



Southern Ozaukee Fire & EMS Board
AGENDA

DATE: Wednesday, September 13, 2023

LOCATION: 250 Elm Street, Thiensville, WI

TIME: 5:30 PM

I. CALL TO ORDER

II. ROLL CALL

MEQUON MAYOR ANDREW NERBUN
MEQUON ADMINISTRATOR WILL JONES
MEQUON ALDERMAN DALE MAYR
MEQUON ALDERWOMAN KATHLEEN SCHNEIDER
MEQUON CITIZEN MEMBER LYNN STREETER

THIENSVILLE PRESIDENT VAN MOBLEY
THIENSVILLE ADMINISTRATOR COLLEEN LANDISCH-HANSEN
THIENSVILLE TRUSTEE KRISTINA ECKERT (EXCUSED)
THIENSVILLE CITIZEN MEMBER DOUGLAS CHIMENTI
THIENSVILLE ALTERNATE TRUSTEE DAVID LANGE

III. APPROVAL OF MINUTES

A. July 12, 2023 (att)

IV. INTRODUCTION OF NEW SOFD BOARD MEMBERS

V. PERSONAL APPEARANCES AND PUBLIC COMMENT

A. Citizens wishing to address the SOFD Board on any matter not on the agenda may do so at this time. If you desire to be heard on agenda items, you may be heard when that item is considered on the agenda. The time limitation is FIVE minutes.

VI. OPERATIONAL UPDATES

A. Response Times and Statistics (att)

B. Fleet Consolidation (att)

C. Staffing Update (att)

VII. FINANCE AND PERSONNEL

A. Ozaukee County ARPA Funding (att)

VIII. REVIEW AND APPROVE

A. Ambulance Billing Update (att)

B. 2024 Budget (att)

IX. DISCUSSION ITEMS

A. Mission, Vision and Values (att)

B. November Meeting - Review Work Plan for 2023, Vision 2024

X. INFORMATIONAL ITEMS

A. Government Finance Review - Collaboration Between Finance Officers and Fire Chiefs (att)

XI. ANY OTHER MISCELLANEOUS BUSINESS BY MEMBERS AS MAY BE BROUGHT BEFORE THE BOARD

XII. ADJOURNMENT

Colleen Landisch-Hansen, Interim Village Clerk

September 8, 2023

Please advise the Thiensville Municipal Hall, 250 Elm Street (262-242-3720) at least 24 hours prior to the start of this meeting if you have disabilities and desire special accommodations.



Southern Ozaukee Fire & EMS Board
MINUTES

DATE: Wednesday, July 12, 2023
LOCATION: 250 Elm Street, Thiensville,
WI
TIME: 5:30 PM

I. CALL TO ORDER

President Mobley called the meeting to order at 5:32 PM. Mayor Nerbun arrived at 5:35 PM.

II. ROLL CALL

MEQUON MAYOR ANDREW NERBUN
MEQUON ADMINISTRATOR WILL JONES
MEQUON ALDERMAN DALE MAYR (ABSENT)
MEQUON ALDERWOMAN KATHLEEN SCHNEIDER

THIENSVILLE PRESIDENT VAN MOBLEY
THIENSVILLE ADMINISTRATOR COLLEEN LANDISCH-HANSEN
THIENSVILLE TRUSTEE KRISTINA ECKERT

Alternate Mequon member Lynn Streeter attended in place of Alderman Dale Mayr.

III. PERSONAL APPEARANCES AND PUBLIC COMMENT

A. Citizens wishing to address the SOFD Board on any matter not on the agenda may do so at this time. If you desire to be heard on agenda items, you may be heard when that item is considered on the agenda. The time limitation is five minutes.

There were no residents present for public comment.

IV. APPROVAL OF MINUTES

A. May 10, 2023 (att)

MOTION by Alderwoman Schneider, **SECONDED** by Trustee Eckert to approve the May 10, 2023 Minutes. **MOTION CARRIED UNANIMOUSLY.**

V. OPERATIONAL UPDATES

A. Response Times and Statistics, Q2 and Comparison to 2022

Deputy Chief Zellmann reported on response times for the first and second quarters of 2023 compared to 2022. Mayor Nerbun requested a report on the relationship between response times and dispatch responsibilities being transferred to Ozaukee County. Deputy Chief Zellmann will report on the data at the next meeting.

B. Fleet Consolidation (att)

Chief Bialk provided a fleet consolidation update.

VI. FINANCE AND PERSONNEL

A. Q2 Budget Review (att)

Chief Bialk noted expenditures are lower than budgeted for the first two quarters.

B. Ozaukee County ARPA Funding

County Supervisor Rob Holyoke was present and noted that ARPA funding will be discussed at the upcoming Public Safety Committee and Ozaukee County Board meetings. The County Board has committed funds from the EMS ARPA funds for dispatch expansion. Supervisor Holyoke encouraged applying for capital projects. Other municipalities in the northern portion of the county have applied for and received funding for capital projects.

Mayor Nerbun noted he has had conversations with County Administrator Jason Dzwinel related to getting ARPA funding released. City Administrator Jones, Village Administrator Landisch-Hansen, President Mobley and SOFD staff have had separate meetings with the County Administrator and finance personnel. City Administrator Jones said they obtained clarification on what steps must be taken to start receiving reimbursement for 2022 and 2023. The County will have a request for payments prior to the upcoming meetings.

C. Ambulance Billing Update (att)

Chief Bialk shared EMS Management & Consultants began billing on June 1, 2023. Medicare bills were transmitted on June 29, 2023. It will take 60 to 90 days for Medicare payments to begin arriving.

D. Staffing Update (att)

Chief Bialk provided a staffing update. The third unfilled position will be on hold for now. Chief Bialk suggested the department consider sending existing staff to paramedic school rather than trying to recruit paramedics.

VII. REVIEW AND APPROVE

A. Compensation Plan (Hold Over from May) (att)

MOTION by President Mobley, **SECONDED** by Alderwoman Schneider to approve Compensation Plan.

Ayes: Mayor Nerbun, Alderwoman Schneider, Alternate Lynn Streeter, President Mobley and Trustee Eckert

Naes: None

MOTION CARRIED.

B. MABAS Agreement (att)

Chief Bialk described the resolution for the Southern Ozaukee Fire & EMS Department to participate in the MABAS agreement. Mequon and Thiensville were members of MABAS as separate departments.

MOTION by President Mobley, **SECONDED** by Alderwoman Schneider to approve MABAS Agreement. **MOTION CARRIED UNANIMOUSLY.**

C. Proposed Amendments to SOFD Intergovernmental Agreement (att)

MOTION by Alderwoman Schneider, **SECONDED** by Trustee Eckert to approve the First Amendment to the Southern Ozaukee Fire & Emergency Medical Services Agreement. **MOTION CARRIED UNANIMOUSLY.**

VIII. DISCUSSION ITEMS

A. Mission, Vision and Values (att)

Chief Bialk noted this is a continuation of the discussion from the last meeting to include additional input from stakeholders. Lynn Streeter noted stakeholders were identified who represent a significant number of clients served or a significant partner. Next steps are to meet with the department to develop the mission, vision and values, then come back to the Board at the next meeting.

Mayor Nerbun suggested Board members provide feedback within the next several weeks. Administrator Landisch-Hansen suggested the findings should be shared with the SOFD

membership, who should be proud of the opinions that community members have of the department.

IX. INFORMATIONAL ITEM

A. City of Mequon Public Safety Space Needs Analysis Request for Proposal

Administrator Jones noted a goal is to develop a long-term facilities plan for the joint department. The City of Mequon also is looking at the current state and future of its facilities, including the East Side Fire Station, the Public Safety Building, as well as the City Hall and Pool Civic Campus. The City has put together a Request for Proposal that should be available in August in order to gather preliminary data relative to future space needs. Southern Ozaukee Fire & EMS is included as part of the RFP. It will be provided to Board members when it is available. President Mobley noted there are currently three fire department spaces that should all be considered in the space assessment: the station on Mequon's east side, the Thiensville fire station and the Public Safety facility on Buntrock Avenue.

X. CLOSED SESSION

A. The Commission may convene into closed session pursuant to Wis. Stat. 19.85(1)(e) for the purpose of conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and/or Wis. Stat. 19.85(1)(g) for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved, regarding the petition for an election made by the International Association of Firefighters and potential hearing. (att)

MOTION by Trustee Eckert, **SECONDED** by Alderwoman Schneider to Convene in Closed Session at 7:28 PM.

Ayes: Mayor Nerbun, Alternate Streeter, Alderwoman Schneider, President Mobley and Trustee Eckert

Naes: None

MOTION CARRIED UNANIMOUSLY

MOTION by Alderwoman Schneider, **SECONDED** by Alternate Streeter to Reconvene in Open Session at 7:48 PM. **MOTION CARRIED UNANIMOUSLY.**

XI. ADJOURNMENT

MOTION by Alderwoman Schneider, **SECONDED** by Alternate Streeter to adjourn the Meeting at 7:48 PM. **MOTION CARRIED UNANIMOUSLY.**

Submitted by,

Gary Achterberg

Village of Thiensville
Administrative Assistant

Signed by,

Colleen Landisch-Hansen
Village of Thiensville
Administrator/Interim Clerk

Call Processing Analysis – SOFD Board

Background

At the July 2023 SOFD Board Meeting, a request was made to provide data regarding call processing times. The comparison was to examine the call processing times in 2022 and 2023 to determine the performance of the previous Mequon and Thiensville dispatch centers to the current Ozaukee County Dispatch Center.

Analysis

The data set required to perform this analysis is provided by the Ozaukee County Dispatch Center as they are the owners and operators of the ProPhoenix CAD software. The SOFD does not have access to the ProPhoenix software at this time. A request for a data pool required to perform the analysis was requested from the Ozaukee County Dispatch center, unfortunately they are unable to provide the data in the time frame requested due to an individual being out of the department on light duty and not being able to access the ProPhoenix system remotely.

As a result of this, the requested analysis was performed on a previously provided data set. Unfortunately, this previously provided data set did not include call information that allowed for an analysis of which dispatch center processed the calls in 2022 and the data set appears to be lacking some Mequon data from 2022.

The results provided by this analysis appear to be of limited value at this time due to the data pool. There are also technical issues with the data in how the “page” time is stamped in the system by the dispatchers. There is no uniform process that is followed by dispatchers and the recording of this time is extremely variable. Unfortunately, until there is more automation integrated into the dispatching process and CAD software it may be very difficult to capture an accurate call processing time.

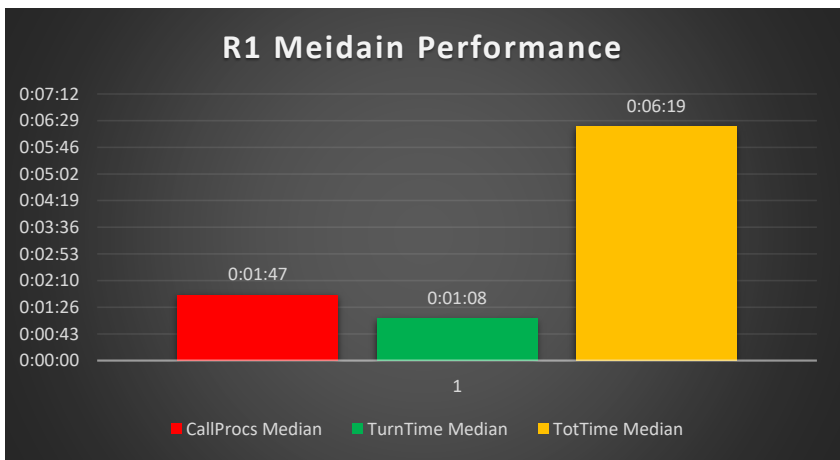
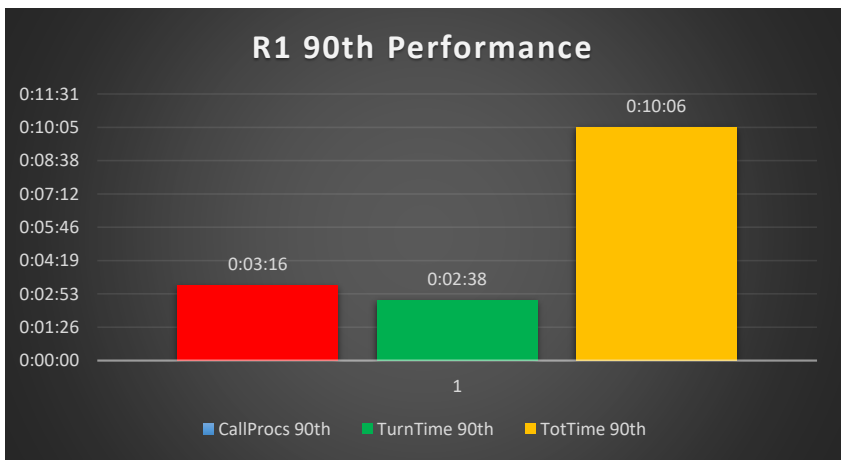
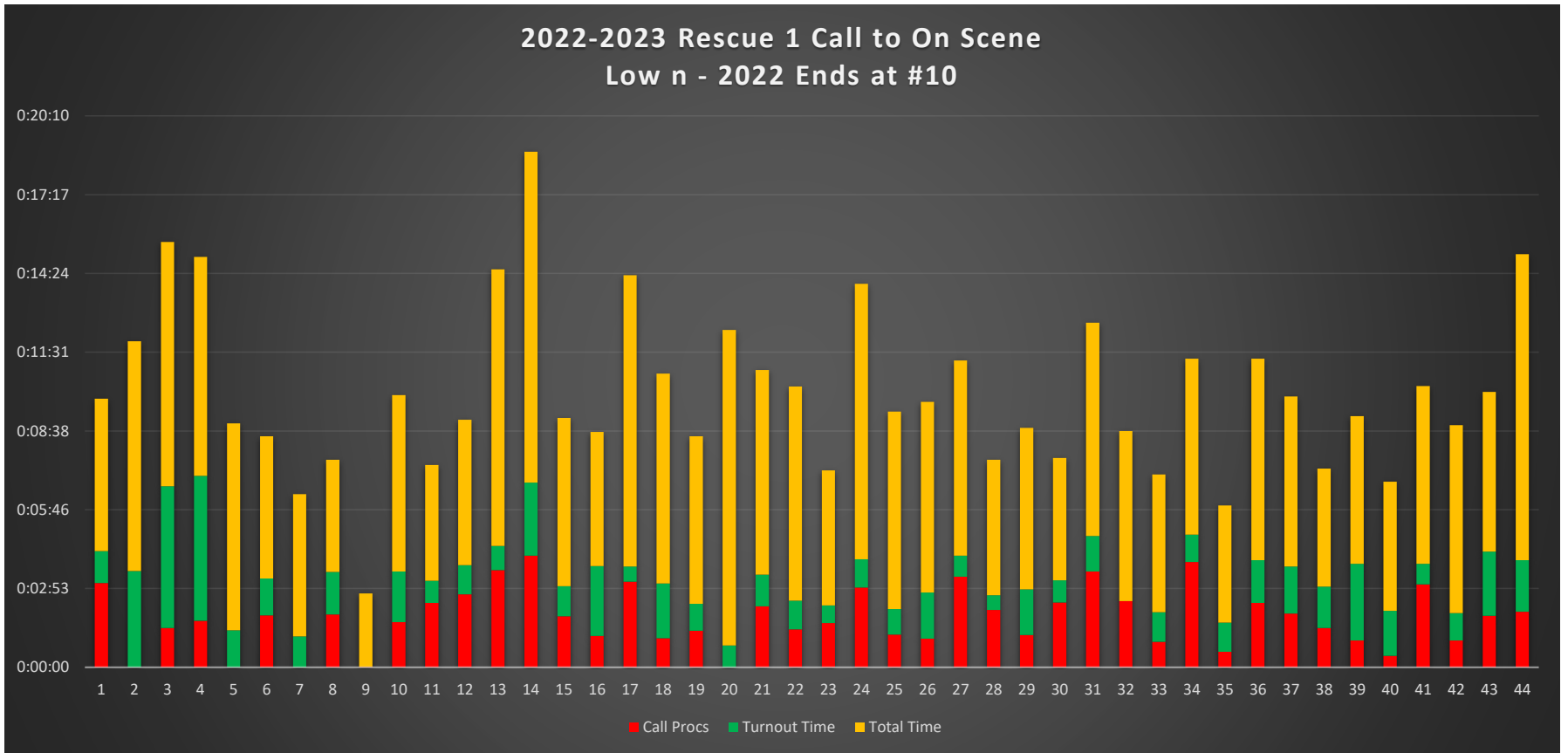
In general, what can be observed from the data is that as call acuity decreases, dispatch call processing time increases. This finding is consistent with the Emergency Medical Dispatch (EMD) software system. The EMD software quickly identifies life threatening situations which results in lower call processing time. The less life threatening a call is the more questions the system requires the dispatcher to ask, thereby increasing the call processing time.

Fiscal Impact

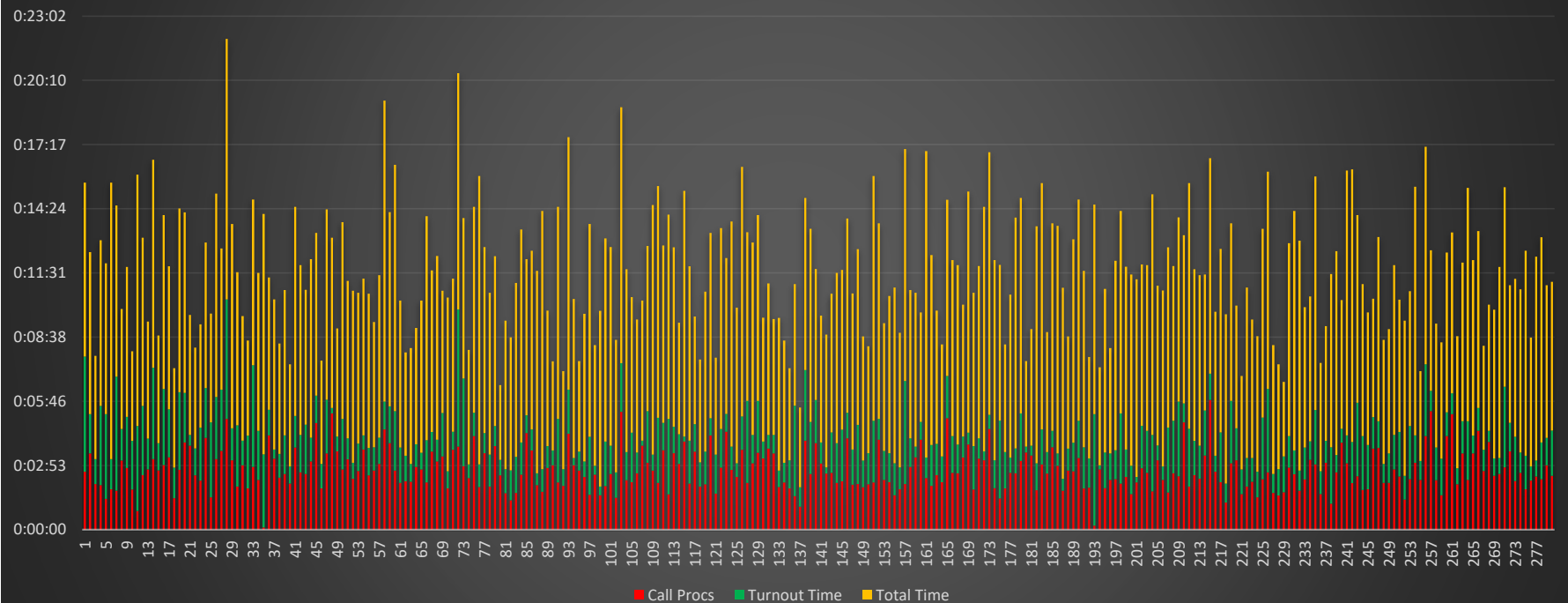
None

Recommendation

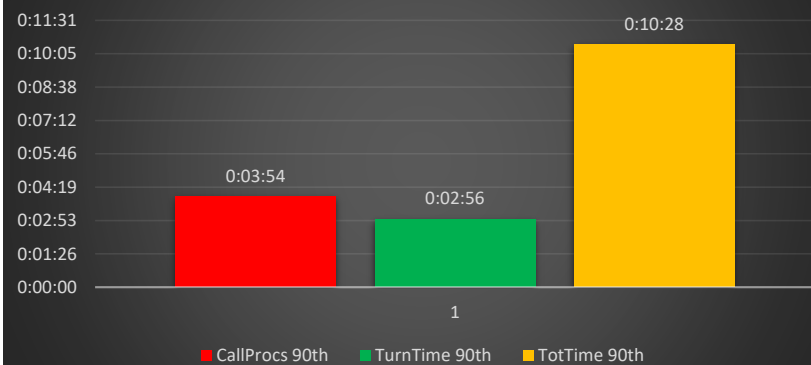
At the SOFD Board’s Direction, DC Zellmann can work with Ozaukee County Dispatch center management to determine if there are dispatch process that can implemented to better capture data points that will allow for a more uniform means of capturing call processing times within the CAD data set.



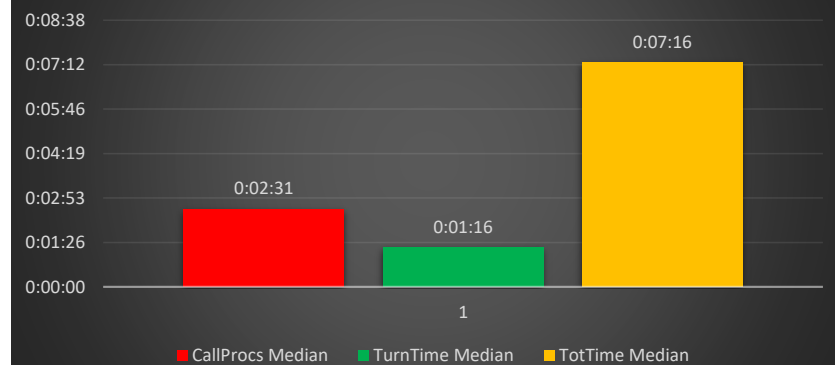
2022-2023 Rescue 2 Call to On Scene 2022 Ends at 106



R2 90th Performance

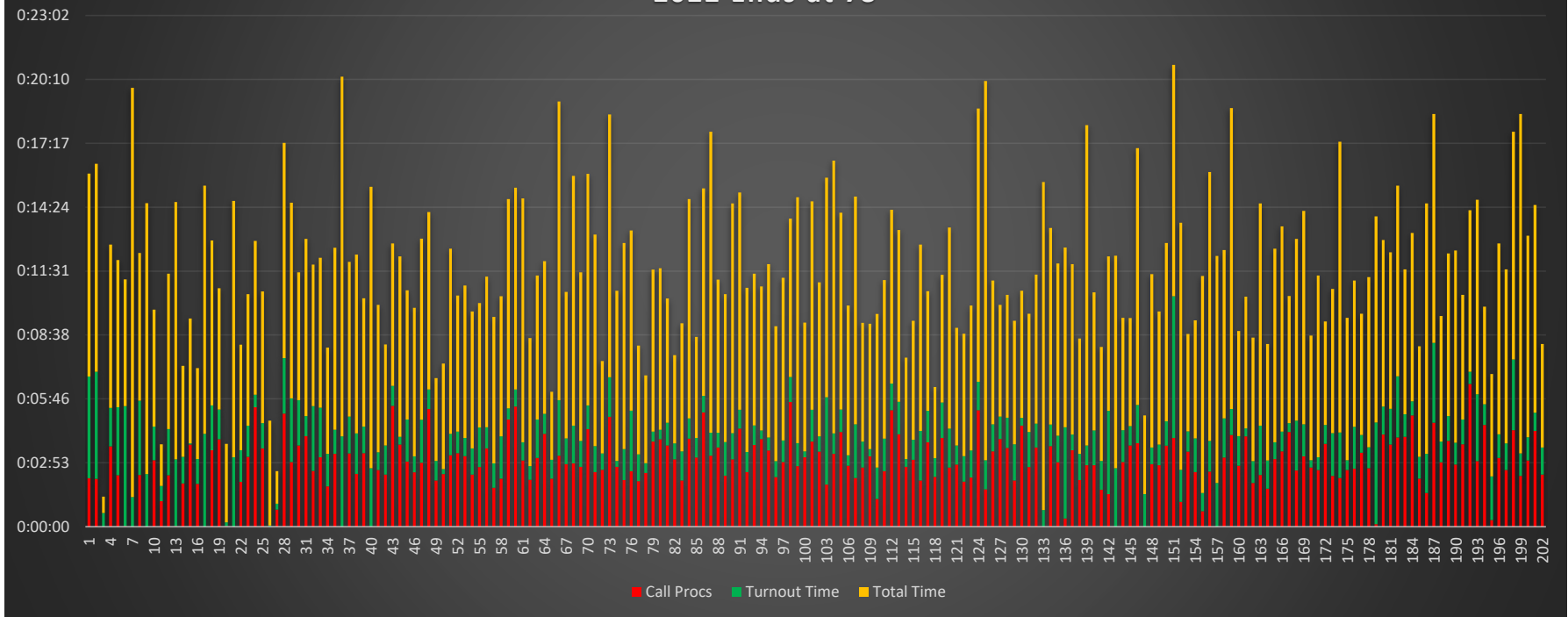


R2 - Median Performance

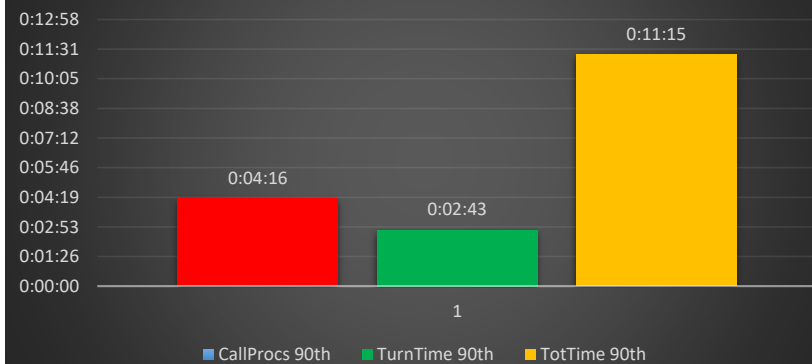


2022-2023 Rescue 3 Call to On Scene

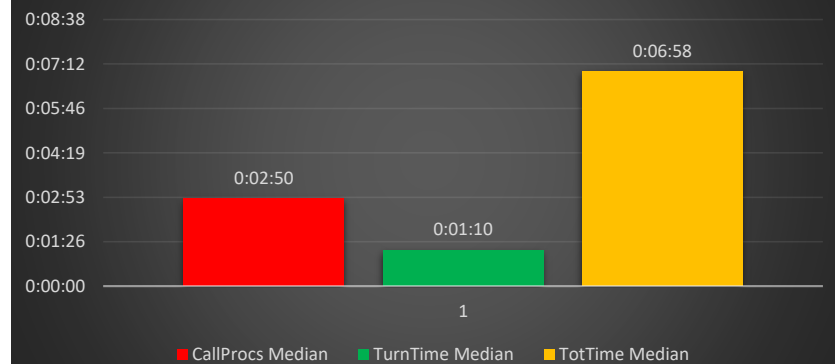
2022-2023 Rescue 3 Call to On Scene 2022 Ends at 73



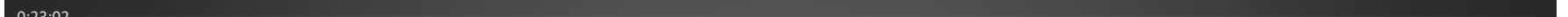
R3 90th Performance

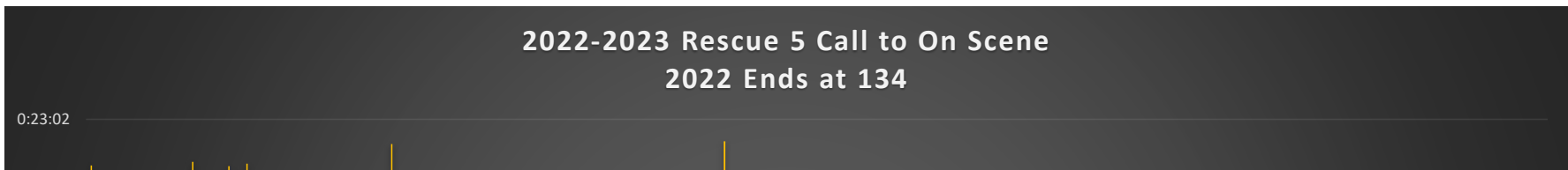
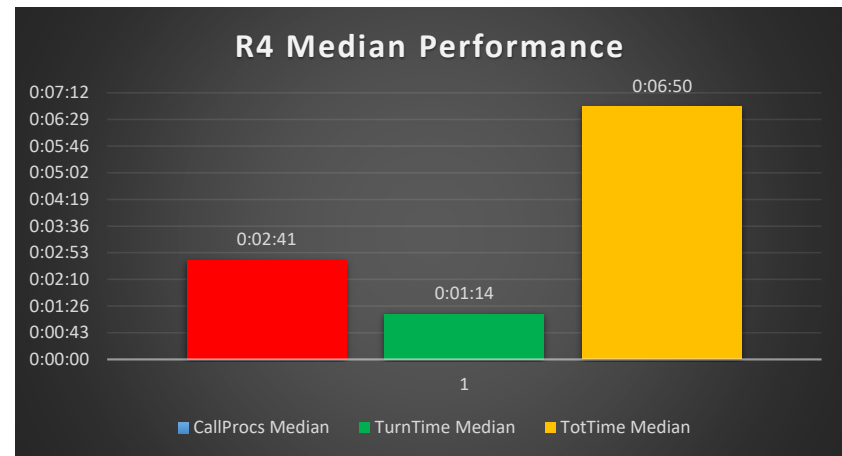
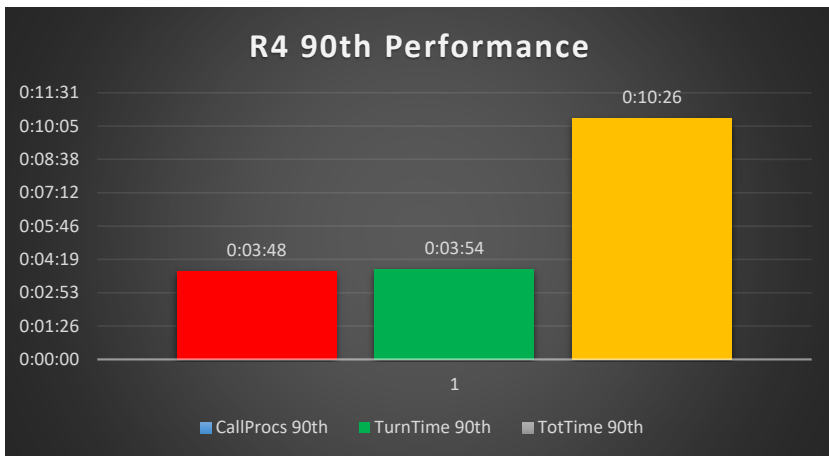
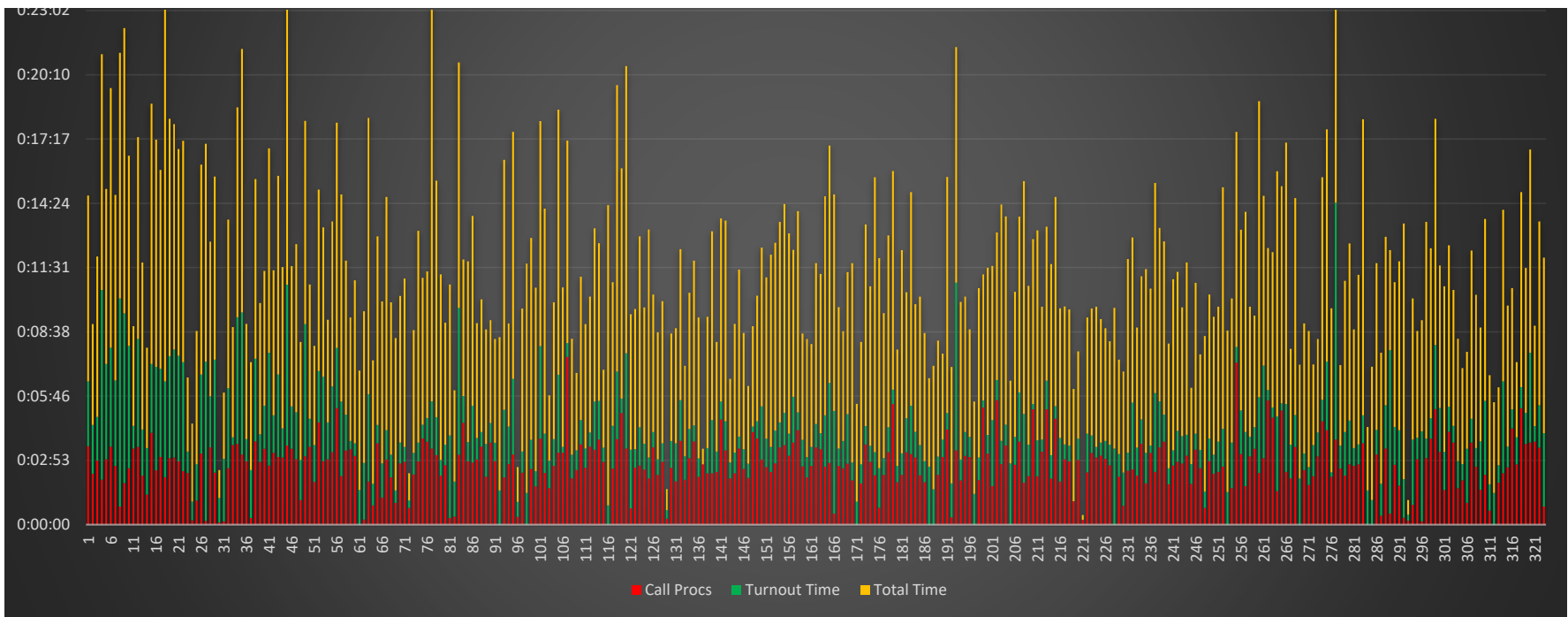


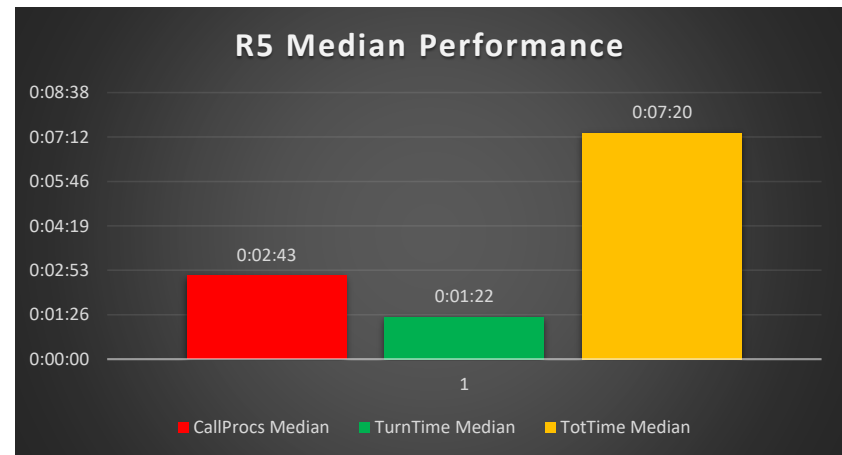
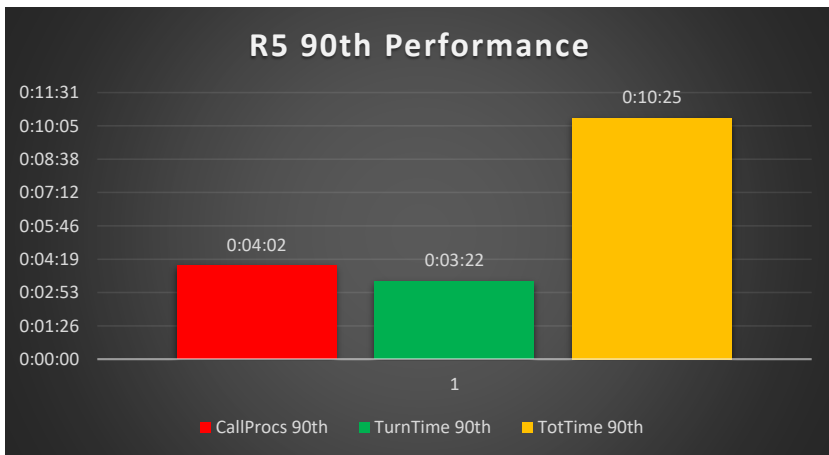
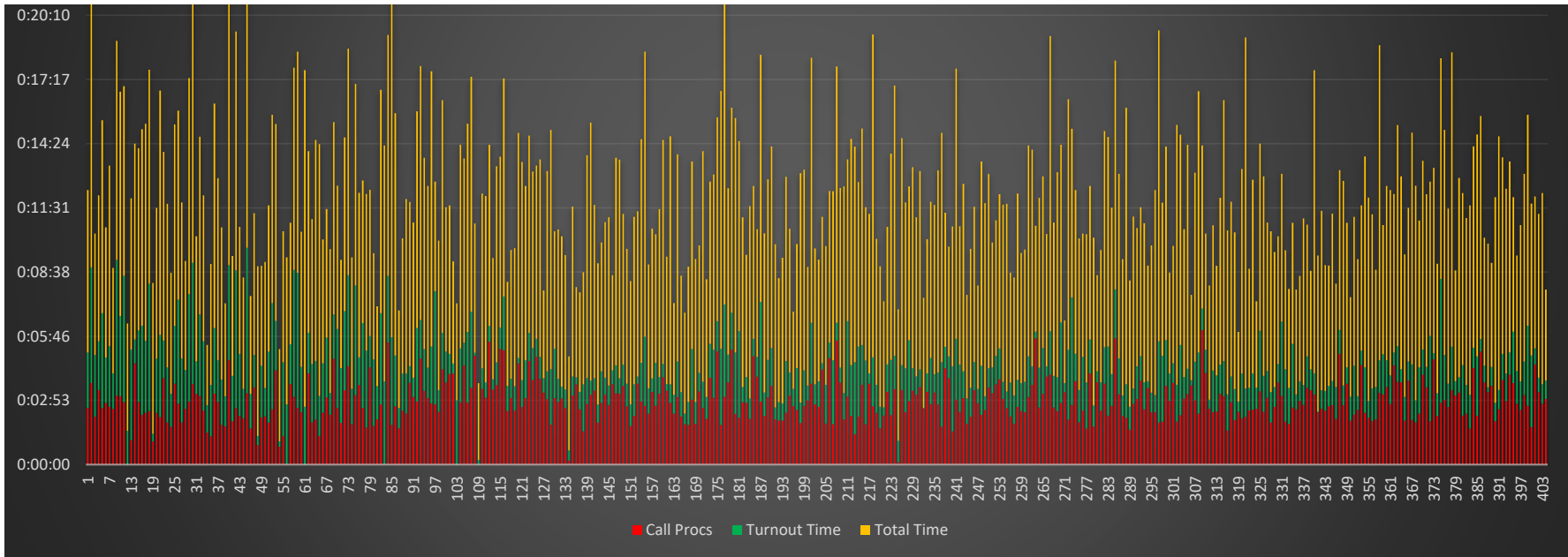
R3 Median Performance



2022-2023 Rescue 4 Call to On Scene 2022 Ends at 127









Southern Ozaukee Fire and
Emergency Medical Services Department
11300 N. Buntrock Avenue
Mequon, WI 53092
(262) 242-2530
(262) 242-5042 Fax

TO: SOFD Board
FROM: Fire Chief David L Bialk
DATE: September 13, 2023
SUBJECT: Fleet Consolidation / Maintenance of Equipment

Background

As part of the merger of Mequon Fire Department and Thiensville Fire Department the Inter-Governmental Agreement (IGA) called for the consolidation of the two fire department fleets in 2023. Furthermore, it required the development of a consolidated fleet plan and subsequent presentation to the SOFD Board for approval. The consolidation plan was presented at the July 12, 2023, and approved by the SOFD Board. The selling of excess equipment continues with one fire engine and one ladder truck for sale. The IGA, Section 8 also states the cost of labor for vehicle maintenance in 2023 would be the responsibility of the respective communities with parts being paid for by SOFD. Beginning in 2024 going forward the entire cost of labor and parts was to be assumed by SOFD.

Analysis

The Village of Thiensville and City of Mequon both currently employ fleet mechanics. The Village of Thiensville's mechanic does some preventive maintenance and some minor repairs to the fire department fleet, and the larger jobs are farmed out. The City of Mequon's mechanic is a certified Emergency Vehicle Technician (EVT) and performs all preventive maintenance and repairs in house.

Fiscal Impact

Moving into 2024, staff feels this relationship should continue with the City of Mequon vehicle maintenance department as the primary maintenance provider for SOFD. A recent analysis suggests Mequon's mechanic spends roughly 50% of the time performing preventive maintenance on and repairing fire and EMS equipment. The total salary and benefits for this position is \$105,236. Given the mechanic spends half of his time on fire and EMS equipment a proposal was made to and subsequently accepted by the Mequon DPW director to split the cost of the mechanic equally with SOFD. SOFD's share, \$52,618, was added to the SOFD budget for 2024. This will allow SOFD to have an EVT as its mechanic and free up time for the Thiensville mechanic to work on Thiensville's equipment.

Recommendation

Staff recommends splitting the cost of the mechanic equally with Mequon at a cost of \$52,618.

Fire Chief David L Bialk

David L Bialk
Southern Ozaukee Fire Department



Southern Ozaukee Fire and
Emergency Medical Services Department
11300 N. Buntrock Avenue
Mequon, WI 53092
(262) 242-2530
(262) 242-5042 Fax

TO: SOFD Board
FROM: Fire Chief David L Bialk
DATE: September 13, 2023
SUBJECT: Staffing/Training Update

Background

In July, the SOFD Board was provided with an update on personnel hired since January 1, 2023, and staffing levels related to shift coverage. Summertime has historically been a difficult time of the year to find personnel, however, this year with the addition of full-time personnel and paid-on-call staff, shift coverage was significantly better. The addition of new hires who live in the community and the ability to pay full-time personnel overtime had a positive impact on staffing. The SOFD budgeted \$10,000 for overtime for 2023 and has expended about \$4,800 through the end of August.

Analysis

Training

Since January of 2023 many members have taken advantage of the State Certification classes offered to full-time and paid-on-call personnel. Below is a list of personnel who have taken advantage of continuing education opportunities, specifically State certification classes.

Firefighter 1 (96 Hours)

John Marcquenski
Spencer Fech
Erick Helmer
Aaron Sherman
Jetta Nunez (currently in class)
Molly Walsh (currently in class)

Driver/Operator- Pumper (66 Hours)

Jessica Gold
Claire Duwell
Dylan Neman
Donovan Harper
Caleb Wartenburg

EMT-Basic (144 Hours)

Maggie Lemke
Monique McAdoo
Jake Azinger
Julia Hatton
Dylan Neman

Driver/Operator-Aerial (32 Hours)

Bethany Price
Kyle Mitchell

Emergency Services Instructor 2 (40 Hours)

Lt Jeremiah Bradley

Paramedic (1200 Hours)

Derek Beeler
Kris Peters
Spencer Fech
Laura Cecil

Inspector (66 Hours)

Kyle Mitchell
Benedict Beck

As discussed at the last board meeting, staff is doing a feasibility study on paying for and sending department members to paramedic school with a commitment to work for SOFD in lieu of payment when school is completed.

Coverage

A review of shift coverage since January 1, 2023, shows 579 open hours (unfilled shifts) out of 40,824 hours; this equates to about 1.4% of the total hours. This is a considerable improvement from the 16% of unfilled shifts in 2022. Staff will continue to evaluate and move personnel around to cover as many hours as possible.

Fiscal Impact

Personnel cost is the single largest expense in the SOFD budget and staff is committed to using the full-time and paid-on-call membership in the most efficient manner possible.

Recommendation

Staff continues to look for interested members of the community to fill the POC ranks and will continue to monitor the budget expenditures to ensure the budget comes in on target.

Fire Chief David L Bialk

David L Bialk

Southern Ozaukee Fire Department



11333 N. Cedarburg Road
Mequon, Wisconsin 53092
Phone: (262) 236-2940
Fax: (262) 242-9819

www.ci.mequon.wi.us

Office of the City Administrator

July 14, 2023

Mr. Jason Dzwinel
Ozaukee County Administrator
121 W. Main Street
Port Washington, Wisconsin 53074

Dear Jason:

Thank you to you and your staff, including Finance Director Jay McMahon and Assistant Finance Director Mitch Pezanoski, for taking time to meet with various representatives of the Southern Ozaukee Fire & EMS Department on Thursday, June 9, to discuss the procedures that are to be followed for submitting reimbursement requests related to the County's EMS Grants Program funded through the American Recovery Plan Act (ARPA).

As a follow-up to our conversation, enclosed please find requested documentation in connection with the hiring of two (2) new Firefighter/Paramedics in 2022, as well as their continued employment during the first two quarters of 2023. Additionally, documentation is also provided for two more full-time Firefighter/Paramedics who started employment last month, and who are expected to remain as full-time members of the Department through 2023 and beyond.

Summarily, the Department is seeking reimbursement in the amount of \$82,405 for 2022 and \$129,735.06 during the first two quarters of 2023. As indicated, these requests correspond to the following four individuals listed below that have been hired over the last 12 months, and that were not previously budgeted for prior to establishment of the County's EMS Grants Program in April 2022.

Firefighter/Paramedic	Start Date	2022	2023 (to 6/30)	Total
		Pay & Benefits	Pay & Benefits	
Neuman, Peter	7/1/22	\$52,569.00	\$57,560.00	\$110,129.00
Wachter, Brad	8/29/22	\$29,836.00	\$52,032.03	\$81,868.03
Reimer, Wesley	5/22/23	-	\$13,685.66	\$13,685.66
Gross, Garrick	6/5/23	-	\$6,457.37	\$6,457.37
TOTAL	-	\$82,405.00	\$129,735.06	\$212,140.06

Once you and your staff have had a chance to review the enclosed materials, and the County Board approves a reimbursement grant to SOFD for portions of both 2022 and 2023, a

check can be sent to the attention of Finance Director Jennifer Engroff at Mequon City Hall, 11333 N. Cedarburg Road, Mequon, Wisconsin, 53092.

Thank you again, Jason, for your continued support of the Southern Ozaukee Fire & EMS Department's efforts to improve emergency response capabilities in the southern portion of our County. Should you have questions regarding any of the information supplied herein, or if it would be helpful to schedule a follow-up meeting to further review the enclosed documentation materials, please do not hesitate to reach out at your convenience.

Very truly yours,

A handwritten signature in black ink, appearing to read 'William H. Jones, Jr.', with a stylized flourish at the end.

William H. Jones, Jr.
City Administrator

cc: Andrew Nerbun, Mequon Mayor
Van Mobley, Thiensville Village President
David Bialk, SOFD Fire Chief
Colleen Landisch-Hansen, Thiensville Village Administrator
Jennifer Engroff, Mequon Finance Director
Jay McMahon, Ozaukee County Finance Director
Mitch Pezanoski, Assistant Finance Director
Southern Ozaukee Fire & EMS Board of Directors

FUNDS

GENERAL INFORMATION

Purpose Qualifying Quarterly EMS Wage & Benefit Reimbursement Requests

Pay Period 7/1/2022 - 12/31/2022

SUBRECIPIENT INFORMATION

Municipality Mequon & Thiensville

Requesting Official David Bialk

Request # 1

Department Southern Ozaukee

Title Fire Chief

Total Request Amount \$82,405

GRANT TERMS

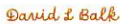
- 1 Municipalities operating a fire and emergency medical services department may apply for a three year grant of \$200,000 per year to recruit and retain Fire Paramedic positions in their municipality
- 2 Municipalities operating a fire and emergency medical services department and applying for the Ozaukee County EMS Grants Program that submit applications with an agreement to consolidate services with another municipality operating a fire and emergency medical services department are eligible for \$100,000 per year per each consolidating municipality
- 3 If three or more municipalities operating a fire and emergency medical services department are applying for the Ozaukee county EMS Grants Program and consolidate services with three or more municipalities operating a fire and emergency medical services department, capital awards can be applied for up to \$100,000 per municipality

Non ARPA Funded EMS Personnel	Wages	Benefits	Hours	FTE	Non ARPA Funded EMS Personnel	Wages	Benefits	Hours	FTE	Non ARPA Total Wage & Benefits
Fire Chief Bialk	\$136,982	\$48,499	2,080	1						\$185,481
Deputy Chief Zellman	\$108,637	\$20,021	2,080	1						\$128,658
BC Ackley	\$95,838	\$44,688	2,920	1						\$140,526
BC Schneider	\$95,838	\$30,446	2,920	1						\$126,284
BC Boettcher	\$92,250	\$18,171	2,920	1						\$110,421
Capt Deutsch	\$82,000	\$30,149	2,080	1						\$112,149
FF/Para Lipp	\$78,190	\$29,171	2,920	1						\$107,361
FF/Para Beck	\$39,095	\$14,571	1,460	1						\$53,666
FF/Para Price	\$28,483	\$12,292	1,460	1						\$40,775
Total			17,920	9	Total			0	0	\$1,005,321

ARPA Funded EMS Personnel	Wages	Benefits	Hours	FTE	ARPA Funded EMS Personnel	Wages	Benefits	Hours	FTE	ARPA Total Wage & Benefits
FF/Para Neuman	\$37,998	\$14,571	1,460	.5 for 2022						\$52,569
FF/Para Wachter	\$24,889	\$4,948	1,216	.4 for 2022						\$29,836
Total			2,676	0	Total			0	0	\$82,405

Municipalities submitting reimbursement requests for qualifying ARPA Funded EMS Personnel must provide the following, for both ARPA and Non-ARPA funded positions, with each quarterly submission:

- 1) Payroll Records/Documentation clearly supporting and identifying the wage and benefit amounts recorded above
- 2) Documentation should be directly from the municipality's General Ledger or Payroll System and allow for expenses to be identified on a per employee basis
- 3) Documentation should clearly distinguish between Wage and Benefit expenses for each employee listed above

Subrecipient Official Signature Ozaukee County Finance Department Approval		Date		Total EMS Wage & Benefit Expense	\$1,087,726
				Non ARPA Funded Wage & Benefit Expenses	\$1,005,321
				Total Allowable Reimbursement	\$82,405

ADOPTED BUDGET REQUESTS

BUDGET PROJECTION 20221 2022 GENERAL AND DEBT SERVICE FUNDS

ORG	OBJECT PROJ	ACCOUNT DESCRIPTION	CURRENT ADJ BUDGET	PROJECTED ACTUAL	ADOPTED	PERCENT CHANGE
110236	670101	Salaries	.00	382,388.00	741,104.00	.00
	0110-20-236-000-670101-					
		BIALK, DAVID L(100149)	1.00	136,962.00	136,962.00	
		SCHNEIDER, MATTHEW J(100331)	3.00	31,946.00	95,838.00	
			.65	33,855.38	22,006.00	
		WELLMAN, JILL L(100591)	1.00	108,637.00	108,637.00	
		ZELLMANN, KURT W(100645)	1.00	12,300.00	12,300.00	
		SANTIAGO, DANIEL(100742)	3.00	31,946.00	95,838.00	
		ACKLEY, CHRISTOPHER C(100766)	3.00	30,750.00	92,250.00	
		BOETTCHER, BRANDON R(100796)				
		Interns	1.50	12,000.00	18,000.00	
		3 Paramedics	1.00	168,000.00	168,000.00	
		1.5% Vacancy Discount	1.00	8,727.00	-8,727.00	
110236	670102	Volunteers - Paid on Call	.00	14,024.00	.00	.00
	0110-20-236-000-670102-					
110236	670103	Holiday	.00	.00	6,462.00	.00
	0110-20-236-000-670103-					
110236	670104	Vacation	.00	.00	.00	.00
	0110-20-236-000-670104-					
110236	670105	Sick Pay	.00	.00	.00	.00
	0110-20-236-000-670105-					
110236	670106	Comp Time	.00	217.00	.00	.00
	0110-20-236-000-670106-					
110236	670150	EMS Responder	.00	217,846.00	147,731.00	.00
	0110-20-236-000-670150-					
		1550 Calls x 6.5 avg hours @ \$26.	1.00	264,066.00	264,066.00	
		21/hour				
		Reduction to On Call with hiring 3	1.00	116,335.00	-116,335.00	
		paramedics				
110236	670151	Fire Calls	.00	149,227.00	89,600.00	.00
	0110-20-236-000-670151-					
		479 Calls x 1.5 x 11 responders @ \$22.	1.00	173,877.00	173,877.00	
		00/hr				
		Reduction to on call with addition of 3	1.00	84,277.00	-84,277.00	
		paramedics				

ADOPTED BUDGET REQUESTS

BUDGET PROJECTION 20221 2022 GENERAL AND DEBT SERVICE FUNDS

ORG	OBJECT PROJ	ACCOUNT DESCRIPTION	CURRENT ADJ BUDGET	PROJECTED ACTUAL	ADOPTED	PERCENT CHANGE
110236	670160	Station Work	.00	7,123.00	23,000.00	.00
	0110-20-236-000-670160-					
		2000 hours @ \$16.50/hr	1.00	33,000.00	33,000.00	
		Reduction due to hiring of 3 FT paramedics	1.00	10,000.00	-10,000.00	
110236	670161	Vehicle Inspection	.00	20,269.00	5,200.00	.00
	0110-20-236-000-670161-					
		16 inspections/week x 52 weeks @ \$25.70/hr	1.00	21,382.00	21,382.00	
		Reduce inspections in order to hire 3 paramedics	1.00	16,182.00	-16,182.00	
110236	670162	Staff Training	.00	107,971.00	93,000.00	.00
	0110-20-236-000-670162-					
		60 employees x 40 weeks x 2 hours/week @ \$23.60/hr	1.00	113,280.00	113,280.00	
		Reduction to add 3 FT paramedics	1.00	20,280.00	-20,280.00	
110236	670163	Fire Inspections	.00	2,060.00	.00	.00
	0110-20-236-000-670163-					
		1200 Inspections @ \$8.25/hr	1.00	.00	.00	
		Remove to add 3 FT paramedics				
110236	670164	Community Education	.00	1,445.00	2,475.00	.00
	0110-20-236-000-670164-					
		150 hours @ \$16.50/hr	1.00	2,475.00	2,475.00	
110236	670171	First Responder POC	.00	47,555.00	38,688.00	.00
	0110-20-236-000-670171-					
		8760 hours x 2 responders @ \$3.75/hr	1.00	65,700.00	65,700.00	
		Reduction to POC to hire 3 FT paramedics	1.00	27,012.00	-27,012.00	
110236	670172	Ambulance POC	.00	122,631.00	77,376.00	.00
	0110-20-236-000-670172-					
		8760 hours x 3 responders @ \$3.75/hr	1.00	98,550.00	98,550.00	
		Reduction to POC to hire 3 FT paramedics	1.00	21,174.00	-21,174.00	
110236	670173	Paramedic POC	.00	293,908.00	291,883.00	.00
	0110-20-236-000-670173-					
		8760 hours x 1 POC Paramedic @ \$33.32/hr	1.00	291,883.00	291,883.00	
110236	670174	Fire/EMS Hazard Pay	.00	.00	.00	.00
	0110-20-236-000-670174-					

ADOPTED BUDGET REQUESTS

BUDGET PROJECTION 20221 2022 GENERAL AND DEBT SERVICE FUNDS

ORG	OBJECT PROJ	ACCOUNT DESCRIPTION	CURRENT ADJ BUDGET	PROJECTED ACTUAL	ADOPTED	PERCENT CHANGE
110236	670201	OverTime	.00	.00	13,000.00	.00
	0110-20-236-000-670201-	Hiring 3 FT Paramedics	1.00	13,000.00	13,000.00	
110236	670204	Paid Time off	.00	22,497.00	.00	.00
	0110-20-236-000-670204-					
110236	670205	Medical Leave	.00	.00	.00	.00
	0110-20-236-000-670205-					
110236	670206	Emergency Medical Leave	.00	.00	.00	.00
	0110-20-236-000-670206-					
110236	670301	Longevity	.00	.00	.00	.00
	0110-20-236-000-670301-					
110236	673101	Social Security	.00	105,546.00	118,741.00	.00
	0110-20-236-000-673101-					
		BIALK, DAVID L(100149)	.00	.00	7,867.00	
		BIALK, DAVID L(100149)	.00	.00	1,840.00	
		SCHNEIDER, MATTHEW J(100331)	.00	.00	5,940.00	
		SCHNEIDER, MATTHEW J(100331)	.00	.00	1,389.00	
		SCHNEIDER, MATTHEW J(100331)	.00	.00	1,364.00	
		WELLMAN, JILL L(100591)	.00	.00	319.00	
		WELLMAN, JILL L(100591)	.00	.00	6,695.00	
		ZELLMANN, KURT W(100645)	.00	.00	1,566.00	
		ZELLMANN, KURT W(100645)	.00	.00	763.00	
		SANTIAGO, DANIEL(100742)	.00	.00	5,904.00	
		EMS Responders	1.00	17,016.00	17,016.00	
		SANTIAGO, DANIEL(100742)	.00	.00	178.00	
		ACKLEY, CHRISTOPHER C(100766)	.00	.00	5,904.00	
		ACKLEY, CHRISTOPHER C(100766)	.00	.00	1,381.00	
		ACKLEY, CHRISTOPHER C(100766)	.00	.00	5,642.00	
		BOETTCHER, BRANDON R(100796)	.00	.00	1,320.00	
		BOETTCHER, BRANDON R(100796)	.00	.00		
		Fire Calls	1.00	8,868.00	8,868.00	
		Station Work	1.00	2,525.00	2,525.00	
		Vehicle Inspections	1.00	1,636.00	1,636.00	
		Staff Training	1.00	8,666.00	8,666.00	
		Fire Inspections	1.00	757.00	757.00	

ADOPTED BUDGET REQUESTS

BUDGET PROJECTION 20221 2022 GENERAL AND DEBT SERVICE FUNDS

ORG	OBJECT PROJ	ACCOUNT DESCRIPTION	CURRENT ADJ BUDGET	PROJECTED ACTUAL	ADOPTED	PERCENT CHANGE
		Community Education	1.00	189.00	189.00	
		First Responder POC	1.00	4,021.00	4,021.00	
		Ambulance POC	1.00	6,031.00	6,031.00	
		Paramedic POC	1.00	12,277.00	12,277.00	
		Interns	4.00	460.00	1,840.00	
		1.5% Vacancy Discount	1.00	1,594.00	-1,594.00	
		3 FT Paramedic Hires	1.00	14,341.00	14,341.00	
110236	673102	Retirement	.00	107,901.00	126,461.00	.00
	0110-20-236-000-673102-					
		BIALK, DAVID L(100149)	.00	.00	16,545.00	
		SCHNEIDER, MATTHEW J(100331)	.00	.00	11,577.00	
		WELLMAN, JILL L(100591)	.00	.00	1,431.00	
		ZELLMANN, KURT W(100645)	.00	.00	13,123.00	
		ACKLEY, CHRISTOPHER C(100766)	.00	.00	11,577.00	
		BOETTCHER, BRANDON R(100796)	.00	.00	11,144.00	
		POC WRS	1.00	40,000.00	40,000.00	
		1.5% Vacancy Discount	1.00	1,581.00	-1,581.00	
		3 FT Paramedic Hires	1.00	22,645.00	22,645.00	
110236	673103	Worker's Comp Insurance	.00	14,775.88	15,790.00	.00
	0110-20-236-000-673103-					
110236	673104	Unemployment Compensation	.00	1,605.00	.00	.00
	0110-20-236-000-673104-					
110236	673201	Health Insurance	.00	33,486.00	114,232.00	.00
	0110-20-236-000-673201-					
		BIALK, DAVID L(100149)	.00	.00	21,869.00	
		ACKLEY, CHRISTOPHER C(100766)	.00	.00	22,239.00	
		1.5% Vacancy Discount	1.00	688.00	-688.00	
		3 FT Paramedic Hires	1.00	70,812.00	70,812.00	
110236	673202	Dental Insurance	.00	1,192.00	1,346.00	.00
	0110-20-236-000-673202-					
		BIALK, DAVID L(100149)	.00	.00	1,018.00	
		BOETTCHER, BRANDON R(100796)	.00	.00	349.00	
		1.5% Vacancy Discount	1.00	21.00	-21.00	

ADOPTED BUDGET REQUESTS

BUDGET PROJECTION 20221 2022 GENERAL AND DEBT SERVICE FUNDS

ORG	OBJECT PROJ	ACCOUNT DESCRIPTION	CURRENT ADJ BUDGET	PROJECTED ACTUAL	ADOPTED	PERCENT CHANGE
110236	673203	Life Insurance	.00	2,014.00	1,128.00	.00
	0110-20-236-000-673203-		.00	.00	724.00	
		BIALK, DAVID L(100149)	.00	.00	29.00	
		SCHNEIDER, MATTHEW J(100331)	.00	.00	32.00	
		WELLMAN, JILL L(100591)	.00	.00	183.00	
		ZELLMANN, KURT W(100645)	.00	.00	95.00	
		ACKLEY, CHRISTOPHER C(100766)	.00	.00	65.00	
		BOETTCHER, BRANDON R(100796)				
110236	673204	Long Term Disability	.00	1,208.00	1,208.00	.00
	0110-20-236-000-673204-					
110236	675101	Uniforms & Clothing	.00	27,000.00	19,800.00	.00
	0110-20-236-000-675101-					
		Replacement uniforms	1.00	10,000.00	10,000.00	
		Empolyee uniform allowance per contract	1.00	9,800.00	9,800.00	
		BUDGET CEILING:			.00	
		TOTALS:	.00	1,683,888.88	1,928,225.00	.00

** END OF REPORT - Generated by Jennifer Engroff **

Village of Bensenville
2022 Budget
General Fund
Detailed Expenditures (continued)



Protection Property & Persons
Fire Department

	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Budget	9/30/2021 YTD	2021 Projected	2022 Budget	Budget % Change
Personal Services									
01-03-522-1-100 Salaries & Wages	\$ 121,593	\$ 93,785	\$ 91,039	\$ 75,353	\$ 106,760	\$ 65,519	\$ 90,000	\$ 98,150	-8.06%
01-03-522-1-102 Part-Time	24,548	25,136	25,639	9,569	-	-	-	-	0.00%
01-03-522-1-109 DPW Equipment Maint.	8,297	7,708	4,326	5,337	2,916	2,154	2,916	2,989	2.50%
01-03-522-1-110 Fire Chief Wages	18,103	18,369	18,736	19,114	20,000	14,729	20,000	20,200	1.00%
01-03-522-1-115 Travel/Training/Seminars	-	-	380	-	1,000	206	1,000	1,000	0.00%
01-03-522-1-198 Fire Chief Fringe	3,209	3,531	3,467	3,706	3,880	2,565	3,880	3,977	2.50%
01-03-522-1-199 Fringe Benefits	31,205	19,546	30,181	22,245	12,327	8,954	12,000	13,006	5.51%
Total Personal Services	206,955	168,075	173,768	135,324	146,883	94,127	129,796	139,322	-5.15%
Contractual Services									
01-03-522-2-200 Printing & Publishing	\$ 75	\$ 40	\$ -	\$ -	\$ 75	\$ 129	\$ 150	\$ 75	0.00%
01-03-522-2-201 Postage	64	39	62	-	70	-	70	70	0.00%
01-03-522-2-202 Dues & Subscriptions	4,557	3,996	4,389	4,210	4,500	3,862	4,500	4,000	-11.11%
01-03-522-2-223 Radio Maintenance	1,706	4,952	2,886	2,158	2,500	2,562	2,600	2,000	-20.00%
01-03-522-2-224 Extinguisher Services	1,395	1,029	599	1,128	150	-	150	500	233.33%
01-03-522-2-225 Schooling	1,701	2,168	997	2,080	3,000	3,190	3,200	3,000	0.00%
01-03-522-2-270 Maintenance Contract	8,791	5,593	10,683	8,675	7,500	2,473	5,000	7,500	0.00%
Total Contractual Services	18,289	17,817	19,616	18,251	17,795	12,216	15,670	17,145	-3.65%
Commodities									
01-03-522-3-300 Office Supplies	\$ 639	\$ 831	\$ 1,579	\$ 293	\$ 500	\$ 794	\$ 800	\$ 1,000	100.00%
01-03-522-3-303 Telephone	2,338	2,576	3,351	4,962	3,000	3,534	3,600	3,000	0.00%
01-03-522-3-307 Supplies-Copy Machine	351	374	573	489	350	447	450	500	42.86%
01-03-522-3-310 Fuel	4,815	6,022	5,650	4,139	5,500	3,524	5,500	5,500	0.00%
01-03-522-3-311 Recruitment	-	-	-	-	5,000	3,715	5,000	5,000	0.00%
01-03-522-3-312 Uniform Allowances	3,761	5,361	5,600	1,572	5,000	8,451	8,500	5,000	0.00%
01-03-522-3-319 Badges & Tags	241	-	436	-	500	255	500	500	0.00%
01-03-522-3-320 Truck Maintenance	25,614	4,993	16,255	18,261	10,000	4,842	7,000	10,000	0.00%
01-03-522-3-321 Training Supplies	271	261	266	113	1,000	137	1,000	1,000	0.00%
01-03-522-3-322 Air & Oxygen	911	2,825	2,348	1,125	2,300	608	2,300	2,300	0.00%
01-03-522-3-323 Protective Gear	4,308	696	340	5,071	5,000	5,250	5,075	5,000	0.00%
01-03-522-3-324 Chemicals	331	1,207	226	2,560	1,000	431	1,000	1,000	0.00%
01-03-522-3-325 Fire Prevention	1,419	1,193	1,427	-	2,000	1,814	1,815	1,500	-25.00%
01-03-522-3-327 Medical Supplies	19,356	14,984	15,397	17,408	18,000	24,516	25,000	18,000	0.00%
01-03-522-3-352 Cleaning Supplies	614	551	1,260	366	1,000	-	500	1,000	0.00%
01-03-522-3-353 Equipment Repairs	2,174	3,167	1,780	3,189	3,000	714	3,000	2,000	-33.33%
01-03-522-3-355 Health Maintenance	2,839	1,825	940	926	2,500	3,709	3,800	2,500	0.00%
01-03-522-3-399 Miscellaneous	1,606	2,801	2,316	2,400	2,500	2,925	3,000	2,500	0.00%
Total Commodities	71,588	49,667	59,744	62,874	68,150	65,666	77,840	67,300	-1.25%
Total Fire Department	296,832	235,559	253,128	216,449	232,828	172,009	223,306	223,767	-3.89%

Village of Thiensville
2022 Budget
Fire Equipment Replacement Fund
Detailed Revenues and Expenditures



Detailed Revenues

Account Name	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Budget	9/30/2021 YTD	2021 Projected	2022 Budget	Budget % Change
Other Revenue									
06-09-032-272 Ambulance Fees	\$ 161,560	\$ 175,369	\$ 158,657	\$ 147,370	\$ 170,000	\$ 117,731	\$ 160,000	\$ 160,000	-5.88%
Total Other Revenue	161,560	175,369	158,657	147,370	170,000	117,731	160,000	160,000	-5.88%
Total Fire Equipment Replacement Fund Revenues	\$ 161,560	\$ 175,369	\$ 158,657	\$ 147,370	\$ 170,000	\$ 117,731	\$ 160,000	\$ 160,000	-5.88%

Detailed Expenditures

Account Name	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Budget	9/30/2021 YTD	2021 Projected	2022 Budget	Budget % Change
Salaries & Benefits									
06-09-522-1-100 Salaries & Wages	\$ 27,066	\$ 72,600	\$ 82,695	\$ 95,517	\$ 93,250	\$ 60,614	\$ 85,000	\$ 93,300	0.05%
06-09-522-1-199 Fringe Benefits	3,225	21,442	12,161	14,586	21,666	15,357	20,500	21,919	1.17%
Total Salaries & Benefits	30,291	94,042	94,856	110,103	114,916	75,971	105,500	115,219	0.26%
Public Safety									
06-09-522-2-206 Audit	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
06-09-522-2-207 Legal Counsel	-	38	-	-	100	-	-	100	0.00%
06-09-522-2-225 Schooling	4,244	5,738	2,080	2,000	5,000	-	-	5,000	0.00%
06-09-522-2-276 Billing Services	15,611	12,743	11,102	10,126	10,000	7,556	10,000	10,000	0.00%
06-09-522-3-327 Medical Supplies	14,662	12,227	12,218	10,715	13,000	13,840	16,000	15,000	15.38%
06-09-522-4-405 Ambulance	-	-	-	-	-	-	-	-	0.00%
06-09-522-4-499 Other	53,219	39,855	31,518	12,332	35,000	2	20,000	14,681	-58.05%
Total Public Safety	87,736	70,601	56,918	35,173	63,100	21,398	46,000	44,781	-29.03%
Other Financing Uses									
06-09-522-7-790 Transfer to Other Funds	\$ -	\$ 162,885	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
Total Other Financing Uses	-	162,885	-	-	-	-	-	-	0.00%
Total Fire Equipment Replacement Fund Expenditures	\$ 118,027	\$ 327,528	\$ 151,774	\$ 145,276	\$ 178,016	\$ 97,369	\$ 151,500	\$ 160,000	-10.12%

EMPLOYEE ACCUMULATORS

EMP #	NAME	DED/ PAY	DESC	MTH	Q	YEAR	F	HOURS	EMPLOYEE AMOUNT	EMPLOYER AMOUNT	EMPLOYEE GROSS
100191	LIPP, JOSHUA	0	GROSS			2022	Y	3,142.75	.00	.00	89,752.95
		100	REG			2022	Y	1,976.75	.00	.00	53,077.69
		150	EMS			2022	Y	1.00	.00	.00	36.21
		151	FIRE			2022	Y	1.00	.00	.00	36.21
		161	VEHINS			2022	Y	6.00	.00	.00	157.28
		310	PTO			2022	Y	48.00	.00	.00	1,288.84
		500	HOLIDA			2022	Y	180.00	.00	.00	4,833.18
		505	GTL			2022	Y	.00	.00	.00	30.16
		710	OCWDY			2022	Y	69.50	.00	.00	208.50
		712	OCWND			2022	Y	15.00	.00	.00	105.00
		713	OCWNDH			2022	Y	12.00	.00	.00	168.00
		735	POP			2022	Y	782.50	.00	.00	26,072.90
		736	POPH			2022	Y	51.00	.00	.00	2,548.98
		750	UNIFRM			2022	Y	.00	.00	.00	440.00
		790	BONUS			2022	Y	.00	.00	.00	750.00
		1000	FICA			2022	Y	.00	5,454.94	5,454.94	87,983.07
		1100	MEDCAR			2022	Y	.00	1,275.72	1,275.72	87,983.07
		2310	EM LFE			2022	Y	.00	22.12	77.18	36,298.44
		2400	HEALTH			2022	Y	.00	1,941.84	5,975.02	55,843.60
		2500	DEN S			2022	Y	.00	67.76	203.63	23,044.43
		3000	FEDTAX			2022	Y	.00	15,846.35	.00	82,151.05
		4000	STATE			2022	Y	.00	4,008.33	.00	82,151.05
		7001	WRS PR			2022	Y	.00	3,827.63	7,113.39	58,886.05
		7003	WRS EM			2022	Y	.00	2,004.39	3,725.06	30,836.74
		8005	UNFEMS			2022	Y	.00	120.00	.00	21,256.09
		8006	UNPARA			2022	Y	.00	240.00	.00	23,324.00
		8500	GTL			2022	Y	.00	.00	.00	.00
		9999	DD-NET			2022	Y	.00	55,175.55	.00	89,752.95

** END OF REPORT - Generated by Jennifer Engroff **

JOSH LIPP			
	(+)	(+)	
	2022	1/6/23 Payroll	Total
Gross	89,752.95	3,008.60	92,761.55
FICA/SS	5,454.94	186.53	5,641.47
Medicare	1,275.72	43.63	1,319.35
Life	77.18	-	77.18
WRS	10,838.45	398.17	11,236.62
Health	5,975.02	-	5,975.02
Dental	203.63		203.63
Total	113,577.89	3,636.93	117,214.82

EMPLOYEE ACCUMULATORS

EMP #	NAME	DED/ PAY	DESC	MTH	Q	YEAR	F	HOURS	EMPLOYEE AMOUNT	EMPLOYER AMOUNT	EMPLOYEE GROSS
100835	PRICE, BETHANY	0	GROSS			2022	Y	2,239.50	.00	.00	46,547.85
		100	REG			2022	Y	2,059.00	.00	.00	41,693.29
		200	OVER			2022	Y	.50	.00	.00	15.19
		500	HOLIDA			2022	Y	180.00	.00	.00	3,644.87
		505	GTL			2022	Y	.00	.00	.00	4.50
		750	UNIFRM			2022	Y	.00	.00	.00	440.00
		790	BONUS			2022	Y	.00	.00	.00	750.00
		1000	FICA			2022	Y	.00	2,817.67	2,817.67	45,446.49
		1100	MEDCAR			2022	Y	.00	659.01	659.01	45,446.49
		2310	EM LFE			2022	Y	.00	5.90	7.08	5,022.32
		2400	HEALTH			2022	Y	.00	814.78	5,975.02	43,104.97
		2500	DEN S			2022	Y	.00	67.76	203.63	17,999.09
		2600	FSA M			2022	Y	.00	320.00	.00	43,104.97
		2800	ACCEE			2022	Y	.00	30.66	.00	16,413.80
		3000	FEDTAX			2022	Y	.00	7,461.98	.00	42,421.20
		4000	STATE			2022	Y	.00	1,961.27	.00	42,421.20
		7001	WRS PR			2022	Y	.00	3,025.29	5,622.42	46,543.35
		8006	UNPARA			2022	Y	.00	240.00	.00	18,190.00
		8500	GTL			2022	Y	.00	.00	.00	.00
		9999	DD-NET			2022	Y	.00	29,246.11	.00	46,547.85

** END OF REPORT - Generated by Jennifer Engroff **

BETHANY PRICE			
	(+)	(+)	
	2022	1/6/23 Payroll	Total
Gross	46,547.85	2,774.40	49,322.25
FICA/SS	2,817.67	172.01	2,989.68
Medicare	659.01	40.23	699.24
Life	7.08	-	7.08
WRS	5,622.42	367.30	5,989.72
Health	5,975.02	-	5,975.02
Dental	203.63		203.63
Total	61,832.68	3,353.94	65,186.62

1/6/23 Payroll

Emp #	Last Name	First Name	Warrant	Check Date	Pay/Deduction Code	Pay/Deduction Description	Rate	Amount	Deduction	Gross Amount	Employee Amount	Employer Amount
100835	PRICE	BETHANY	2301C	01/06/2023	100	Regular	20.2493	2,774.15		0.00	0.00	0.00
100835	PRICE	BETHANY	2301C	01/06/2023	505	GTL	0.0000	0.25		0.00	0.00	0.00
100835	PRICE	BETHANY	2301C	01/06/2023	1000	FICA	0.0000	0.00		2,774.40	172.01	172.01
100835	PRICE	BETHANY	2301C	01/06/2023	1100	MEDICARE	0.0000	0.00		2,774.40	40.23	40.23
100835	PRICE	BETHANY	2301C	01/06/2023	3000	FEDERAL TAX WITHHOLDING	0.0000	0.00		2,585.76	465.34	0.00
100835	PRICE	BETHANY	2301C	01/06/2023	4000	STATE TAX WITHHOLDING	0.0000	0.00		2,585.76	123.65	0.00
100835	PRICE	BETHANY	2301C	01/06/2023	7001	WRS RETIREMENT	0.0000	0.00		2,774.15	188.64	367.30
100835	PRICE	BETHANY	2301C	01/06/2023	9999	DIRECT DEPOSIT	0.0000	0.00		2,774.40	1,784.28	0.00

EMPLOYEE ACCUMULATORS

EMP #	NAME	DED/ PAY	DESC	MTH	Q	YEAR	F	HOURS	EMPLOYEE AMOUNT	EMPLOYER AMOUNT	EMPLOYEE GROSS
100834	BECK, BENEDICT	0	GROSS			2022	Y	2,167.25	.00	.00	59,401.23
		100	REG			2022	Y	1,934.25	.00	.00	51,936.53
		162	TRAIN			2022	Y	4.50	.00	.00	120.83
		200	OVER			2022	Y	.50	.00	.00	20.14
		310	PTO			2022	Y	48.00	.00	.00	1,288.85
		500	HOLIDA			2022	Y	180.00	.00	.00	4,833.18
		505	GTL			2022	Y	.00	.00	.00	11.70
		750	UNIFRM			2022	Y	.00	.00	.00	440.00
		790	BONUS			2022	Y	.00	.00	.00	750.00
		1000	FICA			2022	Y	.00	3,681.16	3,681.16	59,373.58
		1100	MEDCAR			2022	Y	.00	860.95	860.95	59,373.58
		2310	EM LFE			2022	Y	.00	27.65	33.18	21,176.55
		2902	WISC D			2022	Y	.00	1,800.00	.00	51,860.86
		3000	FEDTAX			2022	Y	.00	10,295.81	.00	53,713.22
		4000	STATE			2022	Y	.00	2,600.54	.00	53,713.22
		7001	WRS PR			2022	Y	.00	3,860.36	7,174.23	59,389.53
		8005	UNFEMS			2022	Y	.00	20.00	.00	3,007.96
		8006	UNPARA			2022	Y	.00	240.00	.00	23,455.20
		8100	ROTH			2022	Y	.00	450.00	.00	51,860.86
		8500	GTL			2022	Y	.00	.00	.00	.00
		9999	DD-NET			2022	Y	.00	35,553.06	.00	59,401.23

** END OF REPORT - Generated by Jennifer Engroff **

BENEDICT BECK			
	(+)	(+)	
	2022	1/6/23 Payroll	Total
Gross	59,401.23	3,008.09	62,409.32
FICA/SS	3,681.16	186.50	3,867.66
Medicare	860.95	43.62	904.57
Life	33.18	-	33.18
WRS	7,174.23	398.17	7,572.40
Health	-	-	-
Dental	-	-	-
Total	71,150.75	3,636.38	74,787.13

1/6/23 Payroll

Emp #	Last Name	First Name	Warrant	Check Date	Pay/Deduction Code	Pay/Deduction Description	Rate	Amount	Deduction Gross Amount	Employee Amount	Employer Amount
100834	BECK	BENEDICT	2301C	01/06/2023	100	Regular	26.8510	3,007.31	0.00	0.00	0.00
100834	BECK	BENEDICT	2301C	01/06/2023	505	GTL	0.0000	0.78	0.00	0.00	0.00
100834	BECK	BENEDICT	2301C	01/06/2023	1000	FICA	0.0000	0.00	3,008.09	186.50	186.50
100834	BECK	BENEDICT	2301C	01/06/2023	1100	MEDICARE	0.0000	0.00	3,008.09	43.62	43.62
100834	BECK	BENEDICT	2301C	01/06/2023	2902	WISC DEFERRED COMP	0.0000	0.00	3,008.09	120.00	0.00
100834	BECK	BENEDICT	2301C	01/06/2023	3000	FEDERAL TAX WITHHOLDING	0.0000	0.00	2,683.59	488.40	0.00
100834	BECK	BENEDICT	2301C	01/06/2023	4000	STATE TAX WITHHOLDING	0.0000	0.00	2,683.59	128.64	0.00
100834	BECK	BENEDICT	2301C	01/06/2023	7001	WRS RETIREMENT	0.0000	0.00	3,007.31	204.50	398.17
100834	BECK	BENEDICT	2301C	01/06/2023	8100	ROTH	0.0000	0.00	3,008.09	30.00	0.00
100834	BECK	BENEDICT	2301C	01/06/2023	9999	DIRECT DEPOSIT	0.0000	0.00	3,008.09	1,805.65	0.00

EMPLOYEE ACCUMULATORS

EMP #	NAME	DED/ PAY	DESC	MTH	Q	YEAR	F	HOURS	EMPLOYEE AMOUNT	EMPLOYER AMOUNT	EMPLOYEE GROSS
100876	WACHTER, BRADLEY	0	GROSS			2022	Y	1,045.50	.00	.00	22,134.63
		100	REG			2022	Y	913.50	.00	.00	18,497.72
		500	HOLIDA			2022	Y	132.00	.00	.00	2,672.91
		505	GTL			2022	Y	.00	.00	.00	2.00
		750	UNIFRM			2022	Y	.00	.00	.00	212.00
		790	BONUS			2022	Y	.00	.00	.00	750.00
		1000	FICA			2022	Y	.00	1,370.88	1,370.88	22,111.03
		1100	MEDCAR			2022	Y	.00	320.62	320.62	22,111.03
		2310	EM LFE			2022	Y	.00	23.60	7.08	4,536.34
		3000	FEDTAX			2022	Y	.00	2,597.16	.00	20,672.44
		4000	STATE			2022	Y	.00	953.98	.00	20,672.44
		7001	WRS PR			2022	Y	.00	1,438.59	2,673.60	22,132.63
		8500	GTL			2022	Y	.00	.00	.00	.00
		9999	DD-NET			2022	Y	.00	15,427.80	.00	22,134.63

** END OF REPORT - Generated by Jennifer Engroff **

2022
Total
Equal

= 2022 (+) Jan 2023 (-) Jan 202023, payroll

Gross → 24,888.78 = 22,134.36 + 5,632.64 - 2878.49

FICA/SS → 1,541.64 = 1,370.88 + 349.23 - 178.47

Med → 360.56 = 320.62 + 81.68 - 41.74

Life → 7.08 = 7.08 + 7.08 - 7.08

WRS → 3,038.22 = 2,673.60 + 745.70 - 381.08

EMPLOYEE ACCUMULATORS

January
↓
+

EMP #	NAME	DED/ PAY	DESC	MTH	Q	YEAR	F	HOURS	EMPLOYEE AMOUNT	EMPLOYER AMOUNT	EMPLOYEE GROSS
100876	WACHTER, BRADLEY	0	GROSS	01		2023	M	274.00	.00	.00	5,632.64
		100	REG	01		2023	M	274.00	.00	.00	5,632.14
		505	GTL	01		2023	M	.00	.00	.00	.50
		1000	FICA	01		2023	M	.00	349.23	349.23	5,632.64
		1100	MEDCAR	01		2023	M	.00	81.68	81.68	5,632.64
		2310	EM LFE	01		2023	M	.00	.00	7.08	2,878.49
		3000	FEDTAX	01		2023	M	.00	620.15	.00	5,249.65
		4000	STATE	01		2023	M	.00	249.05	.00	5,249.65
		7001	WRS PR	01		2023	M	.00	382.99	745.70	5,632.14
		8500	GTL	01		2023	M	.00	.00	.00	.00
		9999	DD-NET	01		2023	M	.00	3,949.04	.00	5,632.64

** END OF REPORT - Generated by Jennifer Engroff **

Employee Number	Last Name	First Name	Warrant	Check Date	Pay/Deduction Type	Pay/Deduction n Code	Pay/Deduction Description	Rate	Amount	Deduction Gross Amount	Employee Amount	Employer Amount
100876	WACHTER	BRADLEY	2302F	01/20/2023	E	100	REGULAR EARNINGS	20.8568	2,878.24	0.00	0.00	0.00
100876	WACHTER	BRADLEY	2302F	01/20/2023	E	505	GROUP TERM LIFE	0.0000	0.25	0.00	0.00	0.00
100876	WACHTER	BRADLEY	2302F	01/20/2023	D	1000	FICA	0.0000	0.00	2,878.49	178.47	178.47
100876	WACHTER	BRADLEY	2302F	01/20/2023	D	1100	MEDICARE	0.0000	0.00	2,878.49	41.74	41.74
100876	WACHTER	BRADLEY	2302F	01/20/2023	D	2310	EMPLOYEE LIFE	0.0000	0.00	2,878.49	0.00	7.08
100876	WACHTER	BRADLEY	2302F	01/20/2023	D	3000	FEDERAL TAXES WITHHOLDING	0.0000	0.00	2,682.77	318.77	0.00
100876	WACHTER	BRADLEY	2302F	01/20/2023	D	4000	STATE TAX WITHHOLDING	0.0000	0.00	2,682.77	128.21	0.00
100876	WACHTER	BRADLEY	2302F	01/20/2023	D	7001	WRS CITY PROTECTED PENSION	0.0000	0.00	2,878.24	195.72	381.08
100876	WACHTER	BRADLEY	2302F	01/20/2023	D	9999	DIRECT DEPOSIT NET	0.0000	0.00	2,878.49	2,015.33	0.00

PAYROLL JOURNAL

0058 Y454-E481 VILLAGE OF THIENSVILLE

EMPLOYEE NAME ID	HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS	DEDUCTIONS	NET PAY ALLOCATIONS		
	DESCRIPTION	RATE	HOURS	EARNINGS				REIMB & OTHER PAYMENTS	
**** 522E FIRE/EMS STAFF (cont.)									
97451									
Neuman, Peter C 97570	Regular	18.7000	106.00	1,982.20	Social Security	147.94	Accidental Post	2.89	Direct Deposit # 3838
	Overtime	28.0500	15.00	420.75	Medicare	34.60	Health Ins	14.36	Check Amt 0.00
					Fed Income Tax	223.49	Icma Def Comp	112.34	Chkg 819 1,610.99
					WI Income Tax	94.88	Pension Contributio	156.19	
							Vision	5.27	
	EMPLOYEE TOTAL		121.00	2,402.95		500.91		291.05	Net Pay 1,610.99
	Other Items: (Do not increase Net Pay.)								
	Group Term Life				2.92				
	EMPLOYEE YTD TOTAL								
	Regular		1,151.00	24,579.72	Social Security	2,032.82	Accidental Post	37.57	
Comp Time		14.00	402.39	Medicare	475.42	Health Ins	186.68		
Drills		2.00	81.00	Fed Income Tax	2,935.88	Icma Def Comp	1,428.29		
Incentive Supplement			850.00	WI Income Tax	1,252.36	Life Ins	103.68		
Paid On Call		46.75	1,202.25			Pension Contribu	2,145.70		
Paramedic Intercept		12.50	322.25			Vision	68.51		
Overtime		85.00	2,384.26						
Holiday		16.00	448.66						
Sick		8.00	229.94						
Vacation		104.00	2,507.16						
EMPLOYEE YTD TOTAL		1,439.25	33,007.63		6,696.48		3,970.43	Net Pay 22,340.72	
Other Items: (Do not increase Net Pay.)									
Group Term Life				35.04					
522E FIRE/EMS STAFF TOTALS									
2 Person(s)	Regular		106.00	1,982.20	Social Security	299.99	Accidental Post	2.89	Check Amt 0.00
2 Transaction(s)	Salary		80.00	2,461.54	Medicare	70.16	Health Ins	20.89	Dir Dep 3,384.16
	Overtime		15.00	420.75	Fed Income Tax	449.66	Icma Def Comp	112.34	
					WI Income Tax	200.30	Pension Contribu	316.19	
							Vision	7.91	
522E FIRE/EMS STAFF TOTAL			201.00	4,864.49		1,020.11		460.22	Net Pay 3,384.16
Other Items: (Do not increase Net Pay.)									
Group Term Life				2.92					

0058 Y454-E481 VILLAGE OF THIENSVILLE
Run Date 06/28/22 1 AM

Period Start - End Date 06/11/22 - 06/24/22
Check Date 07/01/22

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0058 Y454-E484 VILLAGE OF THIENSVILLE
Run Date 07/12/ 49 AM

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PAYROLL JOURNAL

0058 Y454-E481 VILLAGE OF THIENSVILLE

EMPLOYEE NAME ID	HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS	DEDUCTIONS	NET PAY ALLOCATIONS	
	DESCRIPTION	RATE	HOURS	EARNINGS REIMB & OTHER PAYMENTS				
**** 522E FIRE/EMS STAFF (cont.) Neuman, Peter C (cont.) 97570								
	EMPLOYEE TOTAL		117.25	2,297.76	466.76	296.42	Net Pay	1,534.58
	Other Items: (Do not increase Net Pay.) Group Term Life			2.99				
	EMPLOYEE YTD TOTAL							
	Regular		1,257.00	26,561.92	Social Security 2,174.25	Accidental Post 40.46		
	Comp Time		14.00	402.39	Medicare 508.49	Health Ins 201.04		
	Drills		2.00	81.00	Fed Income Tax 3,138.81	Icma Def Comp 1,535.71		
	Incentive Supplement			850.00	WI Income Tax 1,341.69	Life Ins 120.81		
	Paid On Call		46.75	1,202.25		Pension Contribu 2,295.05		
	Paramedic Intercept		12.50	322.25		Vision 73.78		
	Overtime		96.25	2,699.82				
	Holiday		16.00	448.66				
	Sick		8.00	229.94				
	Vacation		104.00	2,507.16				
	EMPLOYEE YTD TOTAL		1,556.50	35,305.39	7,163.24	4,266.85	Net Pay	23,875.30
	Other Items: (Do not increase Net Pay.) Group Term Life			38.03				
522E FIRE/EMS STAFF TOTALS								
2 Person(s)	Regular		106.00	1,982.20	Social Security 293.47	Accidental Post 2.89	Check Amt	0.00
2 Transaction(s)	Salary		72.00	2,215.39	Medicare 68.63	Health Ins 20.89	Dir Dep	3,307.76
	Overtime		11.25	315.56	Fed Income Tax 429.10	Icma Def Comp 107.42		
	Holiday		8.00	246.15	WI Income Tax 194.75	Life Ins 17.13		
						Pension Contribu 309.35		
						Vision 7.91		
522E FIRE/EMS STAFF TOTAL			197.25	4,759.30	985.95	465.59	Net Pay	3,307.76
	Other Items: (Do not increase Net Pay.) Group Term Life			2.99				
					Employer Liabilities			
					Social Security 293.48			
					Medicare 68.64			
					TOTAL EMPLOYER LIABILITY 362.12			
					TOTAL TAX LIABILITY 1,348.07			

0058 Y454-E481 VILLAGE OF THIENSVILLE
Run Date 07/12/22 11:49 AM

Period Start - End Date 06/25/22 - 07/08/22
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PAYROLL JOURNAL

0058 Y454-E481 VILLAGE OF THIENSVILLE

EMPLOYEE NAME ID	HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS		DEDUCTIONS		NET PAY ALLOCATIONS	
	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS					
**** 522E FIRE/EMS STAFF (cont.)										
97451	Salary	48:00	48:00	230:78		Social Security 14:31 Medicare 3:34	Pension Contributio 15:00		Direct Deposit # 3901	
									Check Amt	0.00
									Savg 596	198.13
	CHECK 2 TOTAL		48.00	230:78		17:65	15:00		Net Pay	198.13
	EMPLOYEE TOTAL		128.00	3,076:93		666:74	209:17		Net Pay	2,201.02
	EMPLOYEE YTD TOTAL									
	Salary		48:00	2,661:96		Social Security 2,316:98	Health Ins 97:95			
	Salary		M1,104:00	M34,353:86		Medicare 541:87	Pension Contribu 2,438:03			
	Holiday		M40:00	M492:30		Fed Income Tax 3,381:82	Vision 39:60			
	Vacation		M56:00			WI Income Tax 1,571:21				
	EMPLOYEE YTD TOTAL		1,248.00	37,508:12		7,811:88	2,575:58		Net Pay	27,120.66
Neuman, Peter C 97570	Regular	18:7000	80:50	1,505:35		Social Security 147:95	Accidental Post 2:89		Direct Deposit # 3902	
	Vacation	18:7000	48:00	897:60		Medicare 34:61	Health Ins 14:36		Check Amt	0.00
						Fed Income Tax 223:49	Icma Def Comp 112:34		Chkg 819	1,610.97
						WI Income Tax 94:88	Pension Contributio 156:19			
							Vision 5:27			
	EMPLOYEE TOTAL		128.50	2,402:95		500:93	291:05		Net Pay	1,610.97
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				2.99					
	EMPLOYEE YTD TOTAL									
	Regular		1,337:50	28,067:27		Social Security 2,322:20	Accidental Post 43:35			
	Comp Time		14:00	402:39		Medicare 543:10	Health Ins 215:40			
	Drills		2:00	81:00		Fed Income Tax 3,362:30	Icma Def Comp 1,648:05			
	Incentive Supplement			850:00		WI Income Tax 1,436:57	Life Ins 120:81			
	Paid On Call		46:75	1,202:25			Pension Contribu 2,451:24			
	Paramedic Intercept		12:50	322:25			Vision 79:05			
	Overtime		96:25	2,699:82						
	Holiday		16:00	448:66						
	Sick		8:00	229:94						
	Vacation		152:00	3,404:76						
	EMPLOYEE YTD TOTAL		1,685.00	37,708:34		7,664:17	4,557:90		Net Pay	25,486.27
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				41.02					

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0058 Y454-E481 VILLAGE OF THIENSVILLE

EMPLOYEE NAME ID	HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS		DEDUCTIONS		NET PAY ALLOCATIONS	
	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS					
**** 522E FIRE/EMS STAFF (cont.)										
97451										
	EMPLOYEE YTD TOTAL									
	Salary		48:00	2,661:96	Social Security	2,492:87	Health Ins	104:48		
	Salary	M1,184:00		M37,200:01	Medicare	583:01	Pension Contribu	2,623:03		
	Holiday	M40:00		M492:30	Fed Income Tax	3,687:10	Vision	42:24		
	Vacation	M56:00			WI Income Tax	1,697:98				
	EMPLOYEE YTD TOTAL		1,328:00	40,354:27		8,460:96		2,769:75	Net Pay	29,123:56
Neuman, Peter C 97570	Regular	18:7000	102:00	1,907:40	Social Security	117:23	Accidental Post	2:89	Direct Deposit # 3923	
					Medicare	27:41	Health Ins	14:36	Check Amt	0.00
					Fed Income Tax	153:13	lcma Def Comp	89:17	Chkg 819	1,305:21
					WI Income Tax	68:75	Pension Contributio	123:98		
							Vision	5:27		
	EMPLOYEE TOTAL		102:00	1,907:40		366:52		235:67	Net Pay	1,305:21
	Other Items: (Do not increase Net Pay.)									
	Group Term Life					2:99				
	EMPLOYEE YTD TOTAL									
	Regular		1,439:50	29,974:67	Social Security	2,439:43	Accidental Post	46:24		
	Comp Time		14:00	402:39	Medicare	570:51	Health Ins	229:76		
	Drills		2:00	81:00	Fed Income Tax	3,515:43	lcma Def Comp	1,737:22		
	Incentive Supplement			850:00	WI Income Tax	1,505:32	Life Ins	120:81		
	Paid On Call		46:75	1,202:25			Pension Contribu	2,575:22		
	Paramedic Intercept		12:50	322:25			Vision	84:32		
	Overtime		96:25	2,699:82						
	Holiday		16:00	448:66						
	Sick		8:00	229:94						
	Vacation		152:00	3,404:76						
	EMPLOYEE YTD TOTAL		1,787:00	39,615:74		8,030:69		4,793:57	Net Pay	26,791:48
	Other Items: (Do not increase Net Pay.)									
	Group Term Life					44:01				
522E FIRE/EMS STAFF TOTALS										
2 Person(s)	Regular		102:00	1,907:40	Social Security	293:12	Accidental Post	2:89	Check Amt	0.00
2 Transaction(s)	Salary		80:00	2,846:15	Medicare	68:55	Health Ins	20:89	Dir Dep	3,308:11
					Fed Income Tax	458:41	lcma Def Comp	89:17		
					WI Income Tax	195:52	Pension Contribu	308:98		
							Vision	7:91		
	522E FIRE/EMS STAFF TOTAL		182:00	4,753:55		1,015:60		429:84	Net Pay	3,308:11
	Other Items: (Do not increase Net Pay.)									
	Group Term Life					2:99				

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0058 Y454-E481 VILLAGE OF THIENSVILLE

EMPLOYEE NAME ID	HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS		DEDUCTIONS		NET PAY ALLOCATIONS	
	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS					
						<i>Employer Liabilities</i>				
						Social Security	3,218.24			
						Medicare	752.58			
					TOTAL YTD EMPLOYER LIABILITY		3,970.82			
					TOTAL YTD TAX LIABILITY		9,377.23			
522AA FIRE CHIEF YTD TOTALS										
	Incentive Supplement			2,500.00		Social Security	1,003.26	Pension Contribu	1,051.81	
	Paid On Call		73.75	1,907.50		Medicare	234.63			
	Paramedic Intercept		1.25	32.50		Fed Income Tax	1,741.21			
	Salary			11,741.65		WI Income Tax	465.68			
522AA FIRE CHIEF YTD TOTAL			75.00	16,181.65			3,444.78	1,051.81	Net Pay	11,685.06
						Social Security	1,003.25			
						Medicare	234.65			
					TOTAL YTD EMPLOYER LIABILITY		1,237.90			
					TOTAL YTD TAX LIABILITY		4,682.68			
**** 522E FIRE/EMS STAFF										
97451	Salary		M80:00	2,846.15		Social Security	175.89	Health Ins	6.53	Direct Deposit # 3957
						Medicare	41.14	Pension Contributio	185.00	Check Amt 0.00
						Fed Income Tax	305.28	Vision	2.64	Savg 596 2,002.90
						WI Income Tax	126.77			
	EMPLOYEE TOTAL		80.00	2,846.15			649.08	194.17	Net Pay	2,002.90
	EMPLOYEE YTD TOTAL									
	Salary		48:00	2,661.96		Social Security	2,668.76	Health Ins	111.01	
	Salary		M1,264:00	M40,046.16		Medicare	624.15	Pension Contribu	2,808.03	
	Holiday		M40:00	M492.30		Fed Income Tax	3,992.38	Vision	44.88	
	Vacation		M56:00			WI Income Tax	1,824.75			
	EMPLOYEE YTD TOTAL		1,408.00	43,200.42			9,110.04	2,963.92	Net Pay	31,126.46
Neuman, Peter C	Regular	18.7000	99:00	1,851.30		Social Security	113.75	Accidental Post	2.89	Direct Deposit # 3958
97570						Medicare	26.60	Health Ins	14.36	Check Amt 0.00
						Fed Income Tax	147.15	lcma Def Comp	86.55	Chkg 819 1,251.48
						WI Income Tax	65.79	Life Ins	17.13	
								Pension Contributio	120.33	
								Vision	5.27	
	EMPLOYEE TOTAL		99.00	1,851.30			353.29	246.53	Net Pay	1,251.48

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EMPLOYEE NAME ID		HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS		DEDUCTIONS		NET PAY ALLOCATIONS			
		DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS							
**** 522E FIRE/EMS STAFF (cont.) Neuman, Peter C (cont.) 97570		Other Items: (Do not increase Net Pay.) Group Term Life				2.99							
		EMPLOYEE YTD TOTAL											
		Regular		1,538.50	31,825.97		Social Security	2,553.18	Accidental Post	49.13			
		Comp Time		14.00	402.39		Medicare	597.11	Health Ins	244.12			
		Drills		2.00	81.00		Fed Income Tax	3,662.58	Idma Def Comp	1,823.77			
		Incentive Supplement			850.00		WI Income Tax	1,571.11	Life Ins	137.94			
		Paid On Call		46.75	1,202.25				Pension Contribu	2,695.55			
		Paramedic Intercept		12.50	322.25				Vision	89.59			
		Overtime		96.25	2,699.82								
		Holiday		16.00	448.66								
		Sick		8.00	229.94								
		Vacation		152.00	3,404.76								
		EMPLOYEE YTD TOTAL				1,886.00	41,467.04		8,383.98		5,040.10	Net Pay	28,042.96
		Other Items: (Do not increase Net Pay.) Group Term Life					47.00						
522E FIRE/EMS STAFF TOTALS													
2 Person(s) 2 Transaction(s)		Regular		99.00	1,851.30		Social Security	289.64	Accidental Post	2.89	Check Amt	0.00	
		Salary		80.00	2,846.15		Medicare	67.74	Health Ins	20.89	Dir Dep	3,254.38	
							Fed Income Tax	452.43	Idma Def Comp	86.55			
							WI Income Tax	192.56	Life Ins	17.13			
									Pension Contribu	305.33			
									Vision	7.91			
522E		FIRE/EMS STAFF TOTAL		179.00	4,697.45			1,002.37		440.70	Net Pay	3,254.38	
		Other Items: (Do not increase Net Pay.) Group Term Life				2.99							
							Employer Liabilities						
							Social Security	289.64					
							Medicare	67.74					
							TOTAL EMPLOYER LIABILITY		357.38				
							TOTAL TAX LIABILITY		1,359.75				
522E FIRE/EMS STAFF YTD TOTALS													
		Regular		993.50	18,578.45		Social Security	4,042.02	Accidental Post	28.90			
		Salary		1,312.00	42,708.12		Medicare	945.31	Health Ins	254.61			
		Overtime		69.25	1,942.46		Fed Income Tax	5,981.84	Idma Def Comp	1,043.28			
							WI Income Tax	2,683.20	Life Ins	86.10			

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	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS					
*** 522E FIRE/EMS STAFF (cont.)										
~~Donish, John P (cont.)~~										
97451	EMPLOYEE YTD TOTAL									
	Salary		48:00	2,661:96		Social Security	2,844:65	Health Ins	117:54	
	Salary	M1,344:00		M42,892:31		Medicare	665:28	Pension Contribu	2,993:03	
	Holiday	M40:00		M492:30		Fed Income Tax	4,297:66	Vision	47:52	
	Vacation	M56:00				WI Income Tax	1,951:52			
	EMPLOYEE YTD TOTAL		1,488:00	46,046:57			9,759:11		3,158:09	Net Pay 33,129:37
Neuman, Peter C 97570	Regular	18:7000	137:00	2,561:90		Social Security	157:81	Accidental Post	2:89	Direct Deposit # 3981
						Medicare	36:91	Health Ins	14:36	Check Amt 0.00
						Fed Income Tax	254:55	lcma Def Comp	119:77	Chkg 819 1,700:56
						WI Income Tax	103:26	Pension Contributio	166:52	
								Vision	5:27	
	EMPLOYEE TOTAL		137:00	2,561:90			552:53		308:81	Net Pay 1,700:56
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				2:99					
	EMPLOYEE YTD TOTAL									
	Regular		1,675:50	34,387:87		Social Security	2,710:99	Accidental Post	52:02	
	Comp Time		14:00	402:39		Medicare	634:02	Health Ins	258:48	
	Drills		2:00	81:00		Fed Income Tax	3,917:13	lcma Def Comp	1,943:54	
	Incentive Supplement			850:00		WI Income Tax	1,674:37	Life Ins	137:94	
	Paid On Call		46:75	1,202:25				Pension Contribu	2,862:07	
	Paramedic Intercept		12:50	322:25				Vision	94:86	
	Overtime		96:25	2,699:82						
	Holiday		16:00	448:66						
	Sick		8:00	229:94						
	Vacation		152:00	3,404:76						
	EMPLOYEE YTD TOTAL		2,023:00	44,028:94			8,936:51		5,348:91	Net Pay 29,743:52
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				49:99					
522E FIRE/EMS STAFF TOTALS										
2 Person(s)	Regular		137:00	2,561:90		Social Security	333:70	Accidental Post	2:89	Check Amt 0.00
2 Transaction(s)	Salary		80:00	2,846:15		Medicare	78:04	Health Ins	20:89	Dir Dep 3,703:47
						Fed Income Tax	559:83	lcma Def Comp	119:77	
						WI Income Tax	230:03	Pension Contribu	351:52	
								Vision	7:91	
	522E FIRE/EMS STAFF TOTAL		217:00	5,408:05			1,201:60		502:98	Net Pay 3,703:47
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				2:99					

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	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS					
					TOTAL YTD EMPLOYER LIABILITY	1,237.90				
					TOTAL YTD TAX LIABILITY	4,682.68				
**** 522E FIRE/EMS STAFF										
97451	Salary		M72:00	2,561.53	Social Security	175.90	Health Ins	6.53	Direct Deposit # 4016	
	Holiday		M8:00	284.62	Medicare	41.14	Pension Contributio	185.00	Check Amt	0.00
					Fed Income Tax	305.28	Vision	2.64	Savg 596	2,002.89
					WI Income Tax	126.77				
	EMPLOYEE TOTAL		80.00	2,846.15		649.09		194.17	Net Pay	2,002.89
	EMPLOYEE YTD TOTAL									
	Salary		48:00	2,661.96	Social Security	3,020.55	Health Ins	124.07		
	Salary	M1,416:00		M45,453.84	Medicare	706.42	Pension Contribu	3,178.03		
	Holiday	M48:00		M776.92	Fed Income Tax	4,602.94	Vision	50.16		
	Vacation	M56:00			WI Income Tax	2,078.29				
	EMPLOYEE YTD TOTAL		1,568.00	48,892.72		10,408.20		3,352.26	Net Pay	35,132.26
Neuman, Peter C	Regular	18.7000	75:00	1,402.50	Social Security	122.01	Accidental Post	2.89	Direct Deposit # 4017	
97570	Overtime	28.0500	20:75	582.04	Medicare	28.54	Health Ins	14.36	Check Amt	0.00
					Fed Income Tax	161.35	Icma Def Comp	92.78	Chkg 819	1,338.39
					WI Income Tax	72.82	Life Ins	17.13		
							Pension Contributio	129.00		
							Vision	5.27		
	EMPLOYEE TOTAL		95.75	1,984.54		384.72		261.43	Net Pay	1,338.39
	Other Items: (Do not increase Net Pay.)									
	Group Term Life					2.99				
	EMPLOYEE YTD TOTAL									
	Regular		1,750:50	35,790.37	Social Security	2,833.00	Accidental Post	54.91		
	Comp Time		14:00	402.39	Medicare	662.56	Health Ins	272.84		
	Drills		2:00	81.00	Fed Income Tax	4,078.48	Icma Def Comp	2,036.32		
	Incentive Supplement			850.00	WI Income Tax	1,747.19	Life Ins	155.07		
	Paid On Call		46:75	1,202.25			Pension Contribu	2,991.07		
	Paramedic Intercept		12:50	322.25			Vision	100.13		
	Overtime		117:00	3,281.86						
	Holiday		16:00	448.66						
	Sick		8:00	229.94						
	Vacation		152:00	3,404.76						
	EMPLOYEE YTD TOTAL		2,118.75	46,013.48		9,321.23		5,610.34	Net Pay	31,081.91
	Other Items: (Do not increase Net Pay.)									
	Group Term Life					52.98				

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EMPLOYEE NAME ID	HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS		DEDUCTIONS		NET PAY ALLOCATIONS	
	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS					
**** 522E FIRE/EMS STAFF (cont.)										
~~Deutch, Joel P (cont.)~~										
97451										
	EMPLOYEE YTD TOTAL									
	Salary		48:00	2,661:96		Social Security	3,196:44	Health Ins	130:60	
	Salary		M1,486:00	M47,944:22		Medicare	747:55	Pension Contribu	3,363:03	
	Holiday		M48:00	M776:92		Fed Income Tax	4,908:22	Vision	52:80	
	Vacation		M66:00	M355:77		WI Income Tax	2,205:06			
	EMPLOYEE YTD TOTAL		1,648:00	51,738:87			11,057:27	3,546:43	Net Pay	37,135:17
Neuman, Peter C	Regular	18:7000	96:00	1,795:20		Social Security	110:27	Accidental Post	2:89	Direct Deposit # 4040
97570						Medicare	25:78	Health Ins	14:36	Check Amt 0.00
						Fed Income Tax	141:17	Icma Def Comp	83:93	Chkg 819 1,232.00
						WI Income Tax	62:84	Pension Contributio	116:69	
								Vision	5:27	
	EMPLOYEE TOTAL		96:00	1,795:20			340:06	223:14	Net Pay	1,232.00
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				2:99					
	EMPLOYEE YTD TOTAL									
	Regular		1,846:50	37,585:57		Social Security	2,943:27	Accidental Post	57:80	
	Comp Time		14:00	402:39		Medicare	688:34	Health Ins	287:20	
	Drills		2:00	81:00		Fed Income Tax	4,219:65	Icma Def Comp	2,120:25	
	Incentive Supplement			850:00		WI Income Tax	1,810:03	Life Ins	155:07	
	Paid On Call		46:75	1,202:25				Pension Contribu	3,107:76	
	Paramedic Intercept		12:50	322:25				Vision	105:40	
	Overtime		117:00	3,281:86						
	Holiday		16:00	448:66						
	Sick		8:00	229:94						
	Vacation		152:00	3,404:76						
	EMPLOYEE YTD TOTAL		2,214:75	47,808:68			9,661:29	5,833:48	Net Pay	32,313.91
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				55:97					
522E FIRE/EMS STAFF TOTALS										
2 Person(s)	Regular		96:00	1,795:20		Social Security	286:16	Accidental Post	2:89	Check Amt 0.00
2 Transaction(s)	Salary		70:00	2,490:38		Medicare	66:91	Health Ins	20:89	Dir Dep 3,234.91
	Vacation		10:00	355:77		Fed Income Tax	446:45	Icma Def Comp	83:93	
						WI Income Tax	189:61	Pension Contribu	301:69	
								Vision	7:91	
	522E FIRE/EMS STAFF TOTAL		176:00	4,641:35			989:13	417:31	Net Pay	3,234.91
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				2:99					

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	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS					
					TOTAL YTD EMPLOYER LIABILITY	1,237:90				
					TOTAL YTD TAX LIABILITY	4,682:68				
*** 522E FIRE/EMS STAFF										
97451	Salary		M80:00	2,846:15	Social Security	175:89	Health Ins	6:53	Direct Deposit # 4075	
					Medicare	41:14	Pension Contributio	185:00	Check Amt	0.00
					Fed Income Tax	305:28	Vision	2:64	Savg 596	2,002:90
					WI Income Tax	126:77				
	EMPLOYEE TOTAL		80:00	2,846:15		649:08		194:17	Net Pay	2,002:90
	EMPLOYEE YTD TOTAL									
	Salary		48:00	2,661:96	Social Security	3,372:33	Health Ins	137:13		
	Salary	M1,566:00		M50,790:37	Medicare	788:69	Pension Contribu	3,548:03		
	Holiday	M48:00		M776:92	Fed Income Tax	5,213:50	Vision	55:44		
	Vacation	M66:00		M355:77	WI Income Tax	2,331:83				
	EMPLOYEE YTD TOTAL		1,728:00	54,585:02		11,706:35		3,740:60	Net Pay	39,138:07
Neuman, Peter C	Regular	18:7000	89:00	1,664:30	Social Security	157:80	Accidental Post	2:89	Direct Deposit # 4076	
97570	Comp Time	18:7000	24:00	448:80	Medicare	36:91	Health Ins	14:36	Check Amt	0.00
	Vacation	18:7000	24:00	448:80	Fed Income Tax	254:55	Idma Def Comp	119:77	Chkg 819	1,683:44
					WI Income Tax	103:26	Life Ins	17:13		
							Pension Contributio	166:52		
							Vision	5:27		
	EMPLOYEE TOTAL		137:00	2,561:90		552:52		325:94	Net Pay	1,683:44
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				2:39					
	EMPLOYEE YTD TOTAL									
	Regular		1,935:50	39,249:87	Social Security	3,101:07	Accidental Post	60:69		
	Comp Time		38:00	851:19	Medicare	725:25	Health Ins	301:56		
	Drills		2:00	81:00	Fed Income Tax	4,474:20	Idma Def Comp	2,240:02		
	Incentive Supplement			850:00	WI Income Tax	1,913:29	Life Ins	172:20		
	Paid On Call		46:75	1,202:25			Pension Contribu	3,274:28		
	Paramedic Intercept		12:50	322:25			Vision	110:67		
	Overtime		117:00	3,281:86						
	Holiday		16:00	448:66						
	Sick		8:00	229:94						
	Vacation		176:00	3,853:56						
	EMPLOYEE YTD TOTAL		2,351:75	50,370:58		10,213:81		6,159:42	Net Pay	33,997:35
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				58:36					

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EMPLOYEE NAME ID	HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS		DEDUCTIONS		NET PAY ALLOCATIONS	
	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS					
**** 522E FIRE/EMS STAFF (cont.)										
97451										
	EMPLOYEE YTD TOTAL									
	Salary		48:00	2,661:96		Social Security	3,548:22	Health Ins	143:66	
	Salary		M1,646:00	M53,636:52		Medicare	829:83	Pension Contribu	3,733:03	
	Holiday		M48:00	M776:92		Fed Income Tax	5,518:78	Vision	58:08	
	Vacation		M66:00	M355:77		WI Income Tax	2,458:60			
	EMPLOYEE YTD TOTAL		1,808:00	57,431:17			12,355:43		3,934:77	Net Pay 41,140:97
Neuman, Peter C										
97570										
	Regular	18:7000	103:00	1,926:10		Social Security	118:39	Accidental Post	2:89	Direct Deposit # 4097
						Medicare	27:69	Health Ins	14:36	Check Amt 0.00
						Fed Income Tax	155:12	Icma Def Comp	90:05	Chkg 819 1,317:39
						WI Income Tax	69:74	Pension Contributio	125:20	
								Vision	5:27	
	EMPLOYEE TOTAL		103:00	1,926:10			370:94		237:77	Net Pay 1,317:39
	Other Items: (Do not increase Net Pay.)				2:99					
	Group Term Life									
	EMPLOYEE YTD TOTAL									
	Regular		2,038:50	41,175:97		Social Security	3,219:46	Accidental Post	63:58	
	Comp Time		38:00	851:19		Medicare	752:94	Health Ins	315:92	
	Drills		2:00	81:00		Fed Income Tