities. Because many trail segments will ultimately cross jurisdictional boundaries, collaboration between municipalities will be essential to creating a connected network. By referencing this plan, communities can work together to align local planning efforts and identify opportunities to connect trails between towns, villages, the City of Sturgeon Bay and key destinations.

Finally, the plan can serve as an important tool for pursuing funding opportunities. Many state and federal trail grants prioritize projects that demonstrate regional coordination and long-term planning. The countywide vision outlined in this plan, along with resolutions of support from local governments, demonstrates that trail development in Door County is part of a broader, coordinated effort.

ABOUT DOOR COUNTY TRAILS, INC

Door County Trails, Inc (Door County Trails) is a volunteer-led nonprofit organization working to develop a countywide network of multi-use bicycle and pedestrian trails connecting communities across Door County. The organization's mission is to create a network of accessible trails that link municipalities, natural areas, and key destinations, providing safer options for walking and biking while enhancing connectivity and quality of life for the Door County community.

Door County Trails brings together community leaders, municipal officials, partners, and residents to advance a shared vision for alternative transportation and outdoor access. Through planning, partnerships, and community engagement, the organization works to identify priority trail connections, coordinate efforts across municipalities, and build support for a long-term, connected trail network that will serve Door County for generations to come.

WHY TRAILS MATTER IN DOOR COUNTY

Door County is known for its natural beauty, vibrant communities, and strong tourism economy. Yet moving between these communities safely without a vehicle can be difficult. Many county roads and areas of the state highways carry high volumes of traffic. Limited shoulders or safe walking areas make travel by bicycle or on foot challenging in many locations. As Door County continues to grow, providing safer alternatives for walking and bicycling is becoming increasingly important.

STRENGTHENING CONNECTIONS BETWEEN COMMUNITIES

Door County's villages and towns each have unique identities and are popular destinations, but many are separated by busy highways or rural roads that are not designed for active transportation. A coordinated trail network can create safer links between these communities, allowing travel between towns, parks, schools, and commercial areas without relying solely on a car. Connecting communities also strengthens the sense of regional identity across the peninsula, allowing people to experience Door County as a connected place rather than a series of isolated destinations.

IMPROVING SAFETY

Safety emerged as a consistent theme throughout public engagement. Residents expressed concerns about increasing traffic volumes and limited safe space for people walking or bicycling along roadways. A dedicated trail network provides an opportunity to create separation for pedestrians and cyclists from motor vehicle traffic as much as possible. By creating safer corridors between communities and key destinations, the trail network can reduce conflicts on roadways and encourage more people to choose walking or bicycling for local trips.

ENHANCING QUALITY OF LIFE

Beyond transportation benefits, trails contribute significantly to community health and quality of life. Accessible places to walk and bike encourage physical activity, provide opportunities for outdoor recreation, and allow people of all ages to enjoy the county's natural landscapes. For many residents, trails also offer an alternative way to experience Door County, one that is slower, quieter, and better connected to the surrounding environment.

SUPPORTING THE LOCAL ECONOMY

Trails support local economic development by improving access to businesses, community spaces, and key destinations across Door County. They can increase property values and strengthen the tax base, while attracting visitor spending that is more evenly distributed across communities and seasons. By extending the tourism season and increasing foot and bike traffic, trails help support local businesses, services, and overall economic vitality.

MAINTAINING A SUSTAINABLE TRANSPORTATION NETWORK

As Door County grows, increasing dependence on automobiles places additional pressure on roads, parking, and infrastructure. Expanding opportunities for walking and bicycling can help reduce congestion in busy areas and provide alternative ways for people to move through the county. A countywide trail network supports a more balanced transportation system by providing safer options beyond driving.

PLANNING HORIZON

This Strategic Trails Plan establishes a long-term vision for developing a countywide bicycle and pedestrian trail network in Door County. The recommendations in this plan are intended to guide trail planning, coordination, and investment over the next 10 to 20 years, providing a framework for building safer, connected trails between communities.

Developing a connected trail system across the county will take time, coordination, and sustained investment. Land access, engineering and design, funding, and partnerships with local communities will all play important roles. While some trail segments may be implemented in the near term, others will require additional planning and collaboration, allowing the network to grow through a phased and strategic approach over time.

PLANNING PROCESS

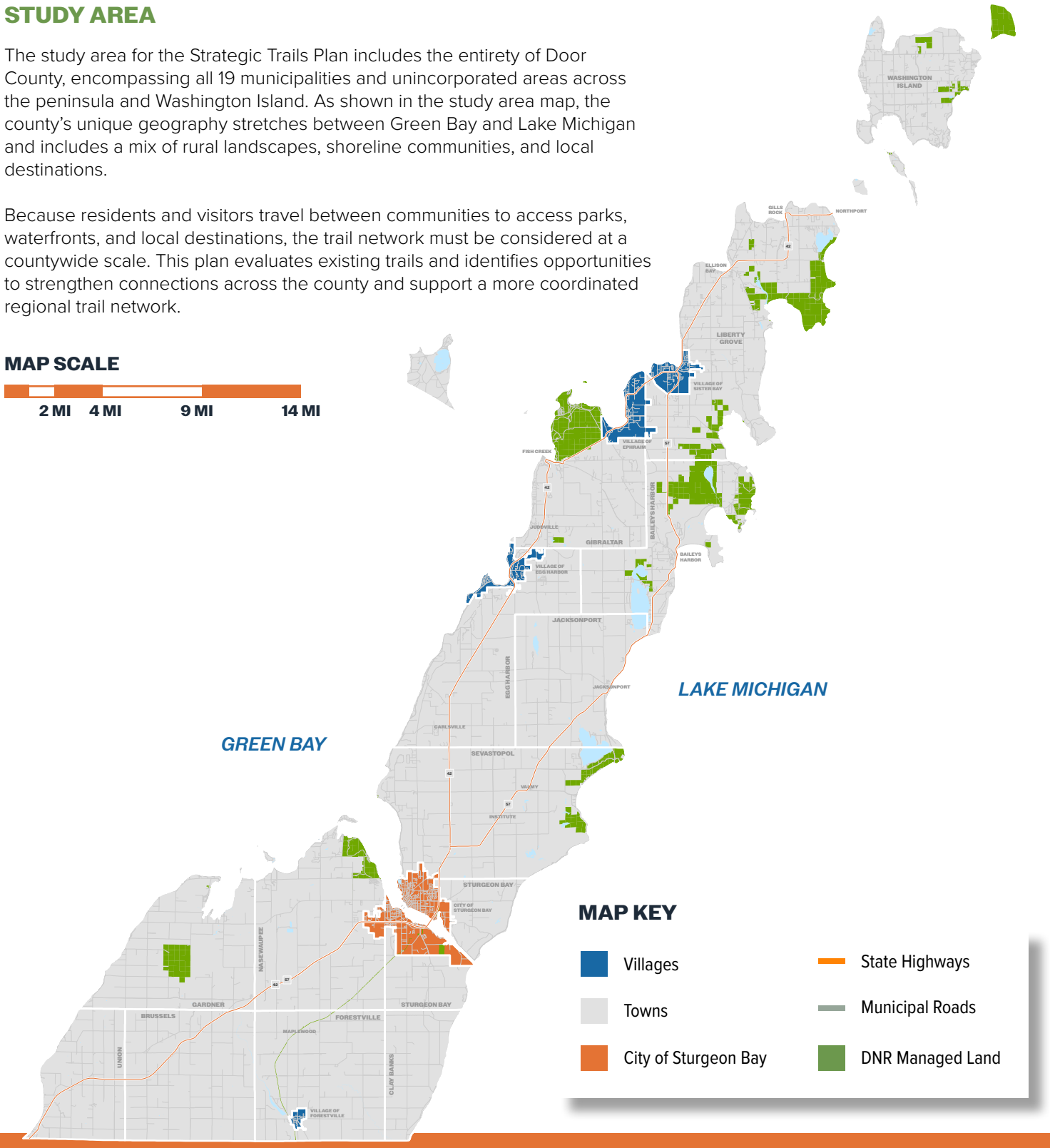
The Door County Trails Strategic Plan was developed through a collaborative process led by Door County Trails, Inc and guided by a local planning committee. The organization retained a planning consultant to assist with public engagement, analysis, and preparation of the plan. Early in the process, an online survey was conducted to gather input from residents, seasonal homeowners, and the greater Door County community about trail priorities, safety concerns, and opportunities for improving connections between communities.

To build awareness and gather feedback across the county, representatives from Door County Trails and the planning team attended meetings at all 19 municipalities throughout January to March of 2026 to introduce the initiative and discuss the planning effort with local officials. Two public open houses were also held in Sturgeon Bay and Fish Creek to share information and collect additional community input. Following the engagement process, a draft plan was prepared, reviewed, and refined before seeking resolutions of support from municipalities across Door County to demonstrate countywide collaboration and support for the trail network vision.

STUDY AREA

The study area for the Strategic Trails Plan includes the entirety of Door County, encompassing all 19 municipalities and unincorporated areas across the peninsula and Washington Island. As shown in the study area map, the county's unique geography stretches between Green Bay and Lake Michigan and includes a mix of rural landscapes, shoreline communities, and local destinations.

Because residents and visitors travel between communities to access parks, waterfronts, and local destinations, the trail network must be considered at a countywide scale. This plan evaluates existing trails and identifies opportunities to strengthen connections across the county and support a more coordinated regional trail network.



REGIONAL CONTEXT

Door County is located in northeastern Wisconsin and forms the peninsula that extends between Green Bay and Lake Michigan. The county is connected to the rest of the state through Kewaunee County to the south, where regional transportation routes and recreational corridors begin to link the peninsula with broader statewide networks. One of the most significant existing trail connections is the Ahnapee State Trail, which provides an important regional multi-use trail corridor that connects Door County to communities beyond the peninsula.

EXISTING PLANS & STUDIES

The following plans and studies demonstrate a strong and growing interest in expanding trail connectivity across Door County, while also highlighting the need for continued coordination between municipalities, agencies, and organizations to advance a cohesive, countywide network.

NATIONAL PARK SERVICE EGG HARBOR CONCEPTUAL TRAIL REPORT (2025)

The report outlines a community-driven effort to identify and advance a network of multi-use trails in and around Egg Harbor, with a focus on improving safety, connectivity, and access for both residents and visitors. Through stakeholder engagement and on-the-ground analysis, the study identified key corridors and provided conceptual recommendations to guide future planning, funding, and implementation. It also helped lay the foundation for a coordinated, countywide trails initiative.

BAY-LAKE CONNECTIVITY TRAIL FEASIBILITY STUDY (2025)

This study explores the development of a trail corridor connecting communities along the Bayshore area. It emphasizes connectivity to schools, parks, and commercial areas, along with accessibility, safety, and environmental stewardship. The study also incorporates Safe Routes to School principles and promotes trails as part of a broader active transportation network.

FISH CREEK TRAIL FINAL REPORT (2024)

The report provides a detailed feasibility and preliminary design for a trail segment connecting key areas within Fish Creek and the broader Door County trail system. The study evaluates site conditions, environmental constraints, and engineering considerations, ultimately recommending an elevated boardwalk and limestone trail to safely navigate wetlands and improve accessibility. The report includes cost estimates, design guidance, and next steps to support implementation.

DOOR COUNTY MULTI-MODAL TRAILS TASK FORCE REPORT (2024)

This report documents a countywide effort led by the Door County Green Fund to improve coordination among municipalities, agencies, and organizations involved in trail development. Rather than creating a new plan, the effort focused on compiling existing and planned trail projects into a comprehensive map to better understand opportunities for connectivity. The report emphasizes collaboration across jurisdictions and highlights the need for coordination among the county's many municipalities and landowners to achieve a more seamless, interconnected trail network. It also identifies key initiatives already underway and provides a foundation for future planning, communication, and funding efforts.

SAFE ROUTES TO SCHOOL SURVEY & AUDIT (GIBRALTAR SCHOOL DISTRICT) (2024)

This study evaluates walking and biking conditions around the Gibraltar School District through field audits and observations. It identifies safety concerns such as traffic conflicts, limited pedestrian infrastructure, and challenges along State Highway 42, while highlighting opportunities to improve student access through safer crossings, traffic management, and infrastructure improvements.

AHNAPEE TRAIL EXTENSION PRELIMINARY PLAN & PROFILE

This engineering-level document provides preliminary design details for a proposed extension of the Ahnapee State Trail. It includes grading, alignment, and infrastructure considerations such as culverts and bridge modifications, reflecting ongoing efforts to expand and enhance the regional trail network.

DOOR COUNTY PARKS AND OPEN SPACE PLAN (2020–2025)

This plan guides the preservation, management, and expansion of parks and open spaces across the county. It highlights the role of parks in environmental protection, recreation, and quality of life, while also recognizing their contribution to economic vitality. The plan includes an inventory of facilities and establishes goals related to conservation, accessibility, and long-term stewardship.

EGG HARBOR TRAIL PROJECT / BEACH TO BEACH TRAIL CONCEPT (2020-PRESENT)

This project outlines a series of proposed multi-use trails in the Egg Harbor area, including the Beach to Beach, Landmark, Rainbow Ridge, and Fish Creek trails. The concept aims to address transportation gaps, reduce congestion, and improve safety while enhancing access to key destinations and supporting a more connected community.

REGIONAL BICYCLE AND PEDESTRIAN PLAN FOR NORTHEAST WISCONSIN (2018)

Prepared by the Bay-Lake Regional Planning Commission, this plan focuses on improving regional connectivity, accessibility, and safety for non-motorized transportation. It establishes broader regional priorities, including linking communities across jurisdictions and integrating trail networks into the larger transportation system.

DOOR COUNTY BICYCLE, PED, AND RECREATIONAL FACILITIES MASTER PLAN (2014)

This countywide plan provides a framework for developing bicycle and pedestrian infrastructure across Door County. It includes an inventory of existing conditions, identifies gaps in connectivity, and outlines policies, design guidance, and recommended improvements to support both transportation and recreational use.

TOWN OF GIBRALTAR BICYCLE AND PEDESTRIAN PLAN (2010)

This local plan outlines goals, policies, and recommended improvements for bicycle and pedestrian infrastructure within the Town of Gibraltar. It focuses on improving safety, expanding transportation options, and developing a coordinated network of on-street and off-street facilities.

AHNAPEE STATE TRAIL MASTER PLAN (1994)

This plan establishes the long-term vision and management framework for the Ahnapee State Trail, a key regional trail connecting Door and Kewaunee Counties. It outlines policies for land acquisition, development, maintenance, and expansion, and emphasizes coordination between the Wisconsin DNR and local governments.

CENTRAL LAKE MICHIGAN COASTAL REGIONAL MASTER PLANNING EFFORT (WDNR)

The Wisconsin Department of Natural Resources is developing a regional master plan for the Central Lake Michigan Coastal Ecological Landscape, a 2,700+ square mile area that includes portions of Door County and extends along the Lake Michigan shoreline and inland river systems. The plan establishes a coordinated framework for managing DNR-owned properties—including state parks, wildlife areas, trails, and natural areas—by defining allowable uses, resource management strategies, and long-term stewardship priorities.

MUNICIPAL PLANS

The following table provides a summary of municipal or local, regional and state led plans relating to outdoor recreation and trail development.

Government Entity	Related Planning Documents
Town of Gibraltar	Gibraltar Comprehensive Outdoor Recreation Plan (2026)
State of Wisconsin	State of Wisconsin Comprehensive Outdoor Recreation Plan (2025)
Village of Sister Bay	Sister Bay Comprehensive Outdoor Recreation Plan (2025)
Town of Baileys Harbor	Baileys Harbor Comprehensive Outdoor Recreation Plan (2021)
Village of Egg Harbor	Egg Harbor Comprehensive Outdoor Recreation Plan (2020)
Town of Liberty Grove	Liberty Grove Comprehensive Outdoor Recreation Plan (2008)
Town of Jacksonport	Comprehensive Outdoor Recreation Plan - In Progress

USING THIS PLAN WITH EXISTING LOCAL PLANS

This plan is intended to serve as a high-level strategy that establishes a shared vision and identifies priority connections across Door County. It does not replace more detailed local or corridor-level plans, which continue to provide important guidance for specific alignments, design, and implementation. Where more detailed plans exist, they should be referenced and utilized as part of this broader strategy, ensuring that local planning efforts remain central to decision-making while contributing to a more coordinated, countywide network.

EXISTING TRAILS INVENTORY

Door County is home to a variety of trails that allow the community to experience the peninsula's natural landscapes, parks, and waterfront areas. These trails are primarily located within state parks, nature preserves, and local park systems, where they provide important recreational opportunities such as hiking, walking, and nature observation. Communities and partner organizations have made meaningful investments in these recreational trails over time, contributing to the county's reputation as an outdoor destination.

Despite this strong recreational foundation, Door County currently has very limited trail infrastructure designed for transportation or for traveling between communities. The most significant regional trail corridor is the Ahnapee State Trail in southern Door County, which provides a long-distance multi-use route connecting communities and extending beyond the county to the south. In Northern Door County, however, the existing network is much more limited. Aside from trails located within state parks and natural areas, there are few developed shared-use paths intended for community travel. These segments exist in the Village of Egg Harbor, Fish Creek and the Village of Sister Bay.

As a result, most communities across the peninsula remain disconnected from one another because bike and pedestrian travel isn't separated from roadways. Residents and visitors who wish to walk or bike between destinations must typically rely on roadways that were not designed for safe bicycle or pedestrian access. Understanding the location, type, and ownership of existing trails is an important first step in identifying opportunities to strengthen the overall network. The inventory presented in this section documents the trails that currently exist throughout Door County and establishes the baseline from which the County and its communities can begin to identify connections, address gaps, and plan for a more coordinated countywide trail network.

Municipality	Trail	Owner	Connection
Forestville, Nasewaupee and Sturgeon Bay	Ahnapee State Trail	WisDNR	Connects the Village of Forestville to the City of Sturgeon Bay. Provides access through the Towns of Forestville, Nasewaupee and Sturgeon Bay. Extends south into Kewaunee County.
City of Sturgeon Bay	Ahnapee State Trail	WisDNR	Provides access over the Sturgeon Bay Canal to Michigan Street.
Town of Egg Harbor	Frank Murphy Trail	Door County	A trail segment connecting the entrance of Frank Murphy County park to Horseshoe Bay Farms with access to the bat caves.
Village of Egg Harbor	Bird Trail	Village of Egg Harbor	Connects downtown Egg Harbor to the entrance of the Egg Harbor Beach.
Town of Gibraltar	Fish Creek Trail	Town of Gibraltar	Provides access between Fish Creek park and the Settlement shops.
Town of Gibraltar	Gibraltar School Trail	Town of Gibraltar	Provides access from the Gibraltar School parking lot to the YMCA.
Village of Sister Bay	Bayshore Drive Trail	Village of Sister Bay	Connects the intersection of Bayshore Drive and Country Lane to the intersection of Bayshore Drive and Gateway Drive. Links into existing sidewalk that extends into downtown Sister Bay.

PLAN UPDATES

Because trail development often occurs incrementally over time, this section of the plan should be periodically updated as new trail segments are constructed or existing routes are improved. While the full Trails Plan does not need to be updated each time a project is completed, maintaining an up-to-date inventory will help communities track progress, document new connections, and ensure the plan continues to reflect the evolving trail network across Door County.

MULTI-USE BICYCLE AND PEDESTRIAN TRAILS

EXISTING MULTI-USE TRAIL

1. The Ahnapee State Trail is a state trail managed by the Wisconsin Department of Natural Resources. It provides access to bicycles, pedestrians, horses, and snowmobiles in the winter months. The trail currently runs from the Kewaunee/Door border just south of the Village of Forestville to the intersection of Highway 42/57 and Michigan Street. **(13 miles)**

2. In Northern Door County, there are very limited, fragmented trail sections that do not create any connection between communities. Frank Murphy County park provides a small trail segment at the intersection of County Road G and Bayshore Drive along the escarpment to the border of Horseshoe Bay Farms. **(0.3 miles)**

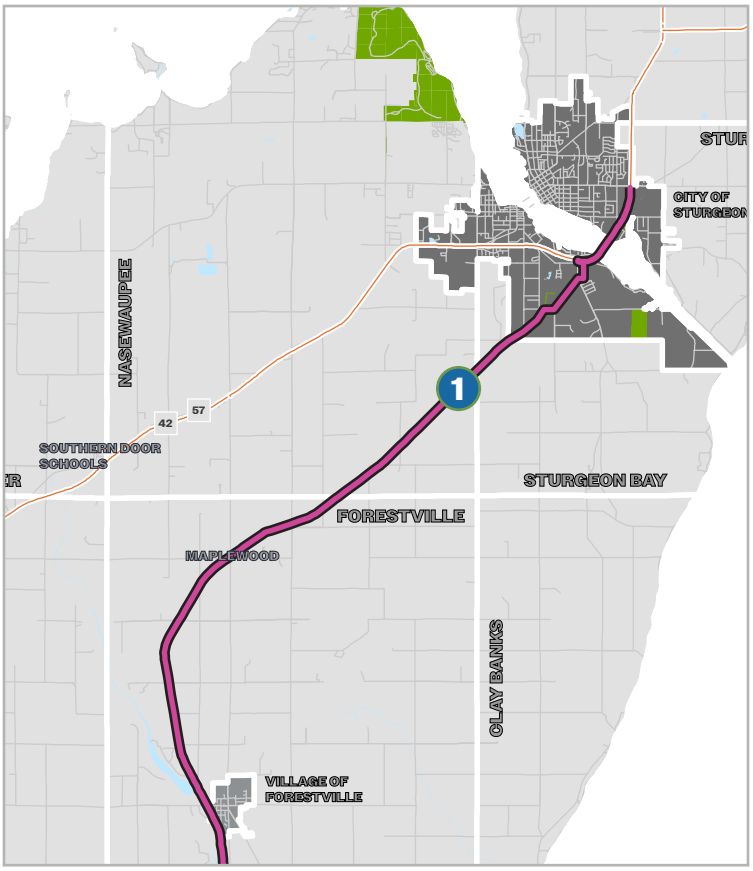
3. The Village of Egg Harbor manages a short trail segment running from the intersection of Bayshore Drive and Alpine and Hillside Roads to just south of Highway 42 where it connects into sidewalk that extends into the actual Village center. **(0.25 miles)**

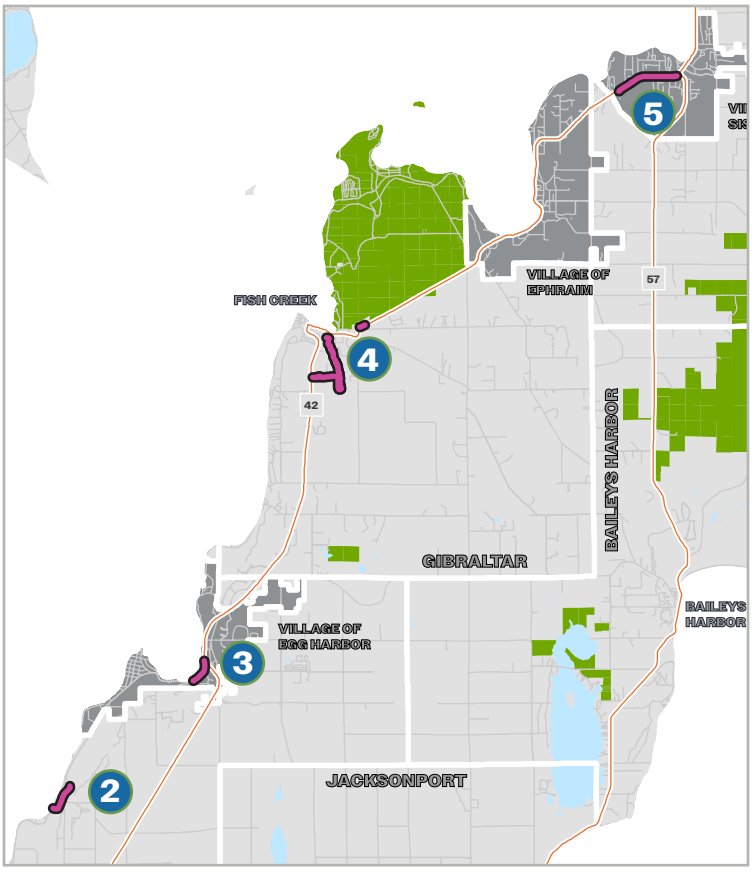
4. The Town of Gibraltar maintains a trail segment that runs from the Settlement Shops into downtown Fish Creek with a current terminus at Fish Creek Park. This provides access up and down the bluff. The Town also maintains a short trail segment at the school that provides access from the school's parking lot to the YMCA highway crossing. This is used extensively by kids traveling from the school to after school programs at the YMCA. **(0.8 miles)**

5. The longest bicycle and pedestrian trail segment in Northern Door County is located in Sister Bay. This segment runs from the intersection of Bayshore Drive and Country Lane to the intersection of Bayshore Drive and Gateway Drive. The trail then turns into a sidewalk that extends into the Village Center. **(1.0 miles)**

RECREATIONAL TRAILS

Recreational trails are located in Peninsula State Park, Potawatomi State Park, Newport State Park, Door County Land Trust properties, and county parks.





ENGAGEMENT SUMMARY

A key goal of the community engagement process was to understand where residents would most like to travel if safer walking and biking trails were available. Door County Trails launched a countywide survey in November of 2025 where participants were asked to identify destinations they would want to reach by trail from the communities where they live. Additional questions were asked to garner insight into various funding options that would be supported by the community, behavioral changes people would make if trails existed, as well as priorities for using trails such as safety or amenities. Responses from each municipality were summarized and analyzed to identify common patterns across the county. Over 1,100 responses were collected spanning communities from Southern, Central, and Northern Door.

Two public open houses were held to share an overview of what the planning process entails and what the anticipated outcomes of the plan will be. Residents, property owners, and members of the greater Door County community were able to ask questions, provide comments and mark up maps to visually show the planning team where they would like to see trails developed. Both meetings were well attended with residents and stakeholders providing meaningful input.



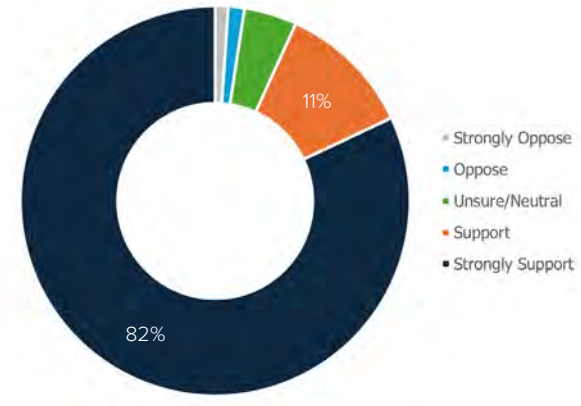


Community members participating in the open house in Fish Creek on February 14th, 2026

SUPPORT FOR A COORDINATED & COMPREHENSIVE TRAIL NETWORK

The chart to the right shows a very clear signal from residents: there is overwhelming support for developing a comprehensive trail network in Door County.

The vast majority of respondents strongly support expanding and connecting the county's trail network, represented by the large dark blue portion of the chart. An additional group of respondents indicated that they support trail development, further reinforcing the strong community interest in improved trail opportunities. Only a very small share of respondents expressed neutral or unsure opinions, and even fewer indicated opposition or strong opposition.



IMPORTANT AREAS TO CONSIDER

The results show a strong desire for trails that connect communities rather than serve only recreational purposes. Across many municipalities, residents expressed interest in traveling to nearby villages, accessing local amenities, and reaching larger community hubs such as Sturgeon Bay. Village centers including Egg Harbor, Fish Creek, Ephraim, and Sister Bay frequently emerged as desired destinations, reflecting their roles as important destinations for employment, shopping, recreation, and tourism.

STURGEON BAY

Sturgeon Bay is consistently one of the most desired destinations countywide, especially for residents in southern and central Door County. It functions as the primary employment, services, and population center.

VILLAGE CENTERS

People strongly want to travel between village downtowns. Especially in the Northern Door communities people want to be able to connect to Egg Harbor, Ephraim, Sister Bay, and Fish Creek.

STATE PARKS AND MAJOR DESTINATIONS

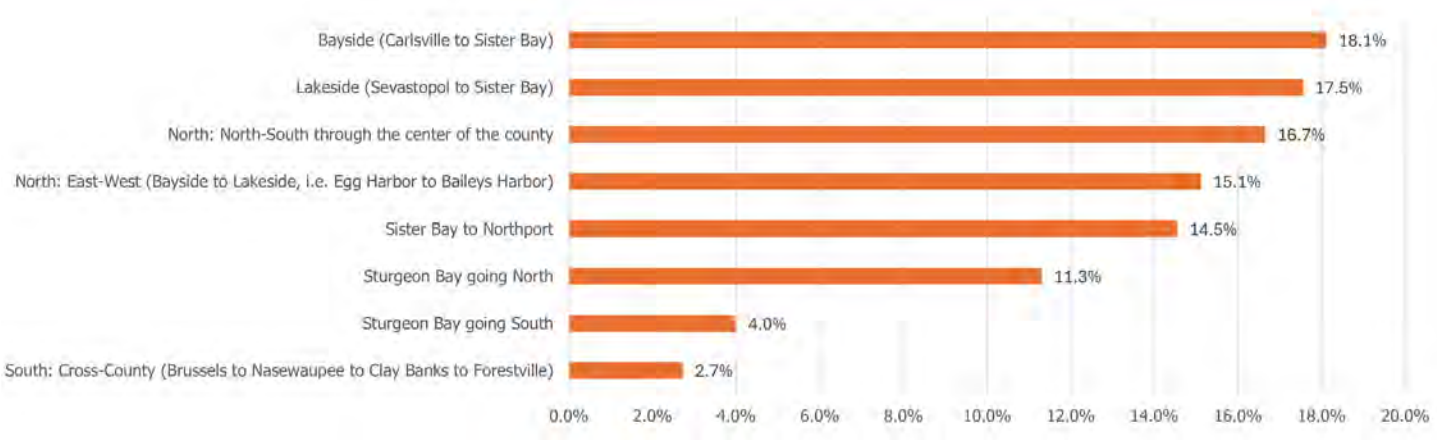
Several comments and charts highlight demand for trails connecting to places like Peninsula State Park, waterfront areas and beaches, community parks and schools.

ADJACENT MUNICIPALITIES

Many residents want direct links between adjacent municipalities, indicating a strong interest in short regional trips rather than long-distance recreational rides.

DESIRED TRAIL CORRIDORS

The survey asked participants to evaluate a series of potential trail corridors across Door County and rank them in order of priority. Respondents were required to rank all corridors from highest to lowest priority. To better understand which corridors generated the most overall interest, the results shown here reflect the percentage of respondents who placed each corridor within their top five priorities.



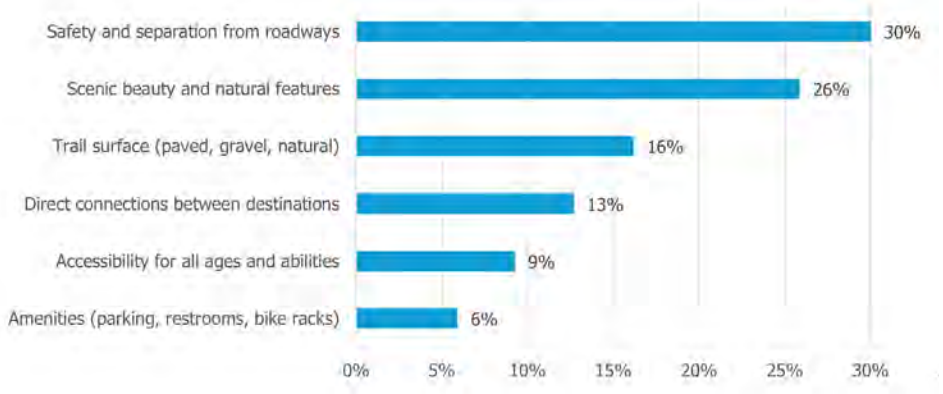
DESIRED COMMUNITY CONNECTIONS

Survey responses show strong demand for trails that connect Door County's primary population centers and village destinations. The following table highlights the top destinations from each community. *A full page summary of community specific survey results is provided in Appendix A.*

Where People Live or Visit	Where They Want to Go By Trail
City of Sturgeon Bay	Egg Harbor, Brussels & Sevastopol
Town of Baileys Harbor	Sturgeon Bay, Egg Harbor & Sister Bay
Town of Brussels	Forestville & Sturgeon Bay
Town of Clay Banks	Sturgeon Bay & Egg Harbor
Town of Egg Harbor	Village of Egg Harbor, Fish Creek & Sturgeon Bay
Town of Forestville	Sturgeon Bay
Town of Gardner	Brussels & Sturgeon Bay
Town of Gibraltar	Ephraim & Sister Bay
Town of Jacksonport	Baileys Harbor & Egg Harbor
Town of Liberty Grove	Sister Bay, Baileys Harbor & Ephraim
Town of Nasewaupee	Sturgeon Bay
Town of Sevastopol	Sturgeon Bay & Egg Harbor
Town of Sturgeon Bay	City of Sturgeon Bay & Sevastopol
Town of Union	Sturgeon Bay
Town of Washington Island	Sister Bay
Village of Egg Harbor	Sturgeon Bay & Fish Creek
Village of Ephraim	Sister Bay & Egg Harbor
Village of Forestville	Sturgeon Bay
Village of Sister Bay	Ephraim & Fish Creek

FACTORS MOST IMPORTANT TO TRAIL USAGE

This chart summarizes the factors respondents identified as most important when deciding whether they would use a trail. Survey participants were asked to rank their top three considerations, and the results shown reflect the percentage of respondents who placed each factor among those top priorities.



Safety and separation from roadways emerged as the most important factor, with 30% of respondents identifying it as a top consideration. Scenic beauty and access to natural features followed closely at 26%, reflecting the strong value residents place on experiencing Door County's landscape while using the trail system.

NEEDS & OPPORTUNITIES ANALYSIS

Developing a countywide trail network begins with understanding where connections are most desired and feasible. This section summarizes input from surveys, public meetings, and municipal conversations to identify areas where improved trail connectivity is most needed.

The maps highlight corridors where trails could strengthen connections between communities, neighborhoods, and key destinations. They reflect patterns in public input but do not define specific alignments. Final routing will be determined by municipalities through future planning, engineering, and environmental review.

OPPORTUNITIES

Several communities throughout Door County are currently exploring or actively planning new trail segments that could expand and strengthen the county's overall trail network. While these projects are not yet part of the existing trail system, they represent important opportunities to improve connections between communities, parks, and destinations across the peninsula. The following table highlights trail concepts and corridors that are currently being discussed, studied, or planned at the local level. As these projects move forward, they have the potential to fill key gaps in the network and support the long-term vision for a better connected Door County trail system.

Municipality/Owner	Trail Planning
WisDNR & the City of Sturgeon Bay	The Wisconsin Department of Natural Resources is planning for an extension of the Ahnapee State Trail from the intersection of Highway 42/57 and Michigan Street to the intersection of Highway 42/57 and Egg Harbor Road.
Village of Egg Harbor	The Village of Egg Harbor is actively advancing a network of trails to improve connectivity between key destinations, neighborhoods, and community assets. Key initiatives include the Beach to Beach Trail, Hillside Road–Bird View Trail Extension, Fish Creek Trail, and Rainbow Ridge Trail, with the Hillside Road–Bird View Trail Extension included in the Village's 2026 Capital Improvement Plan. Together, these projects reflect the Village's ongoing commitment to developing a more connected, accessible, and well-integrated local trail system. Additional opportunities are being explored to develop a trail system east towards the Heritage Lake residential development and onward to Baileys Harbor.
Town of Baileys Harbor	The Town of Baileys Harbor has planned for small trail segments to be developed at the north end of the Town along Ridges Road and County F. An additional segment has been planned to connect downtown Baileys Harbor to County Road E towards Kangaroo Lake. Both of these trail development areas would support further access north and west to Sister Bay and Egg Harbor or Gibraltar respectively.
WisDNR/Town of Gibraltar	The Wisconsin Department of Natural Resources, in coordination with the Town of Gibraltar, is working towards the development of a trail segment within Peninsula State Park running along Highway 42. The segment would connect into the Town at the intersection of Shore Road and Highway 42 and cross over into Fish Creek Park which would connect into the newly developed trail at the park that traverses the bluff and terminates at the Settlement Shops along Highway 42. Additional plans for this trail that currently terminates at the Settlement Shops is to further continue into Juddville and the Town and Village of Egg Harbor.
Village of Ephraim	The Village of Ephraim has planned out a short trail segment along Bayshore Drive that would provide pedestrian access to the businesses in the North Ephraim corridor. The trail is only being developed for pedestrian access due to land constraints.
Village of Sister Bay	The Village of Sister Bay is actively pursuing the development of a trail extension along Bayshore Drive from the intersection of Bayshore and Country Lane to the Village of Ephraim municipal limits. The extension will cross municipal boundaries into the Town of Liberty Grove. Additionally, the Village has been moving forward to develop a trail segment along Highway 57 that would connect the downtown area of the Village to Northwoods Drive.

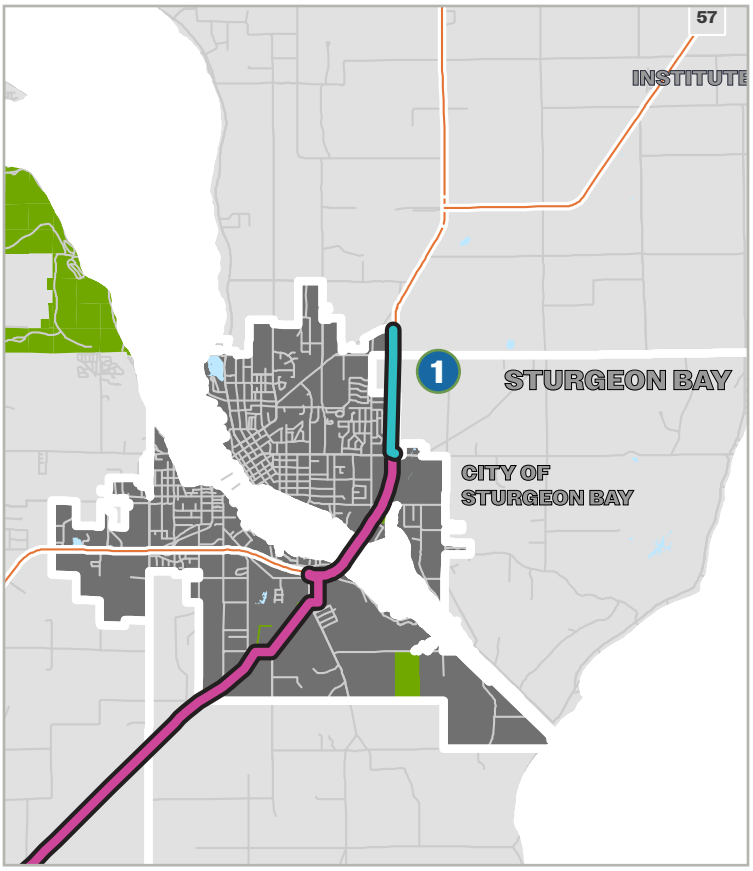
POTENTIAL MULTI-USE BICYCLE AND PEDESTRIAN TRAILS

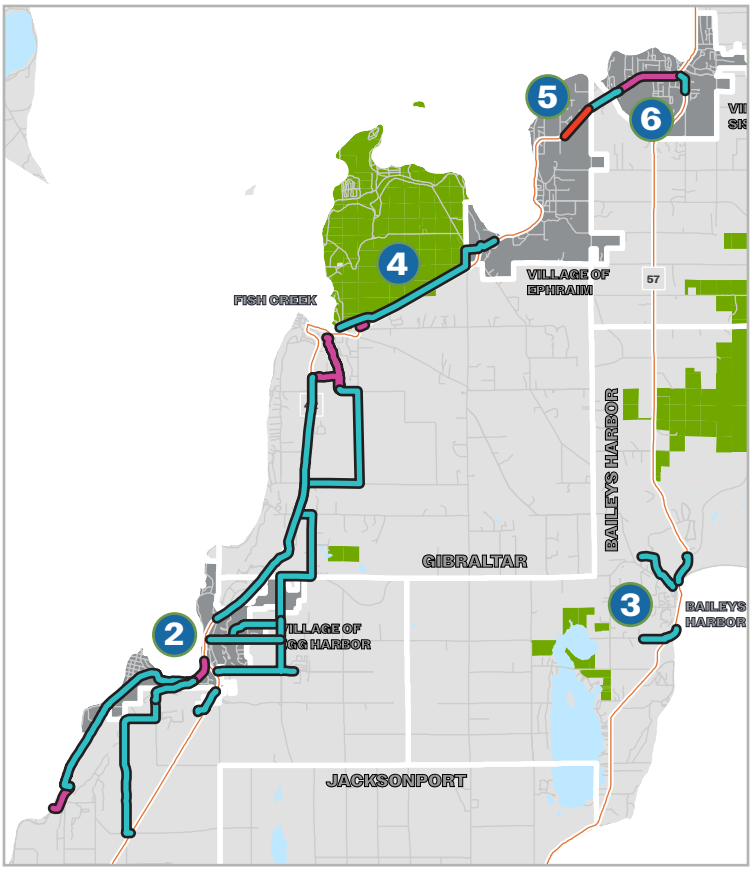
BICYCLE & PEDESTRIAN

PEDESTRIAN ONLY

EXISTING MULTI-USE TRAIL

1. Wisconsin Department of Natural Resources and the City of Sturgeon Bay
2. Village of Egg Harbor
3. Town of Baileys Harbor
4. Wisconsin Department of Natural Resources and the Town of Gibraltar
5. The Village of Ephraim
6. The Village of Sister Bay





OVERVIEW OF COMMUNITY NEEDS

The following maps introduce corridors identified through the public input process that will help shape the foundation of the countywide trail network. These corridors reflect where residents and stakeholders consistently expressed a desire for stronger connections between communities, neighborhoods, and key destinations.

Public Input Corridor

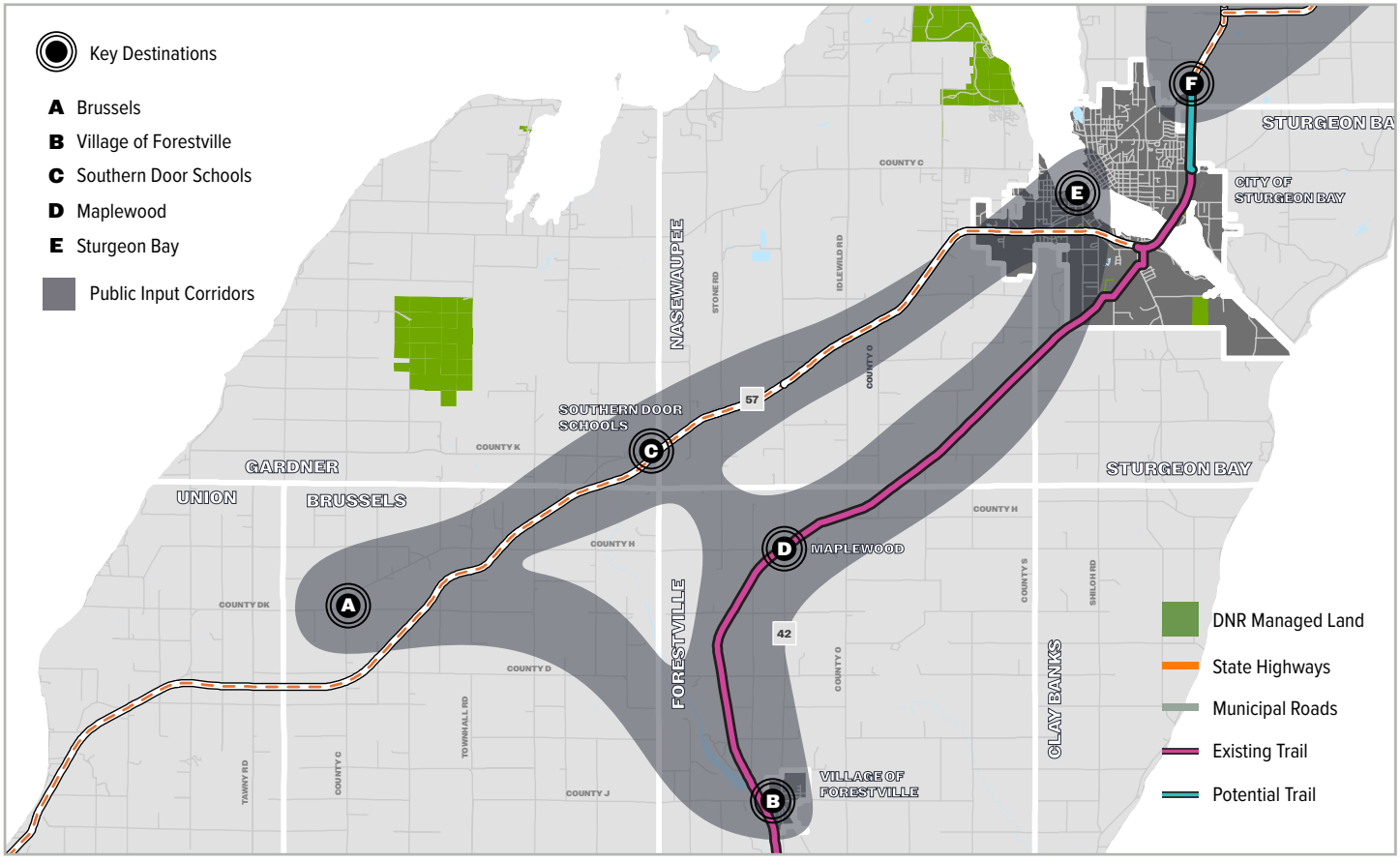
A generalized, shaded area representing where people want trail connections. These corridors reflect patterns in public feedback and are not intended to define exact routes. They do not designate specific alignments or limit future opportunities. Final trail locations will be determined through continued community engagement, municipal planning, engineering, land availability, and environmental considerations.

SOUTHERN DOOR NEEDS

In this plan, Southern Door is defined as the area from the southern county border to the Sturgeon Bay Canal, including Brussels, Gardner, Forestville (Town and Village), Clay Banks, Nasewaupee, and the southern part of the Town of Sturgeon Bay.

Municipality	Desired Connections	Municipality	Desired Connections
Town of Brussels	Forestville & Sturgeon Bay	Town of Nasewaupee	Sturgeon Bay
Town of Clay Banks	Sturgeon Bay & Egg Harbor	Town of Sturgeon Bay	City of Sturgeon Bay & Sevastopol
Town of Forestville	Sturgeon Bay	Town of Union	Sturgeon Bay
Town of Gardner	Brussels & Sturgeon Bay	Village of Forestville	Sturgeon Bay

The Ahnapee State Trail runs from the southern county border through Forestville and north into Nasewaupee and Sturgeon Bay, serving as a key existing corridor for regional connectivity. Connections near Maplewood could link Gardner and Clay Banks to Forestville and Sturgeon Bay, while additional trail development north of the state highway would help improve access from Nasewaupee.



NORTHERN DOOR NEEDS

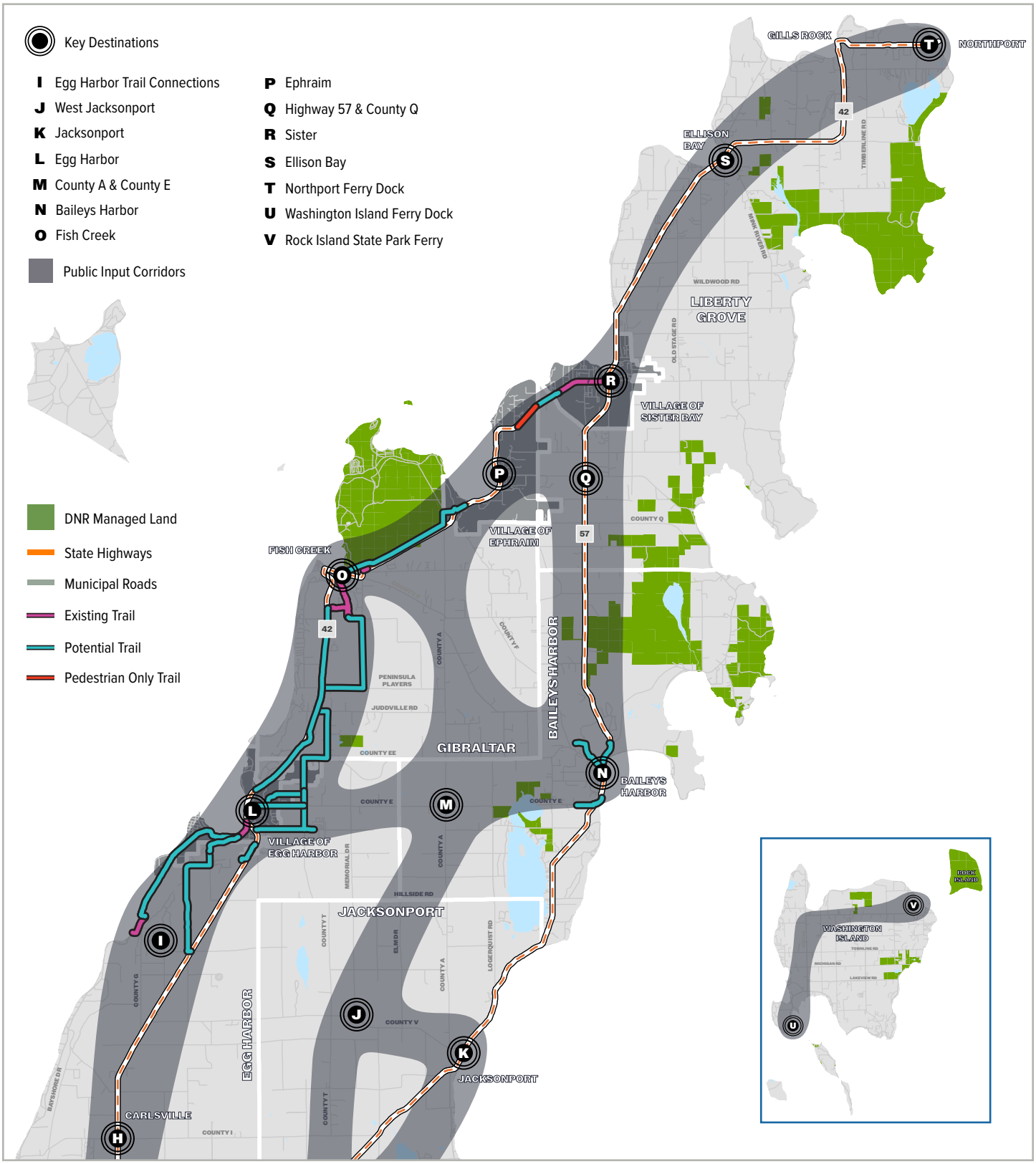
This plan defines Northern Door as north of the canal to Washington Island. This encompasses the Towns of Baileys Harbor, Egg Harbor, Gibraltar, Jacksonport, Liberty Grove, Sevastopol, Sturgeon Bay, Washington Island, and the Villages of Egg Harbor, Ephraim, and Sister Bay. Fish Creek is a popular unincorporated destination in the Town of Gibraltar.

Municipality	Desired Connections
City of Sturgeon Bay	Egg Harbor, Brussels & Sevastopol
Town of Baileys Harbor	Sturgeon Bay, Egg Harbor & Sister Bay
Town of Egg Harbor	Village of Egg Harbor, Fish Creek & Sturgeon Bay
Town of Gibraltar	Ephraim & Sister Bay
Town of Jacksonport	Baileys Harbor & Egg Harbor
Town of Liberty Grove	Sister Bay, Baileys Harbor & Ephraim
Town of Sevastopol	Sturgeon Bay & Egg Harbor
Town of Sturgeon Bay	City of Sturgeon Bay & Sevastopol
Town of Washington Island	Sister Bay
Village of Egg Harbor	Sturgeon Bay & Fish Creek
Village of Ephraim	Sister Bay & Egg Harbor
Village of Sister Bay	Ephraim & Fish Creek

There are currently no existing trails that extend to the north of Sturgeon Bay. Respondents to the survey noted the need for trails going north from Sturgeon Bay and many communities commented that they want access to Sturgeon Bay. The primary focus for the area north of Sturgeon Bay should be to connect into the adjacent communities of Sevastopol and the Town of Egg Harbor (Carlsville). This will help create a network that will eventually provide access from northern communities into the City of Sturgeon Bay.



Trail planning along the western edge of the peninsula is aiming to close gaps between Egg Harbor, Fish Creek, Ephraim and Sister Bay. This area is a high priority for the community. A second priority is development along the eastern edge of the peninsula, From Sister Bay to Sevastopol. The center of the peninsula is also a secondary priority both east to west and north to south. Corridors such as Egg Harbor or Gibraltar to Baileys Harbor and West Jacksonport to Ephraim are areas to consider for trail development. The final area of consideration is Sister Bay to Northport. On Washington Island, access to the ferry dock is the highest priority with connection to the Rock Island State Park Ferry.



VISION, GOALS & OBJECTIVES

VISION

We envision a Door County where safer, accessible trails connect our communities and are an integral part of everyday recreation and transportation, inspiring people to embrace cycling and walking for freedom, health, and happiness.

GOALS

1. BUILD A CONNECTED COUNTYWIDE TRAIL NETWORK

Each community in Door County plays a crucial role in developing a countywide connected transportation trail network. The following objectives reflect the needs and desires of individual communities that will support the long-term development of a connected network.

OBJECTIVES

Baileys Harbor
Strengthen trail connections between downtown Baileys Harbor, the Village of Egg Harbor and the Village of Sister Bay. Utilize current trail development efforts to expand access to the Village of Egg Harbor and the Village of Sister Bay.

Brussels
Explore opportunities to develop trails that connect Brussels to surrounding communities with emphasis on the Town of Gardner and the Town and Village of Forestville. Prioritize trail development that can lead to future connections to Southern Door Schools and Maplewood.

Clay Banks
Support the development of a trail that connects to the Ahnapee Trail and provides access from Clay Banks into the surrounding communities.

Egg Harbor (Village)
Enhance trail connections between downtown Egg Harbor, the waterfront, and surrounding local and county parks. Pursue development of a trail that connects into the Town of Egg Harbor, Town of Gibraltar, and the Town of Baileys Harbor with access to local destinations and residential areas.

Egg Harbor (Town)
Pursue opportunities to connect residential areas, parks, and rural landscapes to trail corridors in the Village of Egg Harbor, Town of Sevastopol (Carlsville) and the Town of Baileys Harbor.

Ephraim
Pursue development of a trail that connects Ephraim to the Village of Sister Bay, Fish Creek and the Town of Gibraltar.

Forestville (Village and Town)
Support trail development that extends access of the Ahnapee State Trail into new areas of the Village, Town and the surrounding area. Support development of a trail that can connect to Southern Door Schools.

Gardner
Explore opportunities for trails that connect in the Town of Brussels and the Town of Nasewaupee. Support trail development that provides access to Southern Door Schools from the Ahnapee State Trail.

Gibraltar (Fish Creek)
Enhance trail connections between downtown Fish Creek, Peninsula State Park, and surrounding communities including Ephraim and the Town and Village of Egg Harbor.

Jacksonport
Improve trail access between the village center, parks, and shoreline destinations while supporting connections to surrounding communities, state parks, and trail corridors along the eastern and central areas of the peninsula.

Liberty Grove
Support trail corridors that connect Liberty Grove to the Village of Sister Bay and the Town of Baileys Harbor. Pursue trail development that provides connections throughout the top of the thumb and access to the Northport ferry dock.

Nasewaupee
Identify opportunities to connect residential areas and parks to regional trail corridors, such as the Ahnapee State Trail, serving southern Door County and nearby communities including the City of Sturgeon Bay.

Sevastopol
Support trail connections between residential neighborhoods, rural areas, parks, and adjacent communities, including Sturgeon Bay and Jacksonport, while contributing to regional trail routes across central Door County.

Sister Bay
Enhance trail connections between the Village of Sister Bay, Town of Liberty Grove, Town of Baileys Harbor, and the Village of Ephraim.

Sturgeon Bay (City)
Expand trail connections between neighborhoods, downtown Sturgeon Bay, waterfront destinations, and local corridors serving both Southern and Northern Door County. Prioritize extension of the Ahnapee State Trail north.

Sturgeon Bay (Town)
Support trail connections from the Town of Sturgeon Bay into the Ahnapee State Trail or directly into the City of Sturgeon Bay as well as into the Town of Clay Banks (south of canal) and Town of Sevastopol (north of canal).

Union
Explore opportunities to connect the Town of Union to the Town of Brussels and other surrounding communities by trail.

Washington Island
Support the development of trails that connect areas of the Island to the Washington Island Ferry and the Rock Island State Park Ferry.

The following goals support the future connected network and help communities navigate development to ensure a coordinated and cohesive network that provides for safer accessible trails.

2. IMPROVE SAFETY AND ACCESSIBILITY

OBJECTIVES

- Ensure trails are comfortable, and accessible for users of all ages and abilities.
- Prioritize trails separated from the roadway and support protected bicycle and pedestrian facilities* as necessary.
- Ensure safer crossings at highways and major intersections.
- Incorporate universal design principles to support accessibility.
- Provide wayfinding signage and amenities that help users navigate the system.

3. SUPPORT HEALTH, WELL-BEING, AND QUALITY OF LIFE

OBJECTIVES

- Expand opportunities for residents and the greater community to enjoy outdoor recreation and active lifestyles.
- Provide trails suitable for walking, biking, and other non-motorized recreation.
- Improve access to scenic natural areas, shorelines, and parks.
- Encourage year-round use of trails where appropriate.

4. STRENGTHEN THE LOCAL ECONOMY

OBJECTIVES

- Leverage the trail network to support local businesses and enhance community identity.
- Connect trails to downtowns, waterfronts, and commercial areas.
- Highlight local destinations such as parks, cultural sites, and natural areas.
- Encourage trail-supportive amenities such as trailhead parking, bike parking, rest areas, and local services.
- Support local businesses and services by extending the tourist season.

5. COORDINATE IMPLEMENTATION AND FUNDING

OBJECTIVES

- Identify priority projects and phasing for trail development.
- Encourage partnerships between municipalities, the county, regional organizations, and property owners.
- Pursue state, federal, and private funding opportunities for trail projects.
- Establish consistent design standards and best practices for trail development.
- Review and update the strategic plan every five years to ensure goals and objectives remain relevant and support continued implementation and funding opportunities.

** Protected bicycle and pedestrian facilities refers to on-road bike lane markings, buffered on-road bike lanes, and any other bicycle or pedestrian specific infrastructure or marking that supports safer access along a roadway if full separation is not possible.*

BEST PRACTICES

Developing a successful trail network requires coordination, thoughtful design, and a long-term commitment to building connections between communities. Because trails in Door County will likely continue to develop incrementally, communities can benefit from a shared set of best practices that help guide decision-making as new opportunities arise. The following practices reflect common approaches used by successful regional trail systems and are intended to help communities develop safer, connected, and well-maintained trails over time.

PLAN FOR CONNECTIVITY

One of the most important principles of trail development is connectivity. Trails provide the greatest value when they link people to destinations such as downtowns, parks, schools, waterfront areas, and neighboring communities. When planning new segments, communities should consider how a trail fits into the broader countywide network rather than focusing only on local recreation needs. Even short trail segments can play an important role if they close a gap or extend an existing corridor. Communities should also prioritize connections to existing regional routes, including the Ahnapee State Trail, as well as future corridors identified in this plan.

SUPPORT INCREMENTAL DEVELOPMENT WHEN ABLE

In many communities, trail networks are built one segment at a time as funding, partnerships, and opportunities emerge. Municipalities should look for opportunities to incorporate trails into roadway improvements, park development projects, and new land development proposals. Over time, these incremental investments can create a larger connected network. Communities may also consider interim solutions such as signed bicycle routes or improved shoulders until dedicated off roadway facilities can be constructed.

PRIORITIZE SAFETY

Safety is a critical component of any successful trail network. Trails should be designed to minimize conflicts between users and motor vehicles and to provide a comfortable experience for people of all ages and abilities. Best practices include providing adequate separation from roadways where possible, designing safer street crossings, maintaining good visibility, and incorporating clear signage and pavement markings. Where trails intersect with roads, communities should consider treatments such as high-visibility crosswalks, pedestrian refuge islands, warning signage, and traffic calming measures to improve safety for trail users.

DESIGN FOR MULTIPLE USERS

Shared-use trails are typically designed to accommodate a variety of users including walkers, runners, bicyclists, and families with strollers. When planning new trails, communities should consider appropriate trail widths, surface materials, and accessibility standards to ensure the facility can safely accommodate different types of users. Trails should also be designed to meet accessibility guidelines so that people of all abilities can use and enjoy the network.

COORDINATE ACROSS MUNICIPAL BOUNDARIES

Because Door County is made up of multiple municipalities and jurisdictions, coordination is essential for creating a seamless trail network. Communities should communicate regularly with neighboring municipalities, the County, and partner organizations when planning new trail segments to ensure that routes align across jurisdictional boundaries. Shared planning efforts, joint funding applications, and coordinated signage can help create a more cohesive regional network and prevent situations where trails stop abruptly at municipal boundaries.

DOOR COUNTY TRAILS SUPPORT

Door County Trails serves as an important partner in advancing trail development across the peninsula. As a countywide organization focused on expanding and improving the trail network, Door County Trails can support municipalities by sharing information, identifying funding opportunities, assisting with grant applications, and helping communities coordinate trail planning efforts.

To support collaboration across jurisdictions, a municipal trails coordination committee has been established with liaisons representing communities throughout Door County. The committee meets quarterly to share updates on local trail projects, discuss funding opportunities, and coordinate potential connections between municipalities.

Communities are encouraged to use this forum to communicate upcoming projects, identify opportunities for partnership, and work collaboratively toward a better connected Door County trail network. Door County Trails helps facilitate these conversations and serves as a central resource for municipalities working to expand and strengthen the regional trail system.

PARTNER WITH LOCAL AND REGIONAL ORGANIZATIONS

Successful trail networks often rely on strong partnerships. Door County communities can benefit from collaborating with organizations such as the Wisconsin Department of Natural Resources, Door County Land Trust, Destination Door County, and community groups that support outdoor recreation. These partners can help identify funding opportunities, provide technical expertise, and assist with trail maintenance or promotion.

MAINTAIN AND STEWARD THE TRAIL NETWORK

Long-term maintenance is an important consideration in trail planning. Communities should plan for ongoing upkeep such as surface repairs, vegetation management, signage replacement, and winter maintenance where appropriate. Establishing clear maintenance responsibilities and budgeting for upkeep helps ensure that trails remain safe and enjoyable for years to come.

PROMOTE AND EDUCATE

Trails become more valuable when people know how to use them and where they connect. Wayfinding signage, maps, and digital resources can help people navigate the trail network and discover destinations along the route. Communities may also consider educational signage that highlights local history, natural features, and environmental stewardship.

ENCOURAGE COMMUNITIES TO INCORPORATE TRAILS PLANNING INTO COMPREHENSIVE PLANS

As communities update or refine their comprehensive plans, they are encouraged to consider how trail planning can be thoughtfully integrated to support local goals and enhance connections to surrounding areas. Incorporating trails into these plans can help ensure that future development decisions reflect community priorities while contributing to a better connected and cohesive network across Door County. Door County Trails encourages communities to adopt this strategic plan into their next comprehensive plan update.

FUNDING OPPORTUNITIES

Identifying funding sources is an important step in moving trail projects from concept to construction. While the vision for a connected trail network may develop through planning efforts such as this one, implementation often depends on securing funding through a combination of state, federal, and local resources. Fortunately, a number of grant programs exist that support trail planning, land acquisition, safety improvements, and construction of bicycle and pedestrian facilities.

Many of the most commonly used programs for trail development in Wisconsin are administered by the Wisconsin Department of Natural Resources and the Wisconsin Department of Transportation using federal funding sources. These programs typically require a local match and operate on a competitive application process, making coordination and early project planning important for communities seeking funding. In addition, several federal programs administered by the U.S. Department of Transportation can support larger or regionally significant projects, particularly those that improve safety, expand active transportation networks, or strengthen connections between communities.

The following table summarizes several state and federal funding opportunities that municipalities and partners in Door County may consider when pursuing trail planning, acquisition, and development projects. Because grant programs and eligibility requirements can change over time, communities should verify current program guidelines and application timelines before applying.

Program	Administrator	Eligible Uses	Requirements	Funding Amounts
Recreational Trails Program (RTP)	Federal Highway Administration administered by Wisconsin DNR	Trail construction, rehabilitation, maintenance, and trail-related facilities for motorized and non-motorized trails	Municipalities and eligible organizations can apply; typically requires 20% local match; projects must be trail-related and open to the public	Up to 80% reimbursement; Wisconsin awards typically up to about $100,000
Transportation Alternatives Program (TAP)	Federal Highway Administration administered by WisDOT	Shared-use paths, bicycle and pedestrian infrastructure, Safe Routes to School improvements, and trail planning	Local sponsor required; 20% minimum match; projects must relate to active transportation infrastructure	Up to 80% federal funding; project sizes vary widely
Congestion Mitigation and Air Quality (CMAQ)	Federal Highway Administration administered by WisDOT	Bicycle and pedestrian projects that reduce vehicle emissions and support alternative transportation	Minimum project cost typically $200,000 for construction; must demonstrate emissions reduction benefits	Up to 80% federal funding
Aids for the Acquisition and Development of Local Parks (ADLP)	Wisconsin Department of Natural Resources	Land acquisition and development of local parks and recreational facilities including trails	Project must be included in an approved Comprehensive Outdoor Recreation Plan (CORP); local governments are eligible applicants	Typically 50% cost share
Land and Water Conservation Fund (LWCF)	National Park Service administered by Wisconsin DNR	Acquisition and development of outdoor recreation facilities including trails, trailheads, and park amenities	Local governments must have a current Comprehensive Outdoor Recreation Plan; property must remain permanently dedicated to public recreation	Up to 50% cost share

Knowles-Nelson Stewardship Program	Wisconsin Department of Natural Resources	Land acquisition for trail corridors, conservation land, and outdoor recreation areas	Local governments and nonprofit conservation organizations may apply depending on project type	Typically up to 50% of project costs
Safe Streets and Roads for All (SS4A)	U.S. Department of Transportation	Trail crossings, pedestrian and bicycle safety improvements, and corridor safety projects	Local governments eligible; implementation grants require an adopted safety action plan	Planning grants typically $100,000–$5 million; implementation grants often $2.5–$25 million
Active Transportation Infrastructure Investment Program (ATIIP)	U.S. Department of Transportation	Funding for connected bicycle and pedestrian networks including regional trail systems	Supports planning, design, and construction of active transportation networks; local match typically required	Funding varies depending on project scale
BUILD Grants (Better Utilizing Investments to Leverage Development)	U.S. Department of Transportation	Large transportation infrastructure projects including multi-use trails and regional trail corridors	Highly competitive national grant; projects must demonstrate economic, mobility, or safety benefits	Awards typically $1 million–$25 million
Reconnecting Communities Pilot Program	U.S. Department of Transportation	Projects that reconnect communities divided by major transportation infrastructure including trails and linear parks	Projects must address barriers created by highways or major roads and improve access between neighborhoods	Planning grants up to about $2 million; capital grants often $5 million or more
Urban Green Space Program	Wisconsin Department of Natural Resources	Acquisition of natural land in urbanizing areas that may support passive recreation and trails	Local governments and nonprofit conservation organizations eligible for acquisition projects	Typically 50% cost share

VILLAGE OF **EPHRAIM**

Total # of Respondents

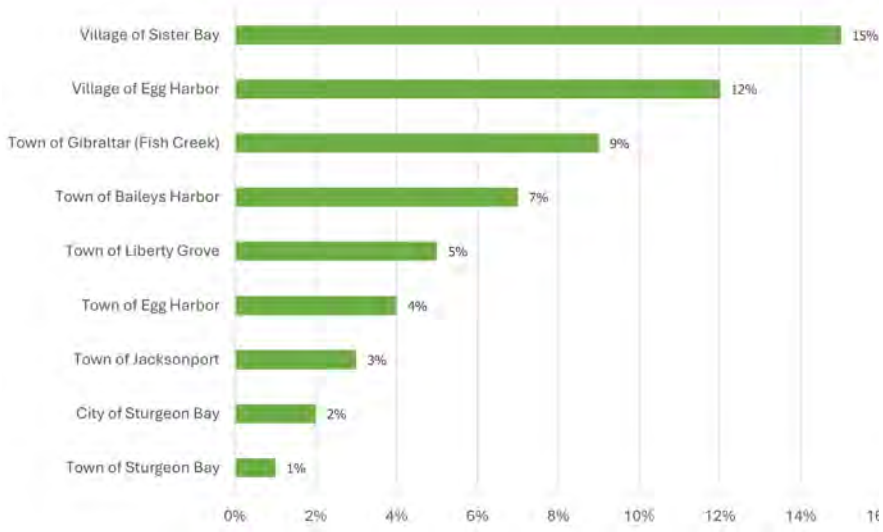
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SUMMARY

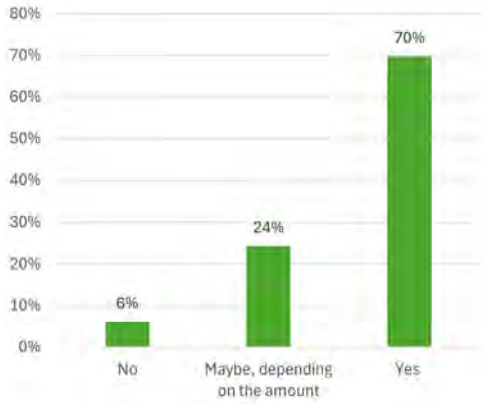
The Village of Ephraim is part of a countywide strategic planning process for development of a comprehensive transportation trail network that supports pedestrian and bicycle access throughout the county. The plan, led by Door County Trails, aims to understand where connections are needed and support communities in developing trails that help bring those connections to life.

These survey results summarize the responses of the Ephraim community. Responses collected from each community are used as the basis for the plan's development and inform the future of trail planning in the county.

WHERE PEOPLE IN THE VILLAGE OF EPHRAIM WANT TO GO BY TRAIL:

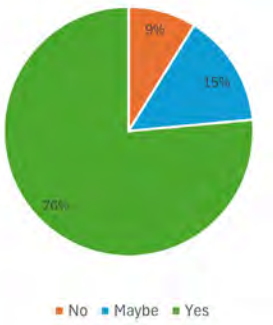


SUPPORT FOR TRAIL DEVELOPMENT WITH TAX $:

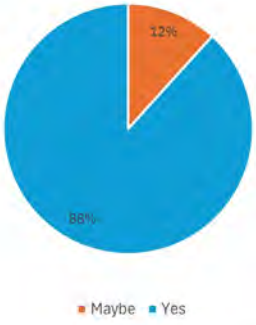


IF TRAILS WERE DEVELOPED WOUD YOU:

DRIVE LESS



WALK OR BIKE MORE



WHAT COMMUNITY MEMBERS ARE SAYING:

"Connection to state parks as well as villages would be nice as I bike and hike to get outdoors and be active while seeing features"

"Don't use asphalt. It deteriorates too fast and needs costly repairs. A hard surface. I am told asphalt needs car and truck traffic to help the surface. Use crushed limestone. Wider, softer path. Just needs replenishment every few years"

"Please include distinct, painted lane markings on the path to separate people who are walking/jogging from those who are biking. Especially with e-bikes, I see a multi use path with walkers and bikers (of different ages/mobility) without separation as unsafe and a mess"

"Thank you for making this topic a priority. Safety on the congested narrow roads is essential. While accomplishing this objective, is there an option to provide a series of trolleys so tourist will park their cars and visit by riding the trolley from town to town, to the parks and beaches?"

"We reside full-time in the Village of Ephraim specifically off County Q. We want to see this trail go through Q because the two greatest benefits is convenience, access and physical fitness . Please know that there are many people I see walking off Highway Q. So, building trail networks would make it easier to walk and bike where they need to go instead of getting in the car all the time"
In addition, it brings zero-emission transportation, improving air quality. Building a multi-use trail through Highway Q corridor will promote for green space and active transport."

"Yes, please consider a horse trail. You would be amazed at how many riders there are"

Village of Ephraim



Emergency Response Plan

The Emergency Response Plan is not an exhaustive document but is intended to provide a framework based on current guidance.

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Legal Basis

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EMERGENCY TELEPHONE LISTINGS

Door County Sheriff's Office	911 (Emergency/ 920-746-2400
Ephraim Fire Chief	911 (Emergency)
Liberty Grove Sister Bay Fire Department	911 (Emergency) /920-854-4021 (non-emergency)
Gibraltar Fire Department	911 (Emergency) /920-421-3456 (non-emergency)

County and Regional Services	
Door County Emergency Government	920-746-7195
Door County Emergency Services	920-743-5461
WI Emergency Management East Central Office	920-929-3730
DNR - Emergency Government Duty Officer	800-943-0003
Door County Highway Department- Commissioner	920-746-2500

Medical Facilities Sturgeon Bay	
Aurora Health Clinic - Walk-in	920-746-7200
Bellin Health Clinic - Walk-in	920-743-0255
Door County Memorial Hospital	920-743-3367

Support Agencies	
Door County Human Services	920-746-7155
Door County Health Department Hotline	920-746-2588
American Red Cross	920-468-8535
Salvation Army	920-746-2300

Telecom	
Frontier	800-921-8101
Spectrum	833-267-6094

Utilities	
Wisconsin Public Service - Electric	800-450-7240

Hazardous Spills	
ChemTrec	800-424-9300
National Response Center (call regarding spills)	800-424-8802
Wisconsin DNR	920-746-2870

Media Contact List	
Local Radio Stations	WDOR 93.9 - 920-743-4411
	Door County Daily News - 920-746-9430
	Rewind 97.7 - 920-743-0977
	WLGE 106.9 ‘The Lodge’ - 920-854-3400
Local Publications	Let’s Go Door County - 920- 471-3983
	Peninsula Pulse - 920-839-2121

EMERGENCY RESPONSE COMMITTEE ALERT LIST		
Village Emergency Management Director	**Ken Nelson, Village President**	**Contact Information to be added later.**
Emergency Response Committee *(Elected Officials: Trustees listed in order of seniority)*	**Tim Nelson**	**Contact Information to be added later.**
	Matt Meacham	**Contact Information to be added later.**
	Carly Mulliken	**Contact Information to be added later.**
	Rick Hoyerman	**Contact Information to be added later.**
Director, Door County Emergency Management	**Joseph "Jeb" Saelens**	**jsaelens@co.door.wi.gov** Office: 920-746-7195 Cell: 920-495-2535

VILLAGE OF EPHRAIM EMERGENCY RESPONSE PLAN

A. PURPOSE:

This municipal plan has been developed to provide procedures for the Village of Ephraim government departments to respond to various types of emergencies or disasters that affect the community. This plan outlines procedures to be used by the county government, as the Village of Ephraim is part of the County Emergency Management Program. This municipal plan is to be used in conjunction with the Door County Emergency Response Plan. The municipal plan will be maintained in accordance with current standards of the Door County Emergency Response Plan and in accordance with the local municipal government. Review of this municipal plan shall be accomplished concurrently with the County plan.

B. SITUATION AND ASSUMPTIONS

Several types of hazards threaten life, property, or the environment in Door County. These hazards are outlined in the Door County Hazard Mitigation Plan. A copy of this is located at the Door County Emergency Management Office at 916 N 14th Ave, Sturgeon Bay WI

Village officials have primary responsibility for emergencies that take place within the Village. Not all tasks listed herein are the responsibility of the Village, but are referenced to demonstrate the varying levels of support available to the Village, should the Village exhaust all local resources. Village officers act in support of the response and coordinate resources as needed. Village officials must be represented at a location, the Command Post, where they are accessible for coordination of information and for decisions that relate to the overall response.

C. RESPONSIBILITIES DURING AN EMERGENCY

1. Village: The State of Wisconsin is a home rule state subject to statute §66.0101 and specifically Chapter 61 relating to Villages; therefore, the Village of Ephraim has the responsibility to manage any emergencies within their limits to the best of its abilities before engaging with the County and State for support. Under its home rule powers, the Village Board has general authority to “act for the government and good order of the village, for its commercial benefit and for the health, safety, welfare and convenience of the public” per Wis. Stat. § 61.34(1).

   The Village is responsible for opening and maintaining all Village public roads. They will act in coordination with the State and County. The Village is also responsible for all Public Buildings, in addition to the Public Beach, Firehouse Marina, public properties along Eagle Harbor, Harborside Park, and Anderson Dock.

   - The Emergency Response Committee consists of the elected Village Board of Trustees listed on page 4.

2. Property Owners: All parcel owners are responsible for maintaining their private property.

3. Businesses: All businesses are responsible for their private property.

D. CONCEPT AND ESCALATION OF RESPONSE

Village officials have primary responsibility for disasters that take place in the Village. They will activate the appropriate Village departments and emergency response agencies (County, State, and Federal), as necessary, to address the disaster.

Actions that the Village and County should consider if this Village Emergency Response Plan is activated are as follows:

1. Village Departments assess the nature and scope of the emergency or disaster.
2. If the situation can be handled locally, procedures within this plan shall be executed, as appropriate.

a. The Village President, as the Village Emergency Management Director, assists with the coordination of all emergency response actions.

b. A Village Emergency Operations Center shall be established at the Administrative Building at 10005 Norway Street as long as there is power and the ability to restrict access. If power is not able to be established through the use of a generator at the Administrative Building, then the Maintenance Garage at 10285 Town Line Drive shall be utilized as an alternate Village Command Post.

c. The Village Emergency Management Director declares a Local State of Emergency and notifies and forwards the declaration to the Door County Emergency Management Director.

d. Village Emergency response officials/ Departments respond according to the checklists outlined under 'Responsibilities and Tasks', pages 7 through 11.

3. If Village resources become exhausted or if special resources are required, the Village Emergency Management Director shall request County assistance through the County Director of Emergency Management.

4. If assistance is requested, the County Director of Emergency Management assesses the situation and makes recommendations. The County will do the following (to the extent appropriate):

    a. Activate the County Emergency Operations Center.

    b. Implement the County Emergency Response Plan.

    c. Respond with County resources as requested.

    e. Coordinate County resources with Village resources.

    f. Notify Wisconsin Emergency Management, Regional Director.

    g. Forward Uniform Damage Situation Report (UDSR) and UDSR local as appropriate.

    h. Assist the Village with prioritizing and allocating resources.

5. If Village and County resources are exhausted, the County Emergency Management Director can request state assistance through Wisconsin Emergency Management.

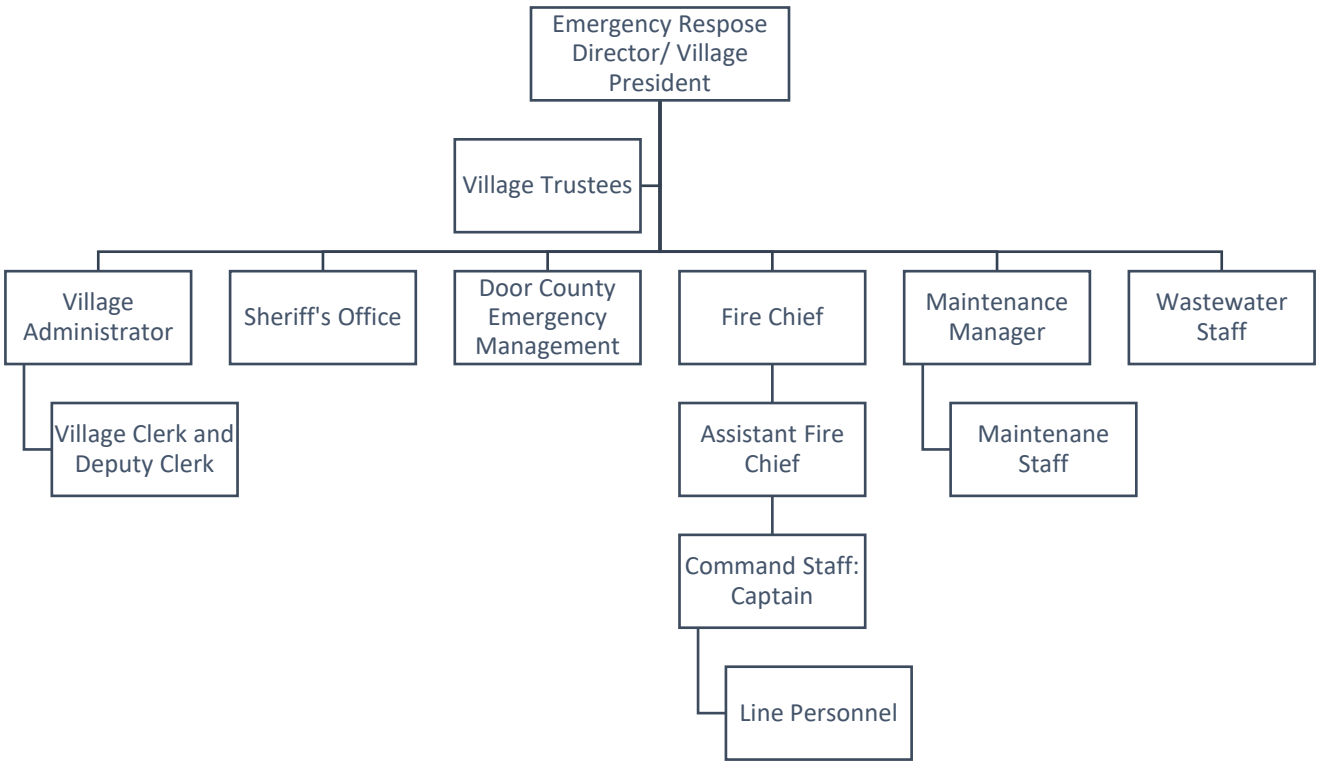
6. If state assistance is requested, the Wisconsin Emergency Management Administrator, in conjunction with the East Central Regional Director, Door County Director of Emergency Management, and the Village Emergency Management Director, can assess the disaster or emergency situation and recommend that personnel, services, and equipment be made available for response, mitigation, or recovery.

7. After completing the assessment, the Emergency Management Regional Director immediately notifies the Wisconsin Emergency Management State Emergency Operation Center (SEOC)

8. The State Emergency Operation Center will work to fufill these request.

9. If state assistance is granted, procedures will be followed as stated in the Wisconsin Emergency Operations Plan and the County Emergency Operations Plan.

E. ORGANIZATION



F. RESPONSIBILITIES AND TASKS:

The Village President, as the chief elected municipal official, is also the Village Emergency Management Director. They are responsible for coordinating the response of Village departments and coordinating the response with County officials and agencies, if County assistance is necessary. *In the President's absence, the chain of command shall be, in order of seniority, the Village Board of Trustees, and then the Chair of the Community Protection Committee, and then the Village Administrator.*

1. **Village Emergency Management Director:**
   The Village Emergency Management Director coordinates all components of the emergency management program in the Village of Ephraim. This includes, but is not be limited to, hazard analysis, preparedness, mitigation, response, and recovery activities for all natural and technological disasters/emergencies. The following tasks represent a checklist of actions that should be considered:

   - The Emergency Management Director ensures that the Village Emergency Operations Center has been activated and shall report to the assigned Village Emergency Operations Center as the emergency warrants.
   - Update the County Emergency Management Director regarding the situation and actions taken.
     - Discuss available resources, including personnel. If deficiencies do exist, take action to obtain the needed resources.
   - Update the Village Public Information Officer/Administrator, or appointed designee, regarding travel restrictions on local roads and recommend protective actions if necessary.
   - Engage with Village Departments regarding the response to the situation.

- Village Department Heads shall request permission from the Village Emergency Management Director for the acquisition of equipment and supplies needed during and following a disaster, not to exceed $5,000.

- The Emergency Management Director, with input from Village Department Heads and the County Emergency Management Directors, will conduct damage assessment activities in the Village of Ephraim. The following tasks represent a checklist of actions that should be considered in an emergency or disaster situation.

    - Record initial information from first responders such as law enforcement, public works, or fire services.

    - Collect information from appropriate Village Department Heads in the field to gather a damage assessment team, which may also include the Village of Ephraim Emergency Response Committee *(Committee composition is located on page 4)*:

        - Within the first 2 - 3 hours: Complete preliminary Uniform Disaster Situation Report (USDR). Provide damage assessment information to the County Emergency Management Director to assist in the preparation of the Uniform Disaster Situation Report (USDR).

            1. Number of fatalities
            2. Number of critical/minor injuries.
            3. Number of homes/businesses damaged/destroyed.
            4. Number of public facilities, such as highways, roads, bridges, etc., damaged.
            5. Number of people who require shelters.

        - Within 8 hours:

            1. Recount items 1 - 5 above.
            2. Complete another USDR (link – template available through xx), estimating public and private damage.
            3. Video and/or take photos of major damage.

        - Within 24 hours:

            - Update items 1 - 5 above.
            - Complete updated USDR.

- Plot damage assessment information on maps in the Village Emergency Operations Center and locate damaged sites on a map, if applicable.

- Ensure that all Village Department Heads have begun to keep separate and accurate records of disaster-related expenditures with documentation to be forwarded to the Village Clerk/Treasurer.

- Coordinate with the Village Public Information Officer or appointed designee.

- Be ready to issue a Declaration of Emergency.

- Determine whether or not County, State, or Federal assistance should be requested. Consult the County Emergency Management Director. Village and County resources must be fully committed before State or Federal assistance would be available. If assistance is requested, the type and amount of assistance needed shall be specified.

2. **Village of Ephraim Administrator**
   - Report to the Village Emergency Operations Center when notified.
   - Assist in the damage assessment process by:
     - Providing information regarding the dollar value of property damaged as a result of the disaster.

3. **Village Clerk/Treasurer**
   - Maintain records indicating Village expenses incurred due to the disaster.
   - Assign Village Department Heads account numbers to which emergency expenditures may be charged.

4. **Public Information Officer - Communications**

   The Village Administrator, or a designated appointee, is responsible for public information activities for the Village of Ephraim and will serve as the sole point of contact for the news media and public officials. The following tasks represent a checklist of actions that should be considered in an emergency or disaster situation.

   - Warn the following using the Emergency Response Committee Alert List located on page 4:
     - Village Elected Officials.
     - County Emergency Management Director.
     - If Village Department Heads are out of the area, they need to be notified of the emergency; refer to the staff directory distributed internally.
   - Ensure all Village Departments and County and State agencies represented at the Village Emergency Operations Center can communicate with their staff. This equipment consists of, but is not limited to, cell phones, radios, portable hotspots, and laptops.
   - If necessary, request that Door County Emergency Management activate the Integrated Public Alert and Warning System (IPAWS) with specific emergency information within a geographical area. Maintain contact with the County Emergency Operations Center, if activated, and the Village Command Post to stay abreast of the situation.
   - If necessary, establish a news media briefing area and brief the media at periodic intervals.
   - If the situation escalates and the County Emergency Operations Center is activated, coordinate with the County Public Information Officer to prepare news releases.
     - If required, assist the County in establishing a Joint Public Information Center.
   - In conjunction with other Village Department Heads, conduct press tours of disaster areas within the Village as the situation stabilizes.
   - If necessary or deemed appropriate, communicate with the media outlets to share emergency information utilizing the media contact list which is included on page 3 with the Emergency Telephone Listing, but will also be expanded into a separate document to include Green Bay

Media contacts as necessary:

- Update the Village website (e.g., utilize the ticker bar for emergencies and the news/notices module).
- Physical informational postings at the Library, Administrative Building, and Post Office.
- Coordinate with the Ephraim Business Council for social media postings.
- Coordinate with the Ephraim Fire Department for social media postings.

5. Public Works (*Maintenance Department and Wastewater Department*)

If necessary, the Maintenance and Wastewater Department staff, in the absence of the Department Heads, shall carry out the actions outlined in this section. The following tasks represent a checklist of actions these departments should consider in an emergency or disaster situation.

- Ensure that all department personnel have been alerted and that they report as the situation directs.
- The Departments report to the Village Emergency Operations Center.
- Review the disaster situation with staff and report the situation to the Village Emergency Management Director.
- Maintain transportation routes. Provide support to Law Enforcement agencies with traffic control and access to the affected area.
- If necessary, coordinate flood-fighting activities, including sandbagging, emergency diking, and pumping operations.
- Coordinate with law enforcement on travel restrictions/road closures within the Village.
- Activate stationary emergency generators and lighting.
- Assist with search and rescue activities as may be requested.
- As necessary, establish a staging area for public works.
- Report public facility damage information to the Command Post.
- If the County Emergency Operations Center is activated, establish and maintain contact with the County Highway Commissioner. Contact information is located on page 3.

6. Fire Services

The Ephraim Fire Department is responsible for fire service activities in the Village of Ephraim. The following tasks represent a checklist of actions this department should consider in an emergency or disaster situation.

- Establish the designated staging area, Village Emergency Operations Center, as directed by on-scene personnel.
- Assist Law Enforcement in warning the affected population.
- Rescue injured/trapped persons.
- Protect critical facilities and resources.
- Designate a person to record the arrival and deployment of emergency personnel and

equipment.

- Assist Law Enforcement with evacuation, if needed.

Other responsibilities may include:

- Assist with traffic control.
- Assist with debris clearance.
- If the Regional Hazardous Materials Team is needed for a Level A response, obtain assistance through the Green Bay Metro Fire.
- If additional assistance is necessary, utilize Mutual Aid Agreements.

G. ADDITIONAL RESOURCE MANAGEMENT:

County Resources:

1. Law Enforcement

The Door County Sheriff's Office is responsible for law enforcement activities in the Village of Ephraim. The following tasks represent a checklist of actions this agency should consider in an emergency or disaster situation.

- Ensure that all Sheriff’s Office staff have been notified and that they report as the situation directs.
- Direct the designated law enforcement representative to report to the Village of Ephraim Emergency Operations Center.
- Secure the affected area and perform traffic and crowd control.
- Participate in warning the public as the situation warrants.
- Determine the scope of the incident as to immediate casualties/destruction and whether the incident has the potential to expand and escalate.
- Direct officer(s) to close off the damaged site area to stop all inbound traffic. Set up an emergency pass system.
- Report the above information to the appropriate law enforcement agencies.
- Establish a staging area in the Village; designate a Command Post; and establish initial command until relieved.
- If appropriate and if available, dispatch a communications vehicle to the scene of the disaster.

Other responsibilities may include:

- Enforce curfew restrictions in the affected area.
- Coordinate the removal of vehicles blocking evacuation or other response activities.
- As necessary, shelter in place, as may be appropriate for the affected area.
- Assist the medical examiner with mortuary services.
- Assist with search and rescue activities.

- If the County Emergency Operations Center is activated, establish and maintain contact with the person representing law enforcement.

- Try to anticipate your agency's needs for manpower and equipment 24-hours in advance. If additional assistance is needed, utilize mutual aid agreements with other police departments.

2. Emergency Medical Services

Door County Emergency Services is responsible for emergency medical services activities in the Village of Ephraim. The following tasks represent a checklist of actions this agency should consider in an emergency or disaster situation.

- Coordinate emergency medical care and transport, if necessary, for victims (hospitals and ambulances).

- Ensure that the public health needs of disaster victims are met.

- Assume primary operational control for health-related emergencies such as pollution, contamination, diseases, and epidemics.

- Establish a triage area for victims.

- Establish a staging area in the Village.

3. Human Services

Based on the emergency situation, human services should be coordinated through the County Director of Emergency Management and the Director of the Department of Health and Human Services. The following tasks represent a checklist of actions that these agencies must consider in an emergency or disaster situation.

- Coordinate activities of Village departments that provide human services. (Identified in County Resource Manual).

- Coordinate with the County Emergency Director for the Red Cross to open and manage shelters in the Village or geographical region.

    i. Ensure the canteen is set up to feed emergency workers in the Village.

    ii. Work with the Red Cross/Salvation Army in providing food and clothing to disaster victims.

- Provide emergency assistance to persons with special needs.

- Provide necessary outreach services to citizens affected by an emergency or disaster.

- Distribute emergency literature to disaster victims, giving instructions and assistance pertaining to their immediate needs.

- Provide psychological counseling and crisis intervention to disaster victims.

- If the County Emergency Operations Center is activated, establish and maintain contact with the Director of the Department of Human Services. If the County Emergency Operations Center is not activated, establish and maintain contact with the Director of Health and Human Services directly at the County Department of Health and Human Services.

The services below have not been identified in the action plans, but may provide additional assistance if required.

1. <u>Support From Private Agencies/Volunteer Groups:</u>

Door County Community Emergency Response Team (*Gibraltar Fire & Rescue partnered with Door County Emergency Management*)

2. Support From State and Federal Agencies:
   The Village of Ephraim adopted Resolution #01-2006, designating the National Incident Management System (NIMS) as the standard for Incident Management in the Village of Ephraim. The Village Fire Chief and one (1) other appointed designee shall complete training under this program, fulfilling the requirement for federal assistance.

   Information and assistance in securing state or federal support may be obtained by contacting the County Emergency Management Director. Requests for National Guard assistance should be channeled through the County Emergency Management Director to the Wisconsin Emergency Management Regional Director - East Central Regional Office, to the Wisconsin Emergency Management Administrator.

H. PLAN DEVELOPMENT AND MAINTENANCE:

The Village of Ephraim Emergency Response Plan Development Team is composed of the Village Board, Administrative Staff, Community Protection Committee, and Village Fire Chief. These officials are responsible for developing and maintaining this plan.

This Team meets on an as-needed basis or as determined by the Village President. The Team reviews incidents, changes, and new information and makes revisions to this plan annually.

The following also conduct after-action reviews of all exercises and major incidents:

- Village of Ephraim Board
- Village of Ephraim Administrator
- Village of Ephraim Fire Chief/Deputy Chief
- Village of Ephraim Maintenance Manager
- Village Clerk

I. LEGAL BASIS

The legal basis for the development of this municipal plan is stated in the following documents:

FEDERAL LEGISLATION

The documents listed in Parts A, B and C are located in the State EOC.

a) **44 CFR Chapter 1 (Emergency Management and Assistance)**
Outlines the organization, power and duties of the Federal Emergency Management Agency (FEMA). Details the operation and scope of FEMA programs such as hazard mitigation, the National Flood Insurance Program (NFIP), fire prevention and control, disaster assistance and preparedness (including, in Part 350, radiological emergency preparedness).

b) **Disaster Relief and Emergency Assistance Act (Stafford Act) (PL 100-707)**
Limits the qualifying events for disaster assistance to natural catastrophes and established provisions for cost-sharing by state and local governments.

c) **Disaster Mitigation Action of 2000 (PL 106-390)**
Amends the Robert T. Stafford Disaster Relief and Emergency Assistance Act to authorize a program for pre-disaster mitigation, to streamline the administration of disaster relief, to control the federal costs of disaster assistance and for other purposes.

d) **Emergency Planning and Community Right-to-Know Act (EPCRA) (42 USC 11001-11050)**
Provides the public with information on the hazardous chemicals in their communities and established emergency planning and notification requirements to protect the public in the event of a release of an extremely hazardous substance.

e) **Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA), 42 USC 9601- 9675**
Protects the public health and environment by facilitating clean up of environmental contamination and imposing costs on parties responsible for the pollution.

f) **10 CFR 50.47**
Requires the establishment of state and local plans and preparedness for coping with effects of radiological emergencies as part of the nuclear power plant license.

STATE LEGISLATION - State Statutes are located in the State EOC.

a) **EMERGENCY MANAGEMENT**
Chapter 323 – Describes the organization, duties and powers for state and local emergency management programs.(See Appendix 1, Chapter 323)

b) **DEPARTMENT OF MILITARY AFFAIRS**
Chapter 21 – Describes departmental duties.

c) **COUNTIES**
Chapter 59 – Describes the legal status and organization (e.g., home rule; powers of the board chairperson and vice-chair, executive, administrator and sheriff).

d) **VILLAGES**
Chapter 61 - Describes the legal status and organization (e.g., powers of the president and board; ambulance service).

e) **GENERAL MUNICIPAL LAW**
Chapter 66 – Describes the legal status and organization (e.g., exercise of home rule, law enforcement, mutual assistance, emergency powers).

Chapter 175.46 – Defines and describes the authorities regarding mutual aid agreements.

Chapter 213.095 – Describes the police power of a fire chief or a rescue squad.

Chapter 895.483 – Grants immunity from civil liability for acts or omissions to the County Level B Hazardous Materials teams and to members of those teams.

f) **MUTUAL AID AGREEMENTS MABAS DIVISION 154**

Village of Ephraim

Disaster Declaration

Whereas, a disaster namely _____ within the Village of Ephraim; and

Whereas, because of such emergency conditions, the Village Board is unable to meet with promptness;

Now Therefore Be It Resolved, pursuant to Wis. Stat. §66.0314 and Wis. Stat. Ch. 323, as Village President of the Village of Ephraim, I do hereby proclaim a state of emergency in effect for the time during which the emergency conditions exist or are likely to exist, and

Further, pursuant to Wis. Stat. §66.0.314 and Wis. Stat. Ch. 323, the Village President of the Village of Ephraim shall exercise all of the powers conferred upon the governing body under Wis. Stat.§66.325 (1), which, within the discretion of the Officer, appear necessary and expedient during said state of emergency, and

Further, the Ephraim Village Board, at a special or regularly scheduled board meeting, shall approve, amend or repeal this resolution.

Signed this _____ day of _____, _____.

_____
President, Village of Ephraim

The Ephraim Village Board at a meeting held on the _____ day of _____, _____
approved, amended, and repealed this resolution.

_____
Clerk, Village of Ephraim

s

AIRPORT OPERATION AND MAINTENANCE AGREEMENT

This Airport Operation and Maintenance Agreement is made this _____ day of _____, ~~2025~~2026, between the TOWN OF GIBRALTAR (the "Town") and the VILLAGE OF EPHRAIM (the "Village").

RECITALS

A. The Town and the Village have jointly owned the Ephraim-Gibraltar Airport since April, 1944.

B. In May, 1944, the Town and the Village established a joint commission to control, operate and maintain the Airport (the "Commission").

C. The Town and the Village have jointly supported the operations and maintenance of the Airport under the Commission without the benefit of a written agreement.

D. The Town and Village desire and by this Agreement intend to set forth in writing the terms by which the Airport is to be ~~jointly~~ operated, maintained and improved in a safe and cost-effective manner by the Commission for the benefit of all the citizens of the Town and the Village.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are acknowledged, the parties agree as follows:

1. Recognition of Commission. The Airport shall be exclusively controlled and managed by the Commission under the authority granted to the Commission under §114.14 of the Wisconsin Statutes, subject to the matters reserved to the Town and the Village under this Agreement.

2. Commissioners. The Commission shall consist of six (6) persons, each of whom shall be especially interested in aeronautics, three of whom shall be appointed by the Village president and three of whom shall be appointed by the Town chairperson. The term of commissioners shall be three (3) years, with the terms staggered so that ~~one term ends each year~~the term of one commissioner appointed by the Village president and one commissioner appointed by the Town chairperson ends each year. Each commissioner serves at the pleasure of, and may be removed at any time by, the official who appointed the commissioner. The Town and the Village shall have the sole authority to determine the amount, if any, of compensation to be paid to commissioners and allowance for expenses incurred by commissioners. ~~In case of a tie vote among the commissioners as to any proposed action that involves the expenditure of funds by the Commission, the matter under consideration may be submitted to arbitration, as described in paragraph 16 below, at the request of either the Village of the Town, with the sole issue to be determined being the necessity of the proposed action in view of the stated intent of this Agreement and the obligations of the Commission under §114.14 if the Wisconsin Statutes.~~Commission action requires the affirmative vote of a majority of the commissioners present at a meeting at which a quorum of four (4) commissioners is present. A motion that does not receive that majority, including on a

This markup is prepared on the draft circulated on September 22, 2026. It also carries forward two items from the Commission's November 24, 2025 draft: the airport revenue-use language in paragraph 9 and the October 1 budget date in paragraph 11. The proposed changes are intended to clarify the respective roles of the Commission and the two owners, conform the Agreement to Wis. Stat. ch. 114 and the companion Airport Operation Ordinance, and correct typographical errors. Paragraph numbers in these comments refer to the paragraphs as renumbered.
Matthew B. Parmentier
10/08/2026 08:05

Cross-references new paragraph 4 so that the general grant of authority in paragraph 1 is read together with the approvals reserved to the Town and the Village.
Matthew B. Parmentier
10/08/2026 08:06

With six commissioners serving three-year terms, two terms expire each year rather than one. As revised, one Town appointment and one Village appointment expire each year. The added sentence on service at the pleasure of the appointing official is consistent with Wis. Stat. § 114.14(2)(g), under which each appointing municipality sets its appointees' terms, and with the general rule for appointed municipal officers under Wis. Stat. § 17.13(1).
Matthew B. Parmentier
10/08/2026 08:08

tie vote, fails. No matter shall be submitted to arbitration or mediation because of a tie vote of the Commission.

Replaces the tie-vote arbitration provision with a standard majority-vote rule, under which a motion that does not receive a majority fails. As drafted, the arbitration provision would allow an arbitrator to decide whether a proposed expenditure is "necessary," which could commit public funds without a vote of either governing body. Wisconsin law generally reserves appropriation decisions to elected governing bodies and limits their delegation to third parties. See, e.g., City of Madison v. Frank Lloyd Wright Found., 20 Wis. 2d 361 (1963); Becker v. Dane County, 2022 WI 63.
Matthew B. Parmentier
10/08/2026 09:14

3. Powers of Commission. The Commission shall have the powers and duties set forth in Sec. 114.14, Wis. Stats., subject to the availability of moneys received as revenue by the Airport or appropriated by the Town and the Village for Airport operations, maintenance and improvements for the benefit of the public, including, without limitation:

(a) making contracts or other arrangements the Commission considers necessary for the construction, improvement, equipment, maintenance or operation of the Airport (and such contracts or arrangements may be with staff of the Town or Village);

(b) contracting with the United ~~Stated~~States or any agency;

(c) contracting with private parties for a term not to exceed 10 years for the operation of the Airport, including all necessary arrangements for the improvement, equipment and successful operation of the Airport;

(d) receiving and depositing funds generated through operations of the Airport with the clerk or treasurer of the Town or the Village, as determined by the Commission with the approval of the boards of the Town and the Village;

Paragraph 3(d) provided that the Commission selects the depository, while paragraph 9 (formerly paragraph 5) provides that the depository is as agreed to by the boards of the Town and the Village. This change makes the two provisions consistent.
Matthew B. Parmentier
10/08/2026 09:16

(e) employing a manager, who may be a member of the Commission;
(f) supervising, compensating and disciplining the Airport Manager; and
(g) any other power granted to the Commission under §114.14(3)(a).

The foregoing notwithstanding, exercise of any of the powers set forth above is subject to:

(a) The public shall in no case be deprived of equal and uniform use of the Airport;

(b) No act, contract, lease or any activity of the Commission shall be or become a binding contract of any government unit, including the Town and the Village, unless expressly authorized, and then only to the extent so authorized; and

(c) No member of the Commission may vote on the question of his or her selection as manager nor on any question as to his or her compensation.

4. Matters Reserved to the Town and the Village. Notwithstanding paragraph 3, the Commission shall not do any of the following without the prior approval, by resolution, of both the Town Board and the Village Board: (a) acquire, by purchase, gift, exchange, option or otherwise, any interest in real property, or agree to do so; (b) submit to the Wisconsin Department of Transportation or the Federal Aviation Administration any master plan, master plan update, or amendment, revision or

modification of the Airport Layout Plan, or any petition, application or agreement for an airport development project under §§114.32 and 114.33 of the Wisconsin Statutes; (c) enter into any contract, or series of related contracts, exceeding $[ ] or having a term of more than [ ] years, other than an expenditure expressly identified in the approved annual budget; (d) enter into or amend any lease of Airport property or any through-the-fence access agreement; or (e) adopt or amend any regulation, fee or charge for the use of the Airport, as provided in §114.14(1) of the Wisconsin Statutes. All real property acquired for the Airport shall be acquired by and titled in the names of the Town of Gibraltar and the Village of Ephraim, and no real property shall be titled in the name of the Commission or the Airport. Neither the Town nor the Village shall acquire any interest in real property for Airport purposes without the prior approval, by resolution, of the other.

5. Airport Layout Plan and Master Plan. The Commission shall prepare and maintain a current Airport Layout Plan for the Airport in accordance with Wis. Admin. Code § Trans 55.06 and applicable Federal Aviation Administration grant assurances. No master plan, master plan update, or amendment, revision or modification of the Airport Layout Plan shall be submitted to the Wisconsin Department of Transportation or the Federal Aviation Administration for approval, and no such plan shall be effective for purposes of the Airport Operation Ordinance, unless and until it has first been approved by resolution of both the Town Board and the Village Board. The Commission shall furnish the Town and the Village with the complete draft plan and all supporting cost estimates not less than forty-five (45) days before requesting such approval. Not later than May 1 of each even-numbered year, the Commission shall deliver to the Town and the Village a proposed submission under §114.31(8)(a) of the Wisconsin Statutes identifying each airport development project contemplated in the succeeding six (6) years for which state or federal aid will be requested, together with an estimate of each party's share of the cost.

6. Airport Development Projects; Cost Overruns. Neither the Town nor the Village shall be a sponsor of an airport development project under §114.33 of the Wisconsin Statutes, and neither shall be obligated to deposit any sponsor's share under §114.33(5) of the Wisconsin Statutes, unless it has first authorized the project by resolution of its governing body. The Commission shall present each proposed project to the Town and the Village with a then-current engineer's estimate, the anticipated federal and state shares, the anticipated share of each party, and a stated contingency. If the total project cost at any time is projected to exceed the authorized amount plus the stated contingency, the Commission shall immediately notify the Town and the Village and shall not authorize further work, change orders, or expenditures on the project until both the Town Board and the Village Board have approved the revised amount by resolution. Except as so approved, any amount by which a project exceeds the authorized amount plus contingency shall be paid from Airport revenues and reserves and shall not be a charge against the Town or the Village. Where both approve a revised amount, each party's share shall be equal.

7. Insurance. The Commission shall maintain general liability, inland marine and casualty insurance in amounts as maintained by similarly situated entities. Casualty

Identifies the actions that require approval of both governing bodies. Items (a) and (e) reflect existing law: chapter 114 places the acquisition and ownership of airport land with the municipalities (Wis. Stat. §§ 114.11–114.13), and § 114.14(1) requires governing-body approval of airport regulations, fees and charges. Items (b) through (d) identify in advance the "express authorization" contemplated by § 114.14(3)(b)2. for commitments that bind the Town or the Village, including project sponsorship under § 114.33. The titling sentence is intended to avoid future title questions; some airport parcels have been conveyed to "Ephraim Gibraltar Airport," which is not an entity that can hold title. The dollar and term thresholds in item (c) are to be agreed by the parties.
Matthew B. Parmentier
10/08/2026 09:18

A master plan and Airport Layout Plan update is under way. The current drafts do not say how the resulting plan is adopted, although the Ordinance's land use areas are defined by reference to the Airport Layout Plan and the Town and the Village, as owners and sponsors, are responsible for maintaining it under Wis. Admin. Code § Trans 55.06 and the FAA grant assurances. This paragraph sets out an approval process and provides a timetable for the biennial project notice that Wis. Stat. § 114.31(8)(a) requires of each governing body.
Matthew B. Parmentier
10/08/2026 09:23

Under Wis. Stat. §§ 114.32–114.34, state- and federally-aided airport projects are sponsored by the municipalities rather than the Commission, and the statutes place the local share of project costs on the sponsors. This paragraph provides a process for authorizing each project and for addressing projected cost increases, so that both governing bodies have notice and an opportunity to act before additional local funds are committed.
Matthew B. Parmentier
10/08/2026 09:24

insurance shall be in amounts sufficient to replace all improvements and personal property used in the operation of the Airport. All insurance policies shall be written by reputable insurers, licensed to do business in the State of Wisconsin and shall name the Town and the Village as additional insureds and shall not be cancellable except on 30 days' notice to the Town and the Village. The Commission shall deliver certificates of insurance to the Town and the Village demonstrating compliance with the terms of this paragraph. ~~All claims arising under any insurance policies shall be subject to management by the Town and the Village.~~The Commission shall promptly notify the Town and the Village of any claim made under any such policy and shall not settle any claim for an amount exceeding $[ ] without the consent of both the Town and the Village.

8. Depository and Use of Funds. All money appropriated for Airport construction, improvement, equipment, ~~operations,~~ maintenance ~~and improvements~~or operation and all ~~receipts~~ revenue from the operations of the Airport shall be deposited with the clerk/treasurer of the Town or Village, as agreed to by the boards of the Town and the Village. All such money shall be kept in a special fund and only paid out on a written order of the Commission, signed by the secretary and countersigned by the chairperson of the Commission. All revenues of the Airport will be expended by the Commission for the capital or operating costs of the Airport; the local airport system; or other local facilities which are owned or operated by the Town and the Village and which are directly and substantially related to the actual air transportation of passengers or property; or for noise mitigation purposes on or off the Airport.

9. Annual Report. ~~No later than 30 days before the earlier to occur of the annual meeting of the Town and the Village~~No later than November 1 of each year, the Commission shall submit an annual report to the Town and the Village that shall include information on: (i) Airport expenditures and revenues; (ii) past and present Airport activity; (iii) proposed improvements for the next five (5) years; ~~and (d) any other~~(iv) a schedule of current hangar and land lease rents; (v) a list of open federal and state grant obligations, including any local share requested or anticipated; and (vi) any other information the Commission deems appropriate, together with the information required by Section III.H of the Airport Operation Ordinance.

10. Budget Process. No later than ~~September November~~October 1 of each year, the Commission shall submit a proposed annual budget to the Town and the Village in the manner required by each of the parties. The respective boards of the Town and the Village shall meet to review the proposed budget, such meeting to occur before the respective boards approve the annual Airport appropriation. Neither the Village nor the Town shall have any obligation to provide funds to the Commission that are not included in the approved Airport budget and annual appropriation. ~~If the Town and the Village are unable to agree on the proposed budget, the disagreement shall be submitted to arbitration under paragraph 16 below, with the sole issue to be determined being the necessity of the budget item(s) in dispute in view of the stated intent of this Agreement and the obligations of the Commission under §114.14 if the Wisconsin Statutes.~~Any budget item that is not approved by both the Town and the

The prior sentence placed "management" of insurance claims with the Town and the Village, although the Commission holds the policies. As revised, the Commission handles claims, with notice to both parties and joint consent to settlements above an amount to be agreed.
Matthew B. Parmentier
10/08/2026 09:41

Carried forward from the Commission's November 24, 2025 draft (together with the change to the paragraph heading). The language tracks the airport revenue-use requirement of 49 U.S.C. § 47107(b) and FAA Grant Assurance 25.
Matthew B. Parmentier
10/08/2026 09:43

Adds information useful to both governing bodies for budgeting and planning, and cross-references the annual report requirements of Ordinance § III.H so that the two documents are consistent. The list is renumbered accordingly. The November 1 due date is unchanged and matches Ordinance § III.H.
Matthew B. Parmentier
10/08/2026 09:45

October 1 matches the Commission's November 24, 2025 draft and Ordinance § III.I as revised. The Town and the Village must each publish a budget summary and hold a public hearing under Wis. Stat. § 65.90 before adopting their budgets. An October 1 submission allows both boards to review the Airport budget within that process. The annual report remains due November 1 under paragraph 10.
Matthew B. Parmentier
10/08/2026 09:47

Village shall not be funded by appropriation, and the Commission shall operate within the budget items so approved. The approved annual budget limits the Commission's expenditures from the special fund, whatever the source of the funds, except as amended with the approval of both the Town and the Village.

11. Annual Appropriation. Following the meeting of the respective boards, the Town and the Village ~~shall each adopt~~may each adopt their annual appropriations for the operation, maintenance, and improvement of the Airport~~, consistent with the requested and finalized budget, with the amount allocated by the Town and Village to such appropriation being equal.~~. Each party's share of any amount approved by both the Town and the Village shall be equal. Nothing in this Agreement obligates either the Town or the Village to appropriate any amount.

12. Board of Appeals. The Town and the Village shall maintain a joint board of appeals. No more than two members of the Board of Appeals shall be owners or occupants of the area affected by the ordinance enacted pursuant to §114.136 of the Wisconsin Statutes, provided, however, to the extent each of the parties has established a board of adjustment enacted under law other than §114.136(4)(a) of the Wisconsin Statutes, those two boards of adjustment shall function jointly as the Board of Appeals.

13. Enforcement. The boards of the Town and the Village may provide for the enforcement of any ordinance or regulations enacted pursuant to §114.136 of the Wisconsin Statutes. Such enforcement may be by a system of permits or any other appropriate method. The boards of the Town and the Village may provide for the punishment of a violation of the ordinance by fine or imprisonment, or both.

14. Termination. This Agreement may be terminated upon 180 days' notice from either of the parties to the other.

15. Notices. Any notice concerning this agreement shall be sent by certified mail, return receipt requested, or by United States Mail, first class delivery, postage prepaid, to the ~~fo11owing~~following:

Town of Gibraltar:	Gibraltar Town Clerk PO Box 850 Fish Creek, WI 54212
Village of Ephraim	Village of Ephraim Clerk PO Box 138 Ephraim, WI 54211

All notices shall be first-class mail and shall be deemed received on the second business day after deposit in the mail. The addresses set forth above shall be presumed current until notice of a different notice address is given according to the terms of this paragraph.

16. Interpretation. This Agreement is the product of negotiation and mutual drafting of

Replaces budget arbitration with a rule that items not approved by both parties are not funded by appropriation. As with paragraph 2, an arbitrator's determination that a budget item is "necessary" would effectively require an appropriation without a vote of the governing body. See Becker v. Dane County, 2022 WI 63; City of Madison v. Frank Lloyd Wright Found., 20 Wis. 2d 361 (1963). The revision also conforms to the preceding sentence, which provides that neither party must fund items outside the approved budget. The final sentence confirms that the approved budget governs all Commission spending from the special fund.
Matthew B. Parmentier
10/08/2026 10:05

Retains equal sharing of costs, but removes language that could be read to obligate each board to appropriate the full requested budget. That reading would be inconsistent with paragraph 11 and with each governing body's annual budget authority under Wis. Stat. §§ 65.90 and 114.15.
Matthew B. Parmentier
10/08/2026 10:06

Question for both parties (no change proposed): paragraphs 13 and 14 refer to an ordinance enacted under Wis. Stat. § 114.136 (airport approach protection). If the Town and the Village have not adopted a joint § 114.136 ordinance, these paragraphs may not be needed.
Matthew B. Parmentier
10/08/2026 10:33

the Town and the Village and therefore will not be subject to the rule construing contracts against their drafters.

17. Amendment. This Agreement may not be amended except by a writing signed by authorized representatives of each party.

18. Entire Agreement. This Agreement represents the entire agreement between the Town and the Village.

19. Dispute Resolution. Any disagreement between the Town and the Village concerning compliance with the terms of this Agreement that they cannot resolve informally shall be finally determined by binding arbitration before a single arbitrator, conducted according to set of procedural rules the parties shall agree upon, provided, however: (i) if the parties are unable to agree upon an arbitrator within 30 days of a party's demand for arbitration, they shall each select an arbitrator, and the two arbitrators selected shall select a single arbitrator to conduct the arbitration; and (ii) if the parties are unable to agree on the procedural rules for the arbitration, the procedure shall be as provided by the American Arbitration Association ~~shall be resolved through the formal process of binding arbitration by selecting an independent arbitrator. Neither the arbitration nor the arbitrator need to be provided by the American Arbitration Association.~~. The Arbitration shall take place in Green Bay, Wisconsin. The determination of the arbitrator shall be final and may be enforced as a judgment. Irrespective of the result of the arbitration, each party shall bear its own legal expenses relating to the arbitration. Notwithstanding the foregoing, no decision of the Town Board or the Village Board concerning a budget, an appropriation, or the approval of any matter reserved to the Town and the Village under this Agreement shall be subject to arbitration or otherwise reviewable under this paragraph.

Limits arbitration to disputes over compliance with the Agreement's terms, the type of provision Wisconsin courts have enforced in municipal contracts (City of Madison v. Frank Lloyd Wright Found., 20 Wis. 2d 361 (1963)), and excludes budget, appropriation and approval decisions, consistent with the changes to paragraphs 2 and 11. The deleted sentences duplicated, and conflicted with, clause (ii).
Matthew B. Parmentier
10/08/2026 10:35

20. Authority. Each person signing this Agreement in a purported representative capacity, represents and warrants to the other party that he has been duly authorized by all necessary action to execute and deliver this Agreement and to bind the party he purports to represent to its terms.

21. Counterparts and Signatures. This Agreement may be signed in counterparts. Facsimile and photocopied signatures ~~sha11~~shall have the same effect as original signatures for all purposes.

IN WITNESS WHEREOF, the parties have caused this Airport Operation and Maintenance Agreement to be executed effective as of the date and year first written above.

TOWN OF GIBRALTAR	VILLAGE OF EPHRAIM
By: _____	By: _____
Steve Sohns, Chairman	Ken Nelson, President
~~Attenst~~Attest: _____	Attest: _____
Laura M. Reetz, Clerk	Brent Bristol, Administrator

AIRPORT OPERATION ORDINANCE

EPHRAIM-GIBRALTAR MUNICIPAL AIRPORT

TOWN OF GIBRALTAR, DOOR COUNTY, WISCONSIN

VILLAGE OF EPHRAIM ORDINANCE NO. _____

TOWN OF GIBRALTAR ORDINANCE NO. _____

AN ORDINANCE Establishing Airport Operation Policies and Land Use within the Boundaries of the Ephraim-Gibraltar Municipal Airport, enacted pursuant to Wisconsin Statutes, including Chapter 114, all as specifically authorized under Sections 114.14 and 114.151, Wisconsin Statutes.

The Town of Gibraltar and the Village of Ephraim do ordain as follows:

SECTION I. DEFINITION OF WORDS AND PHRASES.

A. "Airport" means the Ephraim-Gibraltar Municipal Airport.

B. "Corporate Hangar" means a building housing one or more aircraft for the personal or business use of the hangar owner or lessee, and wherein no commercial activities are allowed.

C. "Fixed-Base Operator" (or "FBO") means any person, firm, corporation, or association conducting any aeronautical business on the Airport under a written agreement with Owners.

D. "Manager" means the person ~~employed by the Owners~~employed by the Commission under SECTION III.

E. "Owners" means the Town of Gibraltar and the Village of Ephraim.

F. "Commission" means the Ephraim-Gibraltar Airport Commission consisting of an even numbered group of persons equally appointed by the Owners, under Section 114.14 of Wisconsin Statutes, which has jurisdiction for the construction, improvement, equipment, maintenance and operation of the Airport.

SECTION II. AIRPORT LAND USE. In order to regulate the development and use of the Airport, the Airport Layout Plan, ~~as revised,~~as most recently approved by resolution of both Owners and by the Federal Aviation Administration and the Wisconsin Department of Transportation, depicts those areas dedicated to the specific uses described in SECTION V herein.

SECTION III. AIRPORT COMMISSION

A. The Commission shall have jurisdiction for the construction, improvement,

Conforms to Wis. Stat. § 114.14(3)(a)1., under which the airport commission employs the manager, and to paragraph 3(e) and (f) of the Airport Operation and Maintenance Agreement.
Matthew B. Parmentier
10/08/2026 10:55

Carried forward from the Commission's November 24, 2025 draft.
Matthew B. Parmentier
10/08/2026 10:57

The land use areas established in Sections II and V are defined by reference to the Airport Layout Plan. This change ties them to the version of the plan approved by both Owners and by the FAA and WisDOT, consistent with new paragraph 6 of the Agreement, so that the areas established by this Ordinance change only through action of both governing bodies. A conforming change is made in Section V.
Matthew B. Parmentier
10/08/2026 11:03

equipment, maintenance, and operation of the Airport.

B. The Commission shall adopt regulations for the use of the Airport not inconsistent with this Ordinance. Such regulation, fees, and charges will become effective when approved by the Owners.

C. The Owners may lease to a FBO whose duties and responsibilities shall be specified in writing.

D. The Commission may employ a Manager whose duties and responsibilities shall be specified in writing and ~~whose salary shall be approved by the Owner~~whose compensation shall be fixed by the Commission within the annual budget approved by the Owners.

Conforms to Wis. Stat. § 114.14(3)(a)1., under which the commission fixes the manager's compensation, and to Agreement paragraph 3(f). The Owners' role is exercised through approval of the annual budget.
Matthew B. Parmentier
10/08/2026 11:06

E. The Manager, under the supervision of the Commission, shall have the duty of administering and enforcing all Airport ordinances, leases and agreements, and rules and regulations.

F. The Commission and the Manager and/or FBO shall meet ~~at the Airport~~ at least once each calendar quarter to inspect the Airport facilities, review Airport operations and financial matters and discuss proposed Airport development and other business.

G. The Commission shall, in cooperation with the appropriate municipal departments, establish an Airport accounting system of sufficient detail to enable the Commission and the Manager to accurately establish rates and charges to make operations and maintenance practices self-sustaining and accomplish sound financial planning.

H. The Commission shall prepare and submit an annual report to the Owners **by November 1**. Such report shall include current information on aircraft operations, Airport expenditures and revenues, along with comparative figures for the past year and projections for the coming year, and including other information deemed pertinent.

I. The Commission shall prepare and submit to the Owners an annual budget **by** ~~November 1~~October 1, setting forth anticipated revenues and expenditures, including capital improvements.

Conforms to Agreement paragraph 11 and the Commission's November 24, 2025 draft. See the comment to Agreement paragraph 11 regarding the budget hearing process under Wis. Stat. § 65.90. The annual report date in § III.H remains November 1.
Matthew B. Parmentier
10/08/2026 11:09

J. The Commission shall prepare and submit for adoption by the Owners an ordinance establishing minimum requirements for the conduct of aeronautical services on the Airport and an ordinance regulating vehicle and pedestrian traffic at the Airport.

K. The Commission shall prepare and submit for adoption by the Owners standard leases and agreements for the various types of Airport activities and land uses authorized in this Ordinance.

L. The Commission shall make studies and conduct surveys as appropriate to assist in improving the operation of the Airport. It shall cooperate with the ~~Wisconsin Division of Aeronautics~~Wisconsin Department of Transportation, Bureau of Aeronautics and the Federal Aviation Administration in Airport and system planning functions and other activities.

M. The Commission shall cooperate with, and receive the cooperation of, all municipal departments providing services or assistance to the Airport.

N. The Commission shall not, without the prior approval of both Owners by resolution, take any action reserved to the Owners under the Airport Operation and Maintenance Agreement between the Owners, including acquiring any interest in real property; submitting any master plan, master plan update, or revision of the Airport Layout Plan to the Wisconsin Department of Transportation or the Federal Aviation Administration; petitioning for or entering into any agreement for an airport development project; entering into any contract exceeding the limits stated in that Agreement; or entering into or amending any lease of Airport property or any through-the-fence access agreement. All real property acquired for the Airport shall be acquired by and titled in the names of the Owners.

O. Commission action requires the affirmative vote of a majority of the commissioners present at a meeting at which a quorum is present. A motion that does not receive that majority, including on a tie vote, fails.

Conforms the Ordinance to new paragraph 4 of the Agreement (matters reserved to the Owners). See the comment to that paragraph.
Matthew B. Parmentier
10/08/2026 11:25

Conforms to the majority-vote provision in Agreement paragraph 2. See the comment to that paragraph.
Matthew B. Parmentier
10/08/2026 11:29

SECTION IV. AIRPORT OPERATION POLICIES

The Commission, in carrying out its duties and responsibilities, shall adhere to the following policies:

A. The Owners should generally refrain from engaging in any activity or providing any service, excluding Airport maintenance, using public employees or funds that can be conducted or provided satisfactorily by private parties through proper lease arrangements.

B. The Owners shall encourage the development of the Airport ~~which provides for annual reviews of rates and charges.~~ consistent with the Airport Layout Plan approved under SECTION II. The Commission shall review the Airport's rates and charges at least annually and recommend any changes to the Owners for approval under SECTION III.B, with the goal of making the operation and maintenance of the Airport as self-sustaining as practicable.

C. The Owners may provide or participate in the installation of utility service up to a lessee's leased property line, at the option of the Owners. The lessee shall bear such costs on lessee's leased property.

D. No person shall engage in any business or commercial activity whatsoever at the Airport except under the terms and conditions prescribed in a written agreement

between the person and the Owners. Parties approved for engaging in business or commercial activities shall be selected on the basis of their qualifications, financial capabilities and services offered; and not solely by bid basis. In determining the use of public building space, first consideration shall be given to public necessity and convenience. The Commission will provide the ~~Wisconsin Division of Aeronautics~~Wisconsin Department of Transportation, Bureau of Aeronautics with one complete copy of each current lease and agreement. Applications shall be made to the Owners, after being previously reviewed and approved by the Commission. Per FAA Grant Assurance 22.a, Economic Nondiscrimination, "It (the Sponsor) will make the airport available as an airport for public use on reasonable terms and without unjust discrimination to all types, kinds and classes of aeronautical activities, including commercial aeronautical activities offering services to the public at the airport."

E. Buildings to be constructed by lessees shall conform to all state and local building codes and the building plans shall be subject to the **approval of** the Commission; ~~Wisconsin Department of Industry, Labor and Human Relations; Wisconsin Division of Aeronautics~~Wisconsin Department of Safety and Professional Services; Wisconsin Department of Transportation, Bureau of Aeronautics**; and the Federal Aviation Administration.**

F. No person shall engage in the activity of storing, transporting, or dispensing of aviation fuels to the general public except those persons satisfying the requirements as set forth in the Minimum Standards Ordinance.

G. No person shall engage in the activity of storing or transporting or dispensing of noncommercial aviation fuels except those persons satisfying the requirements as set forth under SECTION V and holding a written agreement with the Owners or Commission to do so.

In this draft, the final sentence of § IV.D ended mid-sentence. It is completed using the language of the Commission's November 24, 2025 draft. The sentence on furnishing lease copies to the state is retained, with the agency's current name, as a routine means of keeping the Bureau of Aeronautics informed of airport agreements.
Matthew B. Parmentier
10/08/2026 11:33

Updates agency names. The former Department of Industry, Labor and Human Relations' building code functions are now with the Department of Safety and Professional Services, and the Division of Aeronautics is now the WisDOT Bureau of Aeronautics. The same update is made in §§ III.L and IV.D.
Matthew B. Parmentier
10/08/2026 11:36

H. The storage of all aviation fuel shall be in underground tanks only, and the Commission shall encourage the installation of all aviation fuel storage in the Fuel Farm area. No underground storage tank may be installed without the prior written permission of the Commission.

I. ~~L~~ Aircraft ground access to the Airport property shall not be allowed ~~unless approved under a Residential-Through-The-Fence agreement approved by the Owners, Wisconsin Bureau of Aeronautics and the Federal Aviation Administration.~~

Retains the existing prohibition for now. Residential through-the-fence access at a federally obligated general aviation airport is permitted only under a written access agreement meeting the conditions of 49 U.S.C. § 47107(s), including access charges comparable to those paid by on-airport tenants, owner-borne access costs, residential use only, no pass-through access, and no on-property fueling. If the parties wish to permit this access, it could be addressed in a separate amendment that incorporates those requirements and an approved form of access agreement. The stray letter "L" is also deleted.
Matthew B. Parmentier
10/08/2026 11:40

SECTION V. ESTABLISHMENT OF LAND USE AREA

In order to carry out the purposes and provisions of this Ordinance, the following land use areas are hereby established as depicted on ~~the current Airport Layout Plan~~the Airport Layout Plan described in SECTION II:

Conforming change to Section II, made here and in Sections V.D.2 and V.F.2, so that lot sizes and setbacks follow the Airport Layout Plan approved under Section II.
Matthew B. Parmentier
10/08/2026 11:51

A. Municipal Terminal Area

This area shall be reserved for the public terminal building and other public use facilities.

B. Utility and Service Area

This area shall be reserved for utility, service, crash, fire, and rescue and maintenance facilities operated by the Owner.

C. Commercial Aviation Areas

1. **This area shall be reserved for commercial aviation business normally conducted by the FBO or businesses under written agreement with the Owners. Allowable activities include but not limited to: aircraft sales and rental; airframe, power plant, and instrument repair and aircraft fuel and oil dispensing; flight training; and air taxi service.**

2. **The location of specialized commercial aviation businesses that pose special safety and operational problems, such as agricultural spraying facilities, shall be considered on an individual basis by the Commission.**

3. **Lot sizes and setbacks shall be in conformity with the Airport Layout Plan described in SECTION II, and building heights shall conform to Part 77 of the Federal Aviation Regulations.**

D. Corporate Hangar Area

1. **This area shall be reserved for non-commercial hangars, excluding multiple T Hangars, and the exclusive use of this area shall be aircraft**

housing. No commercial activities shall be conducted from a corporate hangar. No flammable liquids shall be stored above or below the ground. nor shall aviation fuel be dispensed in this area other than by dispensing equipment operation from the commercial aviation areas.

2. **Lot sizes and setbacks shall be in conformity with the Airport Layout Plan described in SECTION II, and building heights shall conform to Part 77 of the Federal Aviation Regulations.**

E. Tie Down Areas

These areas are reserved for long term parking of aircraft based on the Airport. or those transient aircraft remaining overnight. Temporary tie-down areas may be designated by the Commission, Manager or FBO.

F. Multiple T-Hangar Areas

1. **This area shall be reserved for the location of multiple unit T-Hangars for the storage of aircraft: No commercial activities shall be conducted from a multiple T-Hangar. No flammable liquids shall be stored or used in this area, nor shall aviation fuel be dispensed into any aircraft while in a hangar. Aircraft, vehicles, and equipment shall be parked in a manner which does not interfere with the movement of aircraft. Aircraft maintenance or repair that creates a fire hazard or endangers other aircraft or property is prohibited.**

2. **Lot sizes and setbacks shall be in conformity with the Airport Layout Plan described in SECTION II and building heights shall conform to Part 77 of the Federal Aviation Regulations.**

G. Public Apron Areas

These areas are reserved for loading and unloading passengers and cargo, refueling aircraft, and temporary parking of aircraft.

H. Auto Parking Areas

These areas are reserved for automobile parking. Temporary vehicle parking areas may also be designated by the Commission, Manager or FBO.

I. Agricultural Area

These areas are reserved for agricultural purposes under approved leases until such time as they are designated for aviation purposes ~~by the Commission~~in an Airport Layout Plan approved under SECTION II.

J. Fuel Farm Area

As drafted, the Commission alone could designate agricultural areas for aviation use, which would change the land use areas established by this Ordinance. This change ties any such designation to an Airport Layout Plan approved under Section II, consistent with new paragraph 6 of the Airport Operation and Maintenance Agreement.
Matthew B. Parmentier
10/08/2026 11:59

1. This area is reserved for the underground storage of fuel used in aircraft with only necessary equipment, such as valves, meters and vents, protruding above ground.

2. Dispensing trucks bulk fuel trucks, emergency vehicles, and other vehicles approved by the Commission or Manager shall be the only vehicles permitted within the Fuel Farm.

SECTION VI. SEVERABILITY

The several provisions of this Ordinance shall be deemed severable, and it is expressly declared that the Owners would have passed the other provisions of this Ordinance, irrespective of whether or not one or more provisions may be declared invalid. If any provision of this Ordinance or the application thereof to any person or circumstances is held invalid. the remainder of the Ordinance and the application of such provisions to other persons or circumstances shall not be affected thereby.

This Ordinance shall be effective on the last date of passage, below.

VILLAGE OF EPHRAIM

_____ _____
President Trustee

_____ _____
Trustee Trustee

_____ _____
Trustee Trustee

CERTIFICATION:

The undersigned, ~~Clerk for the Town of Gibraltar~~Clerk for the Village of Ephraim, hereby certifies that the above is a true and correct copy of an Ordinance that was adopted on the _____ day of _____, _____, ~~by the Town Board for the Town of Gibraltar~~by the Village Board for the Village of Ephraim.

_____
Clerk

The certification beneath the Village of Ephraim signatures referred to the Town Clerk and the Town Board. It is corrected so that each municipality's clerk certifies its own adoption.
Matthew B. Parmentier
10/08/2026 12:00

TOWN OF GIBRALTAR

_____	_____
Chairman	Supervisor
_____	_____
Supervisor	Supervisor

_____
Supervisor

CERTIFICATION:

The undersigned, Clerk for the Town of Gibraltar, hereby certifies that the above is a true and correct copy of an Ordinance that was adopted on the _____ day of _____, _____ , by the Town Board for the Town of Gibraltar.

_____
Clerk

AIRPORT HANGAR LEASE

This agreement made and entered into on the date indicated below by and between the Ephraim-Gibraltar Airport Commission (hereinafter referred to as "Lessor") and Adrian Allen (hereinafter referred to as "Lessee"). The Lessor is entering into this Agreement consistent with its authority and on behalf of the Town of Gibraltar and Village of Ephraim.

WHEREAS, Lessor operates an airport known as the Ephraim-Gibraltar Airport (the "Airport") on behalf of the Town of Gibraltar and Village of Ephraim and Lessee is desirous of leasing from Lessor a certain parcel of land at the Airport, hereinafter more fully described, for the purpose of aircraft storage; and

WHEREAS, Lessee will use the below described property primarily for the purpose of storing aircraft and other personal property of Lessee with the approval of the Airport Commission, and shall conduct only such aircraft maintenance on its own aircraft as performed by Lessee or personnel contracted by Lessee.

NOW, THEREFORE, for and in consideration of the rental charges, covenants, and agreements herein contained, Lessee does hereby lease from Lessor the following premises, rights and easements on and to the airport upon the following terms and conditions.

1. Property Description: Hangar Site C-1 (50' wide x 40' deep) (the "Leased Premises").

2. Hangar Construction. Lessee shall have the right to erect, maintain and alter buildings or structures upon the Leased Premises providing such buildings or structures conform to the building code requirements of the Wisconsin Department of Commerce, Division of Safety and Buildings, the Ephraim-Gibraltar Hangar Owners' Standard Operating Procedures and pertinent provisions of any local ordinance in effect. All plans for such buildings or structures shall be reviewed and approved in writing by Lessor prior to construction.

3. Term. The term of this lease shall be for a period of twenty (20) years commencing on December 1 2026 ("Commencement Date"). The lease may be extended for one (1) additional ten (10) year term at the option of Lessee, on the terms hereof, by delivering written notice of such extension to Lessor prior to the end of the initial lease term.

4. Rent. Lessee agrees to pay to Lessor for use of the Leased Premises, rights, and easements herein described, a yearly rental of $0.65 per square foot for the land leased, for a total annual charge of $1,300.00 payable by-March 1st of each year, with a yearly escalator equal to the greater of three percent (3%) or CPI applied annually. A penalty of 1.5% per month (18% annually) will be added to the amount due for any payment not made within forty-five (45) days after the due date. For newly constructed hangars, annual lease payments shall commence upon initiation of physical improvements to the Leased Premises, including but not limited to installation of a hangar foundation or concrete slab, regardless of whether construction of the hangar has been completed. The initial annual lease payment shall be prorated to the months remaining in the year from the date of commencement and due upon execution of the Lease, with full subsequent annual lease payments due by March 1 of that year.

5. Personal Guaranty. Lessee, by its lease signor, agrees to execute a personal guaranty in the form attached hereto as Exhibit A, guaranteeing payment of all obligations under this lease.

6. Non-Exclusive Use. Lessee shall have the right to the non-exclusive use, in common with others, of the Airport parking areas, appurtenances and improvements; the right to install, operate, maintain and store, subject to the approval of Lessor in the interests of safety and convenience of all concerned, all equipment necessary for the safe hangaring of Lessee's aircraft; the right of ingress to and egress from the premises, which shall also extend to Lessee's employees, guests, and patrons; the right, in common with the others authorized to do so, to use common areas of the airport, including runways, taxiways, aprons, roadways, and other conveniences for the take-off, flying and landing of aircraft.

7. Laws and Regulations. Lessee agrees to observe and obey during the term of this lease all laws, ordinances, rules and regulations promulgated and enforced by the Lessor, and by other proper authority having jurisdiction over the conduct of operations at the airport.

8. Hold Harmless. Lessee agrees to hold Lessor free and harmless from loss and from each and every claim and demand of whatever nature made upon the behalf of or by any person or persons for any wrongful act or omission on the part of Lessee, their agents or employees, and from all loss or damages by reason of such acts or omissions.

9. Insurance. Lessee agrees that they will deposit with Lessor a policy of comprehensive liability insurance, listing Lessor as an additional insured. The policy shall be issued by a company licensed to do business in Wisconsin and shall insure the Lessee against loss from liability to the amount of $1,000,000 (minimum rate) for the injury or death of one person in any one accident; and in the amount of $1,000,000 (minimum rate) for the injury or death of more than one person in any one accident; and in the amount of $300,000 (minimum rate) for damage to property of others for any one accident. The cancellation or other termination of any insurance policy issued in compliance with this section shall automatically terminate the lease, unless another policy has been filed and approved pursuant to this section and shall be in effect at the time of such cancellation or termination.

10. Maintenance of Buildings. Lessee will maintain the structures occupied by them and the Leased Premises in good order and make such repairs as are necessary. In the event of fire or any other casualty to structures owned by Lessee, Lessee shall either repair or replace the building or remove the damaged building and restore the leased area to its original condition; such action must be accomplished within 120 days of the date the damage occurred. Upon petition by Lessee, Lessor may grant an extension of time, in Lessor's sole discretion, if it appears such extension is warranted.

11. Right to Inspect. Lessor reserves the right to enter upon the Leased Premises at any reasonable time for the purpose of making any inspection it may deem expedient to the proper enforcement of any of the covenants or conditions of this agreement.

12. Taxes. Lessee shall pay all taxes or assessments that may be levied against the personal property of Lessee or the buildings which they may erect on lands leased exclusively to them.

13. Signs. Lessee agrees that no signs or advertising matter may be erected or displayed without the consent of the Lessor.

14. Default. Lessee shall be deemed in default upon:

a. Failure to pay rent within 60 days after due date.

b. The filing of a petition under the Federal Bankruptcy Act or any amendment thereto including a petition for reorganization or an arrangement.

c. The commencement of a proceeding for dissolution or for the appointment of a receiver.

d. The making of an assignment for the benefit of creditors.

e. Violation of any restrictions in this lease, or failure to keep any of its covenants after written notice to cease such violation and failure to correct such violation within thirty days.

Without limiting any remedies available to Lessor, default by Lessee shall authorize Lessor, at its option and without legal proceedings, to declare this lease void, cancel the same, and re-enter and take possession of the premises at once and without further notice to the Lessee. The Lessee shall, in addition to other rights provided by law, be permitted to remove its operating facilities, merchandise, etc., in a manner and at a time agreed upon by the parties, but if not complied with, the Lessor may remove any and all goods and chattels belonging to the Lessee or his associates which may be found, without being liable for prosecution or to any claim for damages. Upon default, Lessee shall be responsible for all costs of collection, including, without limitation, Lessor's attorney fees.

15. Title. Title to the building erected by Lessee shall remain with Lessee and shall be transferable. Upon termination of this lease, Lessee shall remove the buildings, equipment, and personal property, and restore the Leased Premises to its original condition, unless otherwise agreed in writing by Lessor.

16. Snow Removal. Lessor agrees to provide snow removal services to Lessee's Leased Premises in the hangar area, except within three (3) feet of hangar's doors. Snow removal in the hangar area shall be accomplished only after all runways, aprons, and primary taxiways have been first cleared.

17. Lease Transfer. Lessee may not, at any time during the time of this lease, assign, sub-lease or transfer this agreement or any interest contained, without the consent of Lessor.

18. Airport Development. Lessor reserves the right to further develop or improve the landing area of the Airport as it sees fit, regardless of the desires or view of Lessee, and without interference or hindrance. If the development of the Airport requires the relocation of Lessee, Lessor agrees to provide a compatible location and agrees to relocate all buildings or provide similar facilities for Lessee at no cost to Lessee.

19. Security. Lessee shall comply at all times with all federal and state security and safety regulations and mandates. A hangar shall be locked at all times when an aircraft is stored within the hangar and Lessee, or Lessee's agent, is not present at the hangar. Keys shall not be left in any unattended aircraft, whether or not the aircraft is located within a hangar.

20. Adherence to Standard Operating Procedures. Lessee shall adhere to the Ephraim-Gibraltar Airport Hangar Owners' Standard Operating Procedures (SOPs) at all times, as such SOPs may be promulgated from time to time. Lessee has obtained a written copy of the Airport's SOPs from Lessor and a signed copy of such is attached to this Lease as Attachment A.

21. Subordination Clause. This lease shall be subordinate to the provisions of any existing or future agreement between Lessor and the United States or the State of Wisconsin relative to the operation or maintenance of the Airport, the execution of which has been or may be required as a condition precedent to the expenditure of federal or state funds for the development of the Airport. Furthermore, this lease may be amended to include provisions required by those agreements with the United States or the State of Wisconsin, without increasing the rental cost to Lessee. Notice of such amendments shall be delivered to Lessee in writing.

22. Arbitration. Any controversy or claim arising out of or relating to this lease or any alleged breach thereof, other than a default of Lessee as specified in Paragraph 14 hereof, which cannot be settled between the parties shall be settled by arbitration in accordance with the rules of the American Arbitration Association, and the judgment upon the dispute rendered by the arbitrator(s) shall be final and binding on the parties.

23. First Right of Refusal. During the term of the lease, Lessee hereby grants Lessor the right to have the first opportunity to purchase the hangar if and when such becomes available and the first right to meet any other offer from a third party. The terms of any such third-party offer shall be delivered in writing to Lessor, and Lessor shall have thirty days from receipt in which to agree to meet the terms of said offer. If Lessor does not elect to purchase the hangar, Lessee may transfer the hangar to the third party on the same terms of the original offer. If Lessee does not transfer the hangar pursuant to said offer, the terms of this paragraph shall continue to apply.

24. Impact Fee. Owners of new hangars being constructed may be required to pay a one-time impact fee to cover the Airport's costs associated with infrastructure improvements serving the hangar development area, including but not limited to apron, taxilane, pavement, electrical, drainage, stormwater, utility, and related site improvements for the hangar area. The amount and services included for such impact fee shall be communicated to the hangar owner prior to execution of the Lease and shall be due upon execution of the Lease.

25. Construction Plans. All construction plans shall be approved by the Airport Commission. Minimum building specifications are listed in the Ephraim-Gibraltar Airport Hangar Owners'

Standard Operating Procedures ("SOP").

26. Administrative and Legal Fees. Lessee shall be responsible for all reasonable administrative and legal expenses incurred by Lessor in connection with any amendment, addendum, modification, assignment, or other change to this Lease requested by Lessee or on Lessee's behalf, including requests made by a lender or other third party. Such expenses shall include costs associated with the review, preparation, negotiation, and execution of related documents and shall be reimbursed to Lessor regardless of whether the requested change is ultimately approved or completed.

27. Lessor's Rights. Lessor reserves the right, but shall not be obligated to Lessee, to maintain and keep in repair the land area of the Airport and all publicly owned facilities of the Airport, together with the right to direct and control all activities of Lessee in this regard.

28. Fair and Nondiscriminatory Services. Lessee agrees to operate the premises leased for the use and benefit of the public and to furnish good, prompt and efficient service adequate to meet all of the demands for its service at the Airport. Lessee in the conduct of any aeronautical activity for furnishing services to the public at the Airport, shall furnish services on a fair, equal and not unjustly discriminatory basis to all users, and shall charge fair, reasonable and not unjustly discriminatory prices for each unit or service; provided the Lessee may be allowed to make reasonable and nondiscriminatory discounts, rebates, or other similar types of price reductions to volume purchasers.

29. Title VI, Civil Rights Assurances. The Lessee, for itself, its personal representatives, successors in interest, and assigns, agrees that (1) no person on the grounds of race, color, or national origin shall be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land and the furnishing of services thereon, no person on the grounds or race, color, or national origin shall be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination, (3) that the Lessee shall use the premises in compliance with all other requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination, in Federally Assisted Programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, and as the Regulations may be amended.

30. Affirmative Action. The Lessee assured it will undertake an affirmative action program as required by 14 CFR Part 152, Subpart E, to insure no person shall on the grounds of race, creed, color, national origin, or sex be excluded from participating in any employment activities covered in 14 CFR Part 152, Subpart E. The Lessee assures no person shall be excluded on these grounds from participating in or receiving the services or benefits of any program or activity covered by this subpart. The Lessee assures it will require its covered suborganizations provide assurances to the Lessor that it similarly will undertake affirmative action programs, and it will require assurances from its suborganizations, as required by 14 CFR Part 152, Subpart E, to the same effect.

31. Severability. Should any article or any part of any article of this Agreement be rendered void, invalid, or unenforceable by a court of law, for any reason, such a determination shall not render void, invalid, or unenforceable any other article or any part of any article in this Agreement.

32. Notices. All notices, demands, requests or other communications that may be or are required to be given or sent by any party to any other party pursuant to this lease shall be in writing and shall be mailed by first class, registered or certified mail, return receipt requested, postage prepaid, or transmitted by a reputable overnight courier service or by hand delivery or by email transmission, addressed as follows:

a. If to Lessor:

Ephraim-Gibraltar Airport Commission
PO Box 850
Fish Creek, WI 54212

b. If to the Lessee:

Adrian Allen
[redacted]

Each party may designate by notice in writing a new address to which any notice, demand, request or communication may thereafter be so given, served, or sent. Each notice, demand, request or communication that is mailed, delivered, or transmitted in the manner described above shall be deemed sufficiently given, served, sent and received for all purposes at such time as it is delivered to the addressee (with the return receipt, the delivery receipt, email confirmation, fax confirmation sheet or the affidavit of courier or messenger being deemed conclusive evidence of such delivery) or at such time as delivery is refused by the addressee upon presentation.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 1 day of December, 2026.

LESSOR:

Town of Gibraltar

By: _____
Steve Sohns, Chairman
Dated: _____

Village of Ephraim

By: _____
Ken Nelson, President
Dated: _____

LESSEE:

By: _____

_____
Printed Name
Dated: _____

EXHIBIT A

PERSONAL GUARANTY

THIS PERSONAL GUARANTY (this "Guaranty") is entered into effective as of December 1, 2026 (the "Effective Date") by and between the Ephraim-Gibraltar Airport Commission (hereinafter referred to as "Lessor") and Adrian Allen ("Guarantor").

BACKGROUND

A. Adrian Allen ("Lessee") is entering into a lease with Lessor dated as of the date hereof (the "Lease") for Hangar Site C-1 (50' wide x 40' deep), at the Ephraim-Gibraltar Airport.

B. Pursuant to the Lease, the Lessee has payment and performance obligations to the Lessor, including, without limitation, the obligation to pay all amounts due under the Lease (all of Lessee's payment and performance obligations in the Lease shall be collectively referred to as the "Guaranteed Obligations"); and

C. The consummation of the Lease will directly and indirectly benefit the Lessee, and Lessor would not consummate the Lease unless Guarantor guarantees the Guaranteed Obligations.

AGREEMENT

In consideration of the premises and of the mutual covenants and agreements contained herein and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties, intending to be legally bound, hereby agree as follows:

1. **Guaranty**. Guarantor hereby unconditionally and irrevocably guarantees to Lessor, as primary obligor and not merely as sureties, the prompt payment and performance of the Guaranteed Obligations. The Guarantor further agrees that all or part of the Guaranteed Obligations may be increased, extended, substituted, amended, renewed or otherwise modified as provided for under the Lease without notice to or consent from the Guarantor and such actions shall not affect the liability of the Guarantor hereunder. Without limiting the generality of the foregoing, the Guarantor's liability shall extend to all amounts that constitute part of the Guaranteed Obligations and would be owed by Lessee to Lessor under or in respect of the Lease but for the fact that they are unenforceable or not allowable due to the existence of a bankruptcy, reorganization or similar proceeding involving Lessee. Guarantor further agrees to pay to Lessor all costs and expenses (including actual attorneys' fees) paid or incurred by the Lessor in endeavoring to collect the Guaranteed Obligations from Guarantor, or any part thereof, and in protecting, defending or enforcing this Guaranty in any claim, action, demand, lawsuit, proceeding, litigation, or bankruptcy or insolvency proceeding or otherwise.

2. **Guaranty of Payment**. This Guaranty is a guaranty of payment and not of collection. This Guaranty is a continuing, absolute, and unconditional guaranty, and shall remain

in full force and effect until it terminates in accordance with Section 4 of this Guaranty. The Guarantor guarantees that the Guaranteed Obligations will be paid strictly in accordance with the terms of the Lease. The Guaranteed Obligations of the Guarantor hereunder are independent of the obligations of the Lessee. A separate action may be brought against the Guarantor to enforce this Guaranty, whether or not any action is brought against the Lessee or whether or not the Lessee is joined in any such action. The liability of the Guarantor hereunder is irrevocable, continuing, absolute and unconditional and the Guaranteed Obligations of the Guarantor hereunder, to the fullest extent not prohibited by applicable law, shall not be discharged or impaired or otherwise affected by, and to the fullest extent not prohibited by applicable law, the Guarantor hereby irrevocably waives, any defenses to enforcement he may have (now or in the future) by reason of:

(a) any illegality or lack of validity or enforceability of any Guaranteed Obligation;

(b) any change in the time, place or manner of payment of, or in any other term of, the Guaranteed Obligations, or any rescission, waiver, amendment or other modification of the Lease, including any increase in the Guaranteed Obligations resulting from any extension of additional credit or otherwise;

(c) any reduction, limitation, impairment or termination of the Guaranteed Obligations for any reason, or any taking, release, impairment, amendment, waiver or other modification of any guaranty, for the Guaranteed Obligations;

(d) any default, failure or delay, willful or otherwise, in the performance of the Guaranteed Obligations;

(e) any change, restructuring or termination of the corporate structure, ownership or existence of Lessee or its affiliates or subsidiaries or any insolvency, bankruptcy, reorganization or other similar proceeding affecting Lessee or Guarantor or their respective assets or any resulting release or discharge of any Guaranteed Obligation;

(f) any failure of the Lessor to disclose to Lessee or Guarantors any information relating to the business, condition (financial or otherwise), operations, performance, properties or prospects of Lessee or Guarantor now or hereafter known to any of the Lessor; the Guarantor waiving any duty of the Lessor to disclose such information;

(g) the release or reduction of liability of any surety with respect to the Guaranteed Obligations;

(h) the failure of any of the Lessor to assert any claim or demand or to exercise or enforce any right or remedy under the provisions of the Lease or otherwise;

(i) any defense, set-off or counterclaim (other than a defense of payment or performance) that may at any time be available to, or be asserted by, the Lessee against any of the Lessor; or

(j) any other circumstance (including, without limitation, any statute of

limitations), any existence of or reliance on any representation or warranty by any of the Lessor that might vary the risk of the Guarantor or otherwise operate as a defense available to, or a legal or equitable discharge of, Lessee, Guarantor, or any other guarantor or surety.

3. **Waivers.**

(a) The Guarantor hereby unconditionally and irrevocably waives any right to revoke this Guaranty and acknowledges that this Guaranty is continuing in nature and applies to all presently existing and future Guaranteed Obligations.

(b) The Guarantor hereby unconditionally and irrevocably waives promptness, indulgence, diligence in collection or protection or otherwise, notice of acceptance, presentment, demand for performance, notice of non-performance, default, acceleration, protest or dishonor, and any other notice with respect to any of the Guaranteed Obligations and this Guaranty.

(c) No failure on the part of any of the Lessor to exercise, and no delay in exercising, any right hereunder shall operate as a waiver thereof; nor shall any single or partial exercise of any right hereunder preclude any other or further exercise thereof or the exercise of any other right. The remedies herein provided are cumulative and not exclusive of any remedies provided by law or equity.

4. **Termination.** This Guaranty shall terminate upon the payment and performance in full of the Guaranteed Obligations in accordance with this Guaranty and the Lease, provided, however, that Guarantor agrees that their guaranty hereunder shall continue to be effective or be reinstated, as the case may be, if at any time all or part of any payment of any Guaranteed Obligation is rescinded or must otherwise be returned by the Lessor or any other person or entity as a result of the insolvency, bankruptcy, or reorganization (or similar event) of Lessor or Guarantor, all as though such payment had not been made.

5. **Counterparts; Electronic Signatures**. This Guaranty may be executed in any number of counterparts, each of which when so executed and delivered shall be deemed an original, and such counterparts together shall constitute only one original. Signatures sent via e-mail or other electronic method, and signatures stored in PDF or other electronic format, will be considered effective and original.

6. **Notices.** All notices, demands, requests or other communications that may be or are required to be given or sent by any party to any other party pursuant to this Guaranty shall be in writing and shall be mailed by first class, registered or certified mail, return receipt requested,

postage prepaid, or transmitted by a reputable overnight courier service or by hand delivery or by email transmission, addressed as follows:

(a) If to Lessor: Ephraim-Gibraltar Airport
PO Box 850
Fish Creek, WI 54212

(b) If to the Lessee: Adrian Allen
[redacted]

Each party may designate by notice in writing a new address to which any notice, demand, request or communication may thereafter be so given, served, or sent. Each notice, demand, request or communication that is mailed, delivered, or transmitted in the manner described above shall be deemed sufficiently given, served, sent and received for all purposes at such time as it is delivered to the addressee (with the return receipt, the delivery receipt, email confirmation, fax confirmation sheet or the affidavit of courier or messenger being deemed conclusive evidence of such delivery) or at such time as delivery is refused by the addressee upon presentation.

7. **Assignment; Successors and Assigns**. Guarantor may not assign this Guaranty without the written consent of Lessor. Subject to the preceding sentence, this Guaranty and the rights, interests and obligations hereunder shall be binding upon and shall inure to the benefit of the parties hereto and their respective heirs, successors and permitted assigns.

8. **Waiver and Other Action**. This Guaranty may be amended, modified, or supplemented only by a written instrument executed by the parties against which enforcement of the amendment, modification or supplement is sought.

9. **Severability**. If any provision of this Guaranty is held to be illegal, invalid, or unenforceable, such provision shall be fully severable, and this Guaranty shall be construed and enforced as if such illegal, invalid or unenforceable provision were never a part hereof or thereof; the remaining provisions hereof or thereof shall remain in full force and effect and shall not be affected by the illegal, invalid or unenforceable provision or by its severance.

10. **Mutual Contribution**. The parties to this Guaranty have mutually contributed to its drafting. Consequently, no provision of this Guaranty shall be construed against any party on the ground that such party drafted the provision or caused it to be drafted or the provision contains a covenant of such party.

11. **Governing Law**. This Guaranty shall be governed by, and construed in accordance with, the laws of the State of Wisconsin.

12. **Authority**. Guarantor represents and warrants to the Lessor that (a) Guarantor has the power and authority to enter into this Guaranty and perform his obligations under this Guaranty; (b) this Guaranty has been duly authorized, executed and delivered by Guarantor; and (c) this Guaranty constitutes the legal, valid and binding obligation of Guarantor, enforceable against them in accordance with its terms, subject to bankruptcy, insolvency, moratorium, receivership, and similar creditors' rights laws.

The parties have executed this Guaranty as of the Effective Date.

GUARANTOR:

_____

Adrian Allen

Printed Name

Dated: _____

LESSOR:

Town of Gibraltar

By: _____

Steve Sohns, Chairman

Dated:_____

Village of Ephraim

By: _____

Ken Nelson, President

Dated: _____

AIRPORT HANGAR LEASE ADDENDUM

This Airport Hangar Lease Addendum (this "Addendum") is made as of the __1__ day of ___December_____, 2026, by the **EPHRAIM-GIBRALTAR AIRPORT** (the "Lessor"), **Adrian Allen**, (the "Lessee"), and Capitol Bank, (the "Lender").

BACKGROUND

A. Lessor and Lessee are parties to an Airport Hangar Lease dated December 1, 2026 (the "Lease"), for Hangar Site C-1 at the Ephraim-Gibraltar Airport.

B. Lender has agreed to lend Lessee up to $142,500 to purchase a hangar on the leased site. Lessee has executed a leasehold mortgage, assignment of rents, and fixture filing in favor of Lender (the "Mortgage") securing that loan and the note evidencing it (the "Note").

C. As an inducement for Lender to extend the credit to Lessee, Lender has requested that certain changes be made to the Lease to protect the Lender's interests.

D. The Lessor acknowledges the existence of the Note and Mortgage, and the Lender's concerns with respect to the protection of its rights until such time as the Note is paid in full.

E. Accordingly, Lessor and Lessee agree that the terms of the Lease will be modified as set forth herein for a period not greater than 5 years.

In furtherance of the above, the parties therefore agree as follows:

ADDENDUM

1.0 No Assignment without Lender's Consent. Lessor will not consent to, and will not accept, any assignment, sublease, or other transfer of the Lease or of any interest in it, or any sale of the hangar, until Lessor has notified Lender and given Lender sixty (60) days to remedy any default on such Lease and make arrangements with the Lessor to continue the Lease until the hangar is sold to a qualified buyer. Prior to the end of such 60-day notice, a consent given without Lender's consent is void as against Lender. Lender's consent may be granted or withheld in Lender's discretion. Lessee will not assign, sublease, or transfer the Lease, or sell the hangar, without both Lessor's consent and Lender's consent.

2.0 No Amendment or Termination by Addendum. Lessor and Lessee will not amend, restate, surrender, or terminate the Lease by agreement, and Lessor will not exercise a right to relocate the hangar under paragraph 18, without Lender's prior written consent. An amendment required by a federal or state grant agreement under paragraph 21 of the Lease may be made on notice to Lessee and Lender, and without defeating Lender's rights under this Addendum.

3.0 Default Notices. Should Lessee become in default under the Lease, both Lessee and Lessor shall provide timely written notice to Lender of the existence of such default. Such notice shall be sent to the following:

Capital Bank

_____
Address

_____
City, State Zip

Should Lessee become in default under the Note, Lender shall provide timely written notice, but no greater than 30 days, to Lessor of the existence of such default. Such notice shall be sent to the following:

Ephraim-Gibraltar Airport Commission
Re: Airport Lease
PO Box 850
Fish Creek, WI 54212
Lessor

4.0 Automatic Assignment. If any default occurs either under the Lease or the Note, and said default remains uncured for a period of 15-days for the Note or 30 days for the Lease, Lender may elect, by providing written notice to Lessor and Lessee, that the Lease, and Lessee's ownership interest in the hangar, are automatically assigned to, and assumed by, Lender. The assignment shall be effective on the date of Lender's written notice of assignment, and it includes every extension and the option to extend. Lessor shall thereafter recognize Lender, or Lender's assignee as approved by Lessor, as the lessee. Lender shall be liable for Lessee's defaults accruing from the time of default until the assignment is effective, and shall be liable for ground rent, taxes, and any other fees imposed by the Lease from and after the date of assignment. Under no circumstances shall the hangar not be used for aeronautical purposes for a period exceeding six (6) months from the date of assignment from Lessee to Lender.

5.0 Term of this Addendum This Addendum remains in effect until the Note is paid in full. On satisfaction, Lender will return the unrecorded Mortgage to Lessee or mark it satisfied, and, upon Lessee's request, provide written notice to Lessor of full satisfaction.

6.0 Miscellaneous. This Addendum shall be governed by the laws of the State of Wisconsin. It shall bind the parties and their respective successors and assigns, and it may be executed in counterparts, each of which shall be deemed an original. Notices under this Addendum, other than a notice of default under Section 3, shall be given in the manner provided in the Lease, at the addresses stated in the Lease and in this Addendum. If any provision of this Addendum is held unenforceable, the remaining provisions shall continue in full force. If this Addendum conflicts with the Lease, or with the consent printed on the Mortgage, this Addendum shall control.

[signature page follows]

The parties have signed this Addendum as of the date first written above.

LESSEE

By: _____
Adrian Allen

LENDER

CAPITOL BANK

By: _____

Name: _____

Title: _____

TOWN OF GIBRALTAR

By: _____
Steve Sohns, Chairman

Dated:_____

VILLAGE OF EPHRAIM

By: _____
Ken Nelson, President

1. The Ephraim-Gibraltar Airport receives significant funding from the Airport Improvement Program (AIP) provided through the FAA. With this funding, the Ephraim-Gibraltar Airport Commission must monitor and be able to demonstrate compliance with FAA Policy as per. 14 CFR Chapter I [Docket No. FAA 2014–0463] effective July 1, 2017):

> II. Standards for Aeronautical Use of Hangars
>
> a. Hangars located on airport property must be used for an aeronautical purpose, or be available for use for an aeronautical purpose, unless otherwise approved by the FAA Office of Airports as described in Section III.
>
> b. Aeronautical uses for hangars include:
>
> 1. Storage of active aircraft.
> 2. Final assembly of aircraft under construction.
> 3. Non-commercial construction of amateur-built or kit-built aircraft.
> 4. Maintenance, repair, or refurbishment of aircraft, but not the indefinite storage of nonoperational aircraft.
> 5. Storage of aircraft handling equipment, e.g., towbars, glider tow equipment, workbenches, and tools and materials used in the servicing, maintenance, repair or outfitting of aircraft.
>
> c. Provided the hangar is used primarily for aeronautical purposes, an airport sponsor may permit non-aeronautical items to be stored in hangars provided the items do not interfere with the aeronautical use of the hangar.
>
> VI. Sponsor Compliance Actions (relevant sections)
>
> b. Sponsors should have a program to routinely monitor use of hangars and take measures to eliminate and prevent unapproved non-aeronautical use of hangars.
>
> c. Sponsors should ensure that length of time on a waiting list of those in need of a hangar for aircraft storage is minimized.
>
> e. FAA personnel conducting a land use or compliance inspection of an airport may request a copy of the sponsor's hangar use program and evidence that the sponsor has limited hangars to aeronautical use.
>
> The FAA may disapprove an AIP grant for hangar construction if there are existing hangars at the airport being used for non-aeronautical purposes.

Therefore:

a. The primary use of the hangar must be storage of an active aircraft or other aeronautical activity approved by the Airport Commission. Time for repairs on non-active/non-operational aircraft shall be limited to six (6) months and time for full aircraft restoration or construction projects shall be limited to two (2) years, unless otherwise approved by the Airport Commission.

b. Other uses in addition to aircraft storage are allowed as listed in Section 4 below or as approved by the Airport Commission.

c. The primary aircraft stored in the hangar must be owned or leased, either fully or partially, by the hangar owner/Lessee or a legal entity of which the owner/Lessee is a part.

   i. Aircraft registration numbers are to be promptly filed with the Gibraltar Town Clerk.

   ii. In addition to the primary aircraft, the hangar owner/Lessee may allow others to store aircraft or other items as stated in the Lease or these SOPs.

d. After the hangar owner/Lessee has established primary use with their own aircraft, the owner/Lessee may enter into a sublease agreement under the conditions of the Sublease Policy and with approval of the Ephraim-Gibraltar Airport Commission. The Term of this sublease will be for a period of six (6) months and will generally be limited to the winter months between November and May unless otherwise approved by the Airport Commission.

e. Hangar Use

   i. The hangar must be actively used by the hangar owner/Lessee for a significant portion of time or frequency during a calendar year.

   ii. In general, non-use for aircraft storage is allowed during the winter (November through May) or for reasonable periods of aircraft maintenance. The owner/Lessee must notify the Airport Commission of any extended periods of non-use for aeronautical purposes.

   iii. Storage of non-aeronautical materials is allowed providing they do not impede the movement of the primary aircraft in or out of the hangar or access to other approved aeronautical contents of the hangar.

2. Security – see "Airport Hangar Lease", all terms of which always apply.

3. Commercial Activities

   a. The Airport will be available as an airport for public use on reasonable terms and without unjust discrimination to all types, kinds and classes of aeronautical activities, including commercial aeronautical activities offering services to the public at the airport (per FAA Airport Sponsor Assurances 5/2022).

   b. No person shall engage in any business or commercial activity whatsoever at the Airport except under the terms and conditions prescribed in a written agreement executed between such person and the Airport Owner(s). Such persons, including Lessees, shall be selected on the basis of their qualifications, financial capabilities, and services offered and not solely on a bid basis. Copies of such agreements shall be provided to the Wisconsin Bureau of Aeronautics.

4. Hangar Specifications and Requirements

   a. The minimum hangar size must be 50' x 50' for all new hangar construction.

   b. Hangars must have a 4/12 roof pitch with at least an 8" overhang and not exceed 35' in height.

   c. The hangar base must be concrete for all new hangar construction.

   d. All hangars must provide a concrete apron that extends outward for 5 feet and extends to meet the apron of the neighboring hangar, whichever is wider, on each side.

      i. Gravel must be placed and compacted to approximately 8" below finished floor. The contractor must grade the site to drain behind the hangar.

      ii. The contractor must verify/set the first-floor elevation with the hangar owner to obtain a manageable apron slope (not too steep) and maintain drainage away from the hangar.

   e. Hangar color must be the same as present (beige)

   f. No more than twenty gallons of flammable liquids may be stored in the hangar, whether above or below ground. All fuels must be stored in appropriate containers approved for fuel storage, with the contents clearly labeled. No fueling of aircraft is allowed inside hangars and the aircraft must be totally outside of the hangar during the refueling operation.

   g. Each hangar owner must properly dispose of that owner's own waste oil/grease etc.

   h. Hangars must be equipped with a minimum of one (1) 10 pound ABC fire extinguisher located adjacent to the entrance door.

   i. Hangars will be subjected to annual inspection, and a Lock Box (for emergency service use only) is installed at the front of the SRE building. A key for each hangar is required to be provided to the Airport and kept in its respective box.

   j. Storage of vehicles or other items is only allowed inside an owner's hangar, and hangar owners are not exempt from overnight parking fees for vehicles parked in the parking lot.

5. Other Requirements
    a. No outside storage next to the hangar shall be allowed.
    b. No improvements outside of the aircraft hangar may be made without prior written approval from the Commission.
    c. It is the responsibility of the hangar owner to clear snow within 3' of the front of the hangar.
6. Automobile Parking Requirements (for the Airport Parking Lot)
    a. Posted fees must be paid.
    b. A current permit must be displayed from the vehicle's rear-view mirror.
    c. A completed application must be on file with the following information:
        i. Owner name
        ii. Address
        iii. License number
        iv. Type and description of vehicle
        v. Contact telephone number
    d. A duplicate vehicle key is to be secured in the Airport Office.
    e. Any change in vehicle is to be logged with the Airport Office.

For Hangar Lessee:

I have read, understand and commit to comply with these Standard Operating Procedures.

Name: Adrian Allen

Hangar Number: C-1

Address: [redacted]

Phone number: [redacted]

Signature: _____

Date: _____

*Note: Standard Operating Procedures can be promulgated from time to time.

AIRPORT HANGAR LEASE ADDENDUM

This Airport Hangar Lease Addendum (this "Addendum") is made as of the ____ day of _____, 2026, by the **EPHRAIM-GIBRALTAR AIRPORT** (the "Lessor"), **AMPLATZ LEFT PROPERTIES LLC**, a South Dakota limited liability company (the "Lessee"), and **BLC COMMUNITY BANK**, a Wisconsin state-chartered bank (the "Lender").

BACKGROUND

A. Lessor and Lessee are parties to an Airport Hangar Lease dated September 16, 2026 (the "Lease"), for Hangar Site F-1 at the Ephraim-Gibraltar Airport.

B. Lender has agreed to lend Lessee up to $260,000 to construct a hangar on the leased site. Lessee has executed a leasehold mortgage, assignment of rents, and fixture filing in favor of Lender (the "Mortgage") securing that loan and the note evidencing it (the "Note").

C. As an inducement for Lender to extend the credit to Lessee, Lender has requested that certain changes be made to the Lease to protect the Lender's interests.

D. The Lessor acknowledges the existence of the Note and Mortgage, and the Lender's concerns with respect to the protection of its rights until such time as the Note is paid in full.

E. Accordingly, Lessor and Lessee agree that the terms of the Lease will be modified as set forth herein for a period not greater than 5 years.

In furtherance of the above, the parties therefore agree as follows:

ADDENDUM

1.0 No Assignment without Lender's Consent. Lessor will not consent to, and will not accept, any assignment, sublease, or other transfer of the Lease or of any interest in it, or any sale of the hangar, until Lessor has notified Lender and given Lender sixty (60) days to remedy any default on such Lease and make arrangements with the Lessor to continue the Lease until the hangar is sold to a qualified buyer. Prior to the end of such 60-day notice, a consent given without Lender's consent is void as against Lender. Lender's consent may be granted or withheld in Lender's discretion. Lessee will not assign, sublease, or transfer the Lease, or sell the hangar, without both Lessor's consent and Lender's consent.

2.0 No Amendment or Termination by Addendum. Lessor and Lessee will not amend, restate, surrender, or terminate the Lease by agreement, and Lessor will not exercise a right to relocate the hangar under paragraph 18, without Lender's prior written consent. An amendment required by a federal or state grant agreement under paragraph 21 of the Lease may be made on notice to Lessee and Lender, and without defeating Lender's rights under this Addendum.

3.0 Default Notices. Should Lessee become in default under the Lease, both Lessee and Lessor shall provide timely written notice to Lender of the existence of such default. Such notice shall be sent to the following:

BLC Community Bank
Attn: Commercial Lending
206 E Main Street, Little Chute, WI 54140

Should Lessee become in default under the Note, Lender shall provide timely written notice, but no greater than 30 days, to Lessor of the existence of such default. Such notice shall be sent to the following:

Ephraim-Gibraltar Airport Commission
Re: Airport Lease
PO Box 850
Fish Creek, WI 54212
Lessor

4.0 Automatic Assignment. If any default occurs either under the Lease or the Note, and said default remains uncured for a period of 15-days for the Note or 30 days for the Lease, Lender may elect, by providing written notice to Lessor and Lessee, that the Lease, and Lessee's ownership interest in the hangar, are automatically assigned to, and assumed by, Lender. The assignment shall be effective on the date of Lender's written notice of assignment, and it includes every extension and the option to extend. Lessor shall thereafter recognize Lender, or Lender's assignee as approved by Lessor, as the lessee. Lender shall be liable for Lessee's defaults accruing from the time of default until the assignment is effective, and shall be liable for ground rent, taxes, and any other fees imposed by the Lease from and after the date of assignment. Under no circumstances shall the hangar not be used for aeronautical purposes for a period exceeding six (6) months from the date of assignment from Lessee to Lender.

5.0 Term of this Addendum This Addendum remains in effect until the Note is paid in full. On satisfaction, Lender will return the unrecorded Mortgage to Lessee or mark it satisfied, and, upon Lessee's request, provide written notice to Lessor of full satisfaction.

6.0 Miscellaneous. This Addendum shall be governed by the laws of the State of Wisconsin. It shall bind the parties and their respective successors and assigns, and it may be executed in counterparts, each of which shall be deemed an original. Notices under this Addendum, other than a notice of default under Section 3, shall be given in the manner provided in the Lease, at the addresses stated in the Lease and in this Addendum. If any provision of this Addendum is held unenforceable, the remaining provisions shall continue in full force. If this Addendum conflicts with the Lease, or with the consent printed on the Mortgage, this Addendum shall control.

[signature page follows]

The parties have signed this Addendum as of the date first written above.

AMPLATZ LEFT PROPERTIES LLC

By: _____

Name: _____
Title: Auth. Member

BLC COMMUNITY BANK

By: _____

Name: _____

Title: _____

TOWN OF GIBRALTAR

By: _____
Steve Sohns, Chairman

Dated:_____

VILLAGE OF EPHRAIM

By: _____
Ken Nelson, President

VILLAGE OF EPHRAIM
PLAN COMMITTEE MEETING MINUTES
TUESDAY, OCTOBER 27, 2026 – 7:00 PM
9996 WATER STREET

ACTION ITEMS:

McClean moved, Hart seconded, to approve the September 22, 2026, Plan Committee minutes, all ayes. Motion carried.

Thorp moved, Held seconded, to approve the Railings & Pergola Design Review Application for John Maher at 9992 Moravi Street as presented, all ayes. Motion carried.

McClean moved, Hoyerman seconded, to approve the Accessory Structures Design Review Application for Julia Uihlein at 10235 Water Street, all ayes. Motion carried.

Thorp moved, Bartelt seconded, to approve the Conditional Use Multi-Family Development Application for Larson Properties of Door County & Matthew LaLonde for parcels 121-32-0000 [(condo boundary)/parcel numbers 121-32-0001 through 0013] 3082 Larson Lane & 9890 Water Street, as presented, all ayes. Motion carried.

Hart moved, Held seconded, to adjourn at 7:30 PM; all ayes. Motion carried.

Present: Andy Bartelt, Grace Held, Laird Hart, Rick Hoyerman, Monique MacClean, BD Thorp, and Ken Nelson – Chair.

Absent: Staff: Brent Bristol - Village Administrator and Kim Roberts - Deputy Clerk.

Guests in person: Sara Glenn, Matt LaLonde, Ruann Larson, and Brian Reinhardt.

Guests online: Jason Reinhardt (DeLeers Construction), John Maher, Nick Meissner (Meissner Landscape), Bob Cleck, Jesse &Amy Courchaine, John Cox, Margaret Maher, Pat Cardiff, and "Paul".

1. **Call to order:**
   K. Nelson called the meeting to order at 7:00 PM.
2. **Quorum:** A quorum of the Plan Committee was present.
3. **Approval of previous minutes:**
   McClean moved, Hart seconded, to approve the September 22, 2026, Plan Committee minutes, all ayes. Motion carried.
4. **Changes in agenda:** There were no changes.
5. **Visitors' Comments:** There were no Visitors' Comments.
6. **John Maher – 9992 Moravia Street – Railings & Pergola– Design Review:**
   Bristol explained that this was a continuation item from the prior month. The earlier approval covered a new garage and interior renovation with new windows, contingent on staff working with the owner on a drainage issue. Two (2) elements specifically had not been approved. The first was a railing over the existing second-floor balcony on the front of the building. This required setback averaging, which Bristol verified was an available and applicable method, and he added notes to the site plan. The second was a pergola at the northeast corner of the building. Bristol said the pergola had appeared in the plan sets from the previous meeting but was not specifically included in the approval motion in September, so it was brought forward to document it for the record. The drawings had not changed. The railing is to match the existing front railings in color and material. The pergola is natural cedar, stained to match the building.

DRAFT

Thorp stated that the HPC recommended approval of both items. One member was concerned that the pergola did not fit the historical look of the building, but the vote was favorable. The items were not voted on separately. Thorp asked about the lumber sizes.

The applicant's representative from De Leer's, Jason Reinhardt, responded that the pergola would have 8x8 posts, three 2x8 members on top, and 2x2 members running in the cross direction. He further confirmed that the pergola does not face the historic schoolhouse (*it faces the opposite direction*).

K. Nelson reported that he and Bristol had visited the site that day and met with the owners about drainage, and that the owners appeared to have a good plan in place.

Thorp moved, Held seconded, to approve the Railings & Pergola Design Review Application for John Maher at 9992 Moravi Street as presented, all ayes. Motion carried.

7. **Julia Uihlein -10235 Water Street – Accessory Structures- Design Review:**
Bristol presented the proposed accessory structures for Julia Uihlein at 10235 Water Street, consisting of: (1) a see-through fence enclosing a dog run; (2) a 6-foot solid cedar fence intended to screen the generator; and (3) a small utility structure near the waterfront to house dock-related utilities. He reported that the proposed fencing complies with applicable dimensional requirements. The fencing is to be constructed of natural cedar and left to weather naturally. Bristol further noted that the waterfront utility structure will be screened with plantings and is not expected to create a visual impact.

   Thorp reported that the HPC unanimously recommended approval.

   Bartelt asked about a wavy black line under the generator on the drawing.

   Nick Meissner, the applicant's representative from Meissner Landscape, explained that it is an approximate outline of the bedrock.

   McClean moved, Hoyerman seconded to approve the Accessory Structures Design Review Application for Julia Uihlein at 10235 Water Street as presented, all ayes. Motion carried.

8. **Larson Properties of Door County & Matthew LaLonde – 121-32-0001 through 0013, 3082 Larson Lane & 9890 Water Street – Conditional Use – Multi-Family Development:**
Bristol stated for the record that the parcel numbers are 121-32-0001 through 0013. The addresses listed (3082 Larson Ln and 9890 Water Street) are only those of the two (2) applicants, and the many buildings on the condo parcel (121-32-0000) carry additional addresses.

   Bristol explained that this was a continuation of a concept review held about three months earlier. The applicants, who intend to sell the property, wished to convert the former transient rental cottage business into single-family homes under the new Multi-Family Ordinance. The density at that time exceeded the ordinance maximum. The applicants then obtained a variance from the Board of Appeals that makes the project compliant with density. The variance also covered the six hundred square-foot (600 ft^2) minimum for existing buildings, which two (2) units fall below. The remaining step is the conditional use hearing to approve the change of use from Commercial Transient to Multifamily. Neighborhood notices were sent, and no correspondence was received.

   Hart asked what the purpose of the proceeding was, given the variance, and raised the minimum living space requirements.

   Bristol clarified that the variance only addressed the dimensional requirements, so the Plan Committee must still approve the change of use. Bristol noted that the Board of Appeals had already acted on the minimum space requirements as well.

   Held expressed concern about the density and the potential for crowding if owners bring multiple vehicles.

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K. Nelson noted that the property will remain a condominium.

Bristol said the Board of Appeals discussed this issue and concluded that residential use is potentially less intense than the existing commercial use.

Bartelt asked whether the property was still being marketed as transient rentals.

Sarah Glenn of True North Real Estate stated that, after the variance was granted, the properties were marketed as individual units, and nine (9) of the eleven (11) are under contract with individual buyers.

Bartelet also asked whether most units would become short-term rentals.

Glenn said this is an allowable use with a permit and that she expected a combination of uses.

Bartelt observed that the short-term rental qualifications make that use less intense than commercial transient use.

Hoyerman stated that the proposal is a less intensive use than the commercial use, that no neighbors objected, and that it is consistent with the Committee's stated priority of preserving original structures. He said he would vote in favor.

Bristol confirmed that any future modifications to individual buildings would still come before the Plan Committee. In response to questions about expansion from McClean, Bristol said the unique property limitations make expansion difficult. Setbacks from a navigable stream and four (4) front setbacks apply on all sides. Setbacks are measured from the perimeter of the parent parcel regardless of how the condominium documents allocate individual or common elements. This would also make combining buildings very difficult. In response to a question about adding a second story, Bristol stated that any new work, whether outward or upward, is subject to setbacks, and that grandfathered footprints do not confer a right to build up.

Thorp moved, Bartelt seconded, to approve the Conditional Use Multi-Family Development Application for Larson Properties of Door County & Matthew LaLonde for parcels 121-32-0000 [(condo boundary)/parcel numbers 121-32-0001 through 0013] 3082 Larson Lane & 9890 Water Street, as presented, all ayes. Motion carried.

9. **New business for next meeting / next meeting date:**
   The next meeting date of the Plan Committee is December 15, 2026, at 7:00 PM (November and December meetings will be combined).

10. **Adjournment:**
    Hart moved, Held seconded, to adjourn at 7:30 PM; all ayes. Motion carried.

Recorded by Kim Roberts – Deputy Clerk

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VILLAGE OF EPHRAIM
HISTORIC PRESERVATION COMMITTEE
MEETING MINUTES
TUESDAY, OCTOBER 27, 2026 – 6:30 PM
9996 WATER STREET

ACTION ITEMS:

Russell moved, Schreck seconded, to approve the September 22, 2026 Historic Preservation Committee minutes as presented, all ayes. Motion carried.

Russell moved, Ellis seconded, to approve the Railing & Pergola Design Review Application for John Maher at 9992 Moravia Street, all ayes. Motion carried.

Russell moved, Ellis seconded, to approve the Accessory Structures Design Review Application for Julia Uihlein at 102353 Water Street, all ayes. Motion carried.

Pentler moved, Ellis seconded, to adjourn at 6:45 PM, all ayes. Motion carried.

Present: Marcia Ellis, Kathy Pentler (online), Cody Schreck (online), Amy Russell, and BD Thorp – Chair.

Absent:

Staff: Brent Bristol - Village Administrator and Kim Roberts - Deputy Clerk.

Guests in person: Ken Nelson, Andy Bartelt, Monique McClean, Laird Hart, Rick Hoyerman, Grace Held.

Guests online: John Maher, Margaret Maher, Nick Meissner (Meissner Landscape)

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1. **Call to order:**
   Thorp called the meeting to order at 6:30 PM.
2. **Quorum:**
   A quorum of the Historic Preservation Committee was present.
3. **Changes in agenda:**
   There were no changes to the agenda.
4. **Visitors' Comments:**
   There were no visitors' comments.
5. **Approval of previous minutes:**
   Russell moved, Ellis seconded, to approve the September 22, 2026 Historic Preservation Committee minutes, all ayes. Motion carried**.**
6. **John Maher – 9992 Moravia Street – Railing & Pergola– Design Review:**
   Bristol explained that the project was before the HPC and Plan Commission the previous month for a new garage, along with interior renovations and window replacement. The item was returned because the applicant proposed a second-floor railing system at an existing exterior door to a balcony that currently has no guardrail. The railing requires Plan Commission approval of the setback averaging provisions. Because the item was returned, HPC could also review the railings and a pergola proposed for the northeast (rear) corner of the building.

   Bristol noted that the packet materials were unchanged from the previous month. The railing color and material will match the existing guardrails on the building. The pergola will be natural wood, stained to match the exterior siding.

   In response to a question from Pentler, Margaret Maher stated that the pergola has no purpose other than connecting the roof of the back patio to the adjoining space.

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Pentler said the home is beautiful and historic and that she believed the pergola detracts from it. She described the pergola as modern in appearance, not in keeping with the home's original character, and as having considerable mass. She said it would be visible from the schoolhouse and the Goodlett cabin.

Margaret Maher responded that the pergola would be mainly at the back of the house, with only a small portion visible from the side. It was also stated that the sight line would be the same as the existing roof, but flat rather than angled.

Pentler said she supported the railings, considered them necessary and a natural fit for the home, and asked whether the two elements could be considered separately.

Schreck asked whether Pentler's concern rested on a specific provision of the HPC ordinance.

Pentler replied that her concern was strictly aesthetic and that she had not reviewed the ordinance.

Schreck said he wished to avoid acting on personal preference unless a basis in the HPC ordinance could be cited.

Thorp asked about the size of the lumber to be used.

John Maher noted that the contractor was expected to join the Plan Commission meeting at 7:00 PM.

Russell said she had no problem with the proposal.

Thorp said the primary concern had been color matching, which was addressed by the confirmation that the pergola would be stained to match the building. He added that the pergola appeared less massive than first anticipated.

Russell moved, Ellis seconded, to approve the Railing & Pergola Design Review Application for John Maher at 9992 Moravia Street, all ayes. Motion carried.

7. **Julia Uihlein – 10235 Water Street – Accessory Structures – Design Review:**
Bristol described the item as a continuation of a project on the north end of the village near the road closure. The property was before the HPC and Plan Commission two (2) to three (3) months earlier for its landscaping plan, and the larger landscaping project was previously approved. Remaining details have now been determined and are ready for consideration. The first is a fenced dog run on the south side of the building, for which elevation drawings were provided. The second is a solid cedar fence screening the building's generator. A small utility and power pad near the waterfront for the dock was also discussed. It would be protected and decorated with plantings shown on the site plan.

   Nick Meissner stated that both fences would be cedar, left to weather naturally. The dog run fence will be a three-rail design with a black metal grid, similar to hog wire panel, between each rail, with a 2-inch pattern proposed.

   Committee Members Shreck, Russell, and Thorp had no questions or concerns.

   Russell moved, Ellis seconded to approve the Accessory Structures Design Review Application for Julia Uihlein at 102353 Water Street, all ayes. Motion carried.

8. **New Business for next meeting / next meeting date:**
No new business was noted.

   The next meeting of the Historic Preservation Committee is November 24, 2026.

9. **Adjournment:**
Pentler moved, Ellis seconded, to adjourn at 6:45 PM, all ayes. Motion carried.

Recorded by, Kim Roberts – Deputy Clerk

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VILLAGE OF EPHRAIM PLAN COMMITTEE
WORKING SESSION MEETING MINUTES
TUESDAY, OCTOBER 27, 2026 - 12:00 PM
9996 WATER STREET

Present: Andy Bartelt, Laird Hart, Grace Held, Monique McClean, Rick Hoyerman, BD Thorp, and Ken Nelson – Chair.

Absent: None.

Staff: Brent Bristol - Village Administrator and Kim Roberts – Deputy Clerk.

Guests: Julie & Scott Barnes, Matt Meacham, Sarah Martin, Lane Methner (online), Krzysztof Krol, Sarah Koehler, and Mukhtar Aghazada.

Call to Order: K. Nelson called the working session to order at 12:00 PM.

K. Nelson called the Plan Committee Ordinance Working Session to order at 12:00 PM. He noted that there were many business owners in attendance. He invited each of them to provide a comment regarding the sign ordinance. He explained that all Plan Committee members received the survey that the Ephraim Business Council (EBC) conducted.

Krzysztof Krol introduced himself as the owner of the Prince of Pierogi restaurant in Shorewood Village. He explained that last year a drunk driver took out the Shorewood Village sign, and businesses in Shorewood Village were given an allowance to use sandwich boards for the three (3) to four (4) months that the sign was repaired. What they found over that period was that the individual signage provided for new customers, for customers to know that the business was located in Shorewood Village, as well as signifying that the business was open. Once the sign was repaired, the temporary sandwich board signage had to be removed, which led customers to think the businesses were closed. He further explained that with the increased speed limit within the Village and a multi-business sign with ten (10) other businesses, a driver cannot read all the businesses on the sign in the time that they are approaching the development. He stressed that they are open to finding a better solution. He suggested that all the businesses operating in Shorewood Village could have a sign separated from the large multi-business sign, such as a sandwich board or a small sign, that would be placed during operating hours and removed at night.

Scott Barnes of Door County Rock and Gem and Ephraim Motel stressed the need to differentiate the sign ordinance by zoning districts. He explained that in the Commercial North District, setbacks are different than those of the Historic District; the speed is higher in the Commercial North District; therefore, the scale of signage needs to be different than signage in the Historic District. He noted that four (4) years ago they built the new Door County Rock and Gem building. They've had an open feather flag since day one. He explained that they have documented how the feather flag impacts business. On days when staff have forgotten to put it out, there is a drop in business. Signage is an important part of building a business, he said. He further noted that signage should be regulated, but it has to account for the differences between the Historic District and the Commercial North District. With full-time, year-round employees, he stressed that he would do whatever is necessary to keep his business going; flags are essential to that.

Scott Barnes suggested that all flags (flag, umbrellas with a logo, and feathered flags) need to be better defined and limited to the wording "open". There should be a height limit on feather flags of eight feet (8'). He asked that American Flags not be limited. Barnes brought up that there is an "open" feathered flag at the intersection of Shannon Lane and Water Street that is oversized and is a traffic hazard. There is a reasonable argument for size limitations to prevent traffic safety issues. He further suggested that businesses should remove flags at the end of the business day and only fly them during business hours.

K. Nelson noted that no flags or signage should be located in the road right-of-way (ROW).

Scott Barnes explained it will be challenging due to the fact that the bases of some feathered flags are placed out of the ROW, but the flag flies into the ROW. Barnes added that product advertising should not be allowed. He stressed that he was glad to work with the Committee to make sure their investments and interests are not screwed with. He takes the subject seriously and would like to work together to get the ordinance right.

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Mukhtar Aghazada, from Anatolia Cuisine in Shorewood Village, thanked the Committee for its work on the sign ordinance. He explained that his permanent sign was damaged the previous year, and that a sandwich board placed near the road helped sales and customer awareness. After he was told by Bristol that the sandwich board was not permitted, he reported that sales dropped and customers called to ask whether the restaurant was closed. He said his restaurant sits at the back of the lot, and that umbrellas and the layout make it hard for passersby to see. He plans to stay open through the winter, when many Ephraim restaurants are closed. He asked for a small sandwich board during business hours, year-round, showing the type of food (Mediterranean), hours, and days of operation.

Julie Barnes, Ephraim Motel / Door County Rock and Gem**,** asked whether the ordinance addresses movable signage on vehicles. She noted that vehicles bearing signs are sometimes parked in one location permanently. She described an older 1950s truck on her property that currently carries "Ephraim Motel" lettering. She would like to repaint it with the rock shop's logo and incorporate it into the mining area. She said she did not see the topic in the current ordinance and suggested it be addressed in the new one.

Matt Meacham, Somerset Inn & Suites**,** stated that the Village does not have a signage problem but an enforcement problem. He urged that existing ordinances be enforced before any changes to the ordinance are made. He noted that a prior ordinance already allows a sandwich board for ninety (90) days with a permit. If changes are still needed after enforcement, he recommended two (2) separate sets of provisions, one for the Historic District and one for the North Commercial District, which he described as distinct areas. He said he could support one (1) feather flag for each business maximum on the north end to draw attention, but not more. He also noted that the lawn art pictured in the meeting materials is allowable, and questioned why it was included. He encouraged the Committee to take no action until current ordinances are enforced.

Sarah Martin, Wilson's / Red Barn Biscuit Company, President of the Ephraim Business Council, agreed that the Commercial North District and the Historic District should be treated differently, and agreed that there is an enforcement problem. She disagreed with waiting, saying the off-season is a good time to clarify the rules so businesses can prepare for reopening in spring. She favored greater uniformity and consistency on the north end. She recalled that during the last sign ordinance review, a seasonal "open" flag had been proposed. It would be a single common design purchased through the Village or the Ephraim Business Council. That design would tell customers a business is open and keep a uniform look consistent with Ephraim's character. The approach should convey that Ephraim extends from one end of the village to the other.

K. Nelson emphasized that no signs, including temporary signs, are permitted in the road right-of-way. Right-of-way width varies from very narrow downtown to about sixty-six feet (66’) on the north end, and the Chair advised anyone unsure of the boundary to contact Bristol. He reviewed the general purpose of the sign provisions, which is to protect public health, safety, welfare, convenience, and aesthetics. He said the Historic District downtown differs from the Commercial North District, but that the Village should remain recognizably Ephraim throughout. Specifically, he did not want "tens and tens" of feathered flags creating a "carnival look." He then noted that the exempt signs section applies the right-of-way restriction throughout, and walked through the exempt sign categories, including vacancy/no vacancy, open/closed, and sale signs.

K. Nelson noted that "open" signs are defined as fifteen square feet (15 sq ft), which has caused problems. He said that traditionally a 3-by-5-foot flag was used, often an American flag, so that the flag being out meant the business was open. The current fifteen square feet (15 sq ft) standard does not preclude a sign fifteen feet (15’) feet tall and one foot (1’) wide, which he identified as a flaw that allowed feather flags.

A discussion was held regarding the sign ordinance. Held suggested that businesses should only be allowed one (1) feather flag with a maximum height of eight feet (8’). She felt that they should be uniform so that they would be a little less distracting than all the different multicolor flags. She noted that she was not in favor of sandwich board signs because they would make the Village look cluttered. For Shorewood Village, she suggested the association redesign or reconfigure their current sign. McClean empathized with the businesses in Shorewood Village with their location in the Historic District and most of the businesses tucked back away. She felt that there should be differences between the Commercial District and the Historic District, and the ordinance should address the difference but maintain uniformity. She explained that she has a “wine” flag for her business in the Historic

District due to the need to quickly educate customers passing by tastefully. McClean further addressed that she wasn't sure how to solve the enforcement problem. She noted that a feathered flag is OK when out only when open, but she noted that the impact is lost when there are too many. She desired the ordinance to allow for visibility, understanding of what the business is, and to look like Ephraim. Thorp agreed with Sarah Wilson that now is the time to look at the ordinance as well as enforcement. He supported uniformity as well as differences for the Historic District and Commercial North Zoning district. Hart stressed that the sign ordinance has a lot of provisions and right now, there are an awful lot of violations. He understood the need to treat the Historic District differently than the Commercial North; however, doing so may cause issues with differential treatment. He further noted that the feathered sign was likely not around when the ordinance was written. He asked what the difference was between a feather flag and a flag. Is a feather flag a flag, or a sign? He stressed the need for enforcement. Hoyerman discussed the confusion about size, which he highlighted as an area where the ordinance could be clearer. Hoyerman was hesitant to change the ordinance before committing to enforcement. He suggested that the Committee focus on a simple ordinance change to address feather flags and focus on enforcement and see how the Village looks. He further noted that he believed the business community must have helped write the current ordinance, but expressed disappointment that only fourteen (14) responses were received for the survey. The ordinance has big stakes for businesses, and Hoyerman expressed the desire to hear from more people. Bartelt pointed out that question three (3) of the survey asked if the current sign ordinance for permanent signage was adequate for your business. He noted that eleven (11) respondents replied yes and only three (3) replied no. The responses indicate that there is not a problem; rather, it is an enforcement issue. Bartelt inquired why enforcement was difficult.

Bristol explained that most of the issues relate to temporary signage. Permanent signage is in good standing with no issues. He discussed that in preparation for this meeting, a letter went out to all businesses acknowledging the sign violations within the Village, letting businesses know that the working session on the sign ordinance would be occurring with business participation encouraged. The next step, he stressed, would be enforcement letters to individual properties.

Bartelt added that if the violations were cleaned up, a lot of the issues would be resolved, except for specific business community needs. He added that there needed to be reasonable control and uniformity.

Julie Barnes added that Door County Rock & Gem has a Fish Creek location. All the open signs are the same throughout Fish Creek. The business council provides one (1) free of charge annually.

McClean offered that the deadline for the survey was extended multiple times, with reminders sent as well.

Sarah Martin noted that the response rate for the survey was typical.

K. Nelson provided some observations. He noted that it was interesting that all businesses in the Village were made aware of the meeting, but the biggest abusers didn't bother to show up. He added that he would like the Committee to discuss multi-business properties such as Shorewood Village to assist with visibility. He further noted that lighting in North Ephraim has become more common, and he would like to maintain the Dark Sky. He added that he would like to review patio lights, building lights, etc. Further, he stressed the need for uniformity and enforcement.

Matt Meacham discussed that the Protected Waterfront Ordinance was intended to avoid uniformity; however, we are now talking about uniformity throughout the Village with signage. He added that the size of the sign is important. There is no ordinance, he said, against twinkle lights.

K. Nelson clarified the need for enforcement. He asked the Committee if there was interest in tweaking the ordinance for feathered flags.

Matt Meacham noted that feathered flags seem to be the problem. He added that he would be in favor of businesses having one (1) feathered flag in Commercial North; however, he would not want to see them in the Historic District.

Scott Barnes discussed enforcement being a defining issue. He added that before purchasing property in Ephraim, he clearly understood his obligations. There was no "I didn't know" as a new business owner. He further

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explained that he did not feel the current ordinance was sufficient. He would like to see signage allowed on his building.

K. Nelson discussed that business registration would be helpful, as the new businesses are the biggest abusers of the sign ordinance. That way, the Village could work together with the businesses and introduce them to the ordinance.

Bristol explained that the line in the sand has been drawn. Letters were sent out to notify businesses of the discussion regarding signs and that enforcement action would likely come out of the meeting.

A brief discussion was held regarding Shorewood Village. Krzysztof Krol again stated the need for businesses to be able to be found and communicate that they are open. Two (2) businesses are open past 5 PM, when the others are not. K. Nelson suggested that the association work together. Krzysztof Krol replied that they disagree.

There was consensus among Plan Committee members to discuss feather flags (size and number) and multi-business signage.

Bristol encouraged the Committee to discuss flags and feather flags with messages and whether they were temporary signage.

Hart remarked that the ordinance has an interesting organization. The bottom line is that any sign requires a permit with exemptions. He suggested changing the list of "signs exempted" categories.

K. Nelson added that "open flags" in §17.15(18)(c) needed to be tightened up.

K. Nelson reviewed that small changes were required in §17.20 Protected Waterfront Ordinance. Section 5 needed to be renamed from "Special Exception Review" to "Special Exceptions for Public Projects". He noted that the Village Board felt there could be confusion without the clarification that the exception is only for public projects. Further, the Village Board would like "buildings, structures" removed from the section as well. The idea is to wait until there is another change to Chapter 17 and make a package to send back to the Village Board for approval.

Bristol provided background regarding section 5 of the Protected Waterfront Ordinance, noting that the section had been intended to be used for projects such as the beach and marina building.

Hoyerman moved, McClean seconded to adjourn at 1:42 PM, all ayes. Motion carried.

Recorded by Kim Roberts – Deputy Clerk

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VILLAGE OF EPHRAIM
GREEN TIER AD-HOC COMMITTEE WORKING SESSION MINUTES
THURSDAY, NOVEMBER 5, 2026 - 9:00 AM - 9996 WATER STREET

Present: Lane Methner (online), Bruce Nelson, Cindy Nelson, Sophie Nelson, Zoe Sanders, and Carly Mulliken - Chair.
Absent: Jeff Lutsey.
Staff: Brent Bristol – Village Administrator and Kim Roberts – Deputy Clerk.

Guests: Door County Daily News (online).

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1. **Update on the request for proposal for solar panels at the WWTP:**
   B. Nelson provided an update on the Request for Proposal (RFP) for solar panels at the Wastewater Treatment Plant. He summarized the progress: The group had met several times, prepared a draft RFP, compiled a list of potential bidders, and agreed on the RFP format. The RFP document had been sent to the Village's legal counsel, and the Committee was awaiting legal's response and any required changes. B. Nelson stated his goal of releasing the RFP for bid in December. He said a bidding period of about three (3) weeks was recommended and that it might extend to four (4) weeks because of the holidays. He said it was his understanding that the Committee did not need to return to the Village Board before issuing the RFP. Once legal's comments were received, the required revisions would be made and they could proceed with issueing the RFP.

2. **Discussion regarding an EV Charger:**
   Mulliken reminded the Committee that an EV fast charger was a 2026 goal. The topic had been raised at the most recent quarterly meeting of representatives from the Village, EBC, and EHF. Mulliken reported on research and a conversation with Jeff Lutsey, who believed a fast charger would be a strong candidate for a Community Investment Fund (CIF) grant. Further research found that a municipality cannot own a fast charger. The Village's options were therefore limited to supporting a privately owned charger. She noted that fast chargers are commonly located at convenience stores, car dealerships, and grocery stores, none of which are present in the Village. She also said Lutsey identified needs such as restroom access, nearby amenities. The estimated cost was approximately $200,000.

   Members discussed various private locations in Northern Door for their walkable settings and the likelihood that visitors would shop or eat while charging. The Village could not undertake the project itself but could suggest it, encourage a CIF application, and provide a letter of support. Members were uncertain whether private businesses could apply for CIF funds. Mulliken read that eligible applicants include all units of government, 501(c)(3) public charities, and 501(c)(6) organizations, and concluded that CIF funding was unlikely to be the vehicle for funding for a private business**.** Mulliken relayed Lutsey's view that private donors or other sources might help fund the project. She also reported a preliminary break-even analysis, prepared with AI assistance, which found that the Village's seasonal traffic makes the project difficult to justify financially without outside funding.

   B. Nelson noted the project was large enough that the countywide Green Tier organization was the appropriate place to lead the effort. He noted that the Village lacked an ideal location and a funding source, and suggested the member communities determine where the best chance of success lay. C. Nelson agreed that a collaborative approach made sense and said she would attend the county Green Tier meeting the following day to raise the matter and report back. Members agreed that a fast charger, rather than a slow charger, was the right type of equipment because of its shorter charging time (roughly 20 to 30 minutes) to best impact tourism infrastructure, and that the open question was where to locate it.

3. **Review of Goals for 2026 and Looking ahead to 2027:**
   Mulliken led the committee through the continuing 2026 goals:

   - Wetlands signage. Signage was complete. Members noted that routine upkeep of the wetlands site, including restocking supplies, would continue annually.
   - Water Filling Stations. All stations were reported installed. B. Nelson reported that the marina station had saved just under 1,000 plastic bottles.

- Solar for The Wastewater Treatment Plant and Public EV Charging Station: Both were covered under the preceding agenda items.
- Website: Members were invited to suggest updates or additional information for the website.
- Community Clean-up Expansion: The battery drop-off was added and was inexpensive. *(Key figures reported included seventy-two (72) trees given away, eight (8) bags of garbage collected, ten (10) pounds of batteries recycled, and approximately fifteen (15) participants.*)
- Business Council Materials: EBC materials were to be updated with North End Path information.
- Morvia Point: Mulliken reported that a native prairie project was underway. Trees had been cut, and the stumps were left in place for erosion control. Site preparation treatment had occurred, and no burn had yet taken place. The plan was a prairie mix to be maintained with an annual controlled burn, which would take patience to establish.
- Goose Roundup: The roundup took place. There is the possibility of a repeat round up in 2027.
- Harborside Park: Mulliken noted that if any changes to the Village Hall were considered to accommodate meetings, they might affect existing restrooms and make Harborside Park a logical location for replacements, but no official discussions had occurred.
- Trees: Additional trees at the marina were under discussion. A new elm was planted at Harborside Park around July 4 as a "Liberty Tree". For the North End Path, the original planting proposal proved overwhelming once walked, and the plan was reduced to roughly four (4) to six (6) trees along the path, with a few relocated as well.
- Playground at the Administration Office: Nothing specific had been discussed within the Administration Office project, though members agreed the playground needs improvement.
- Trails Group: Mulliken reported that the Trail Group presented at the last Village Board meeting and was expected to return on the next agenda. They asked each municipality for two (2) representatives, one (1) decision maker and one (1) interested person, to meet, share information, and advance connected trails. Ephraim had no official representative because the prior representative was no longer serving. Bristol described recent progress with the group, noting that planners were becoming better informed about road-corridor requirements, such as Department of Transportation limits on paths adjacent to shoulders.

  S. Nelson stated she was potentially interested in serving as the second representative, subject to meeting times.
- County Green Tier Compost Initiatives: These were on the agenda for the following day's meeting.
- Community Garden: The Committee confirmed it had previously withdrawn this goal for lack of interest.

Members were asked to begin considering goals for 2027 and to plan for the January meeting to be a brainstorming session, with the results to be compiled into the Green Tier Scoresheet.

4. **Next meeting**:
   The Committee scheduled its next meeting for December 3, 2026, at 9:00 AM

   The meeting adjourned at 9:38 AM.

   Recorded by Kim Roberts – Deputy Clerk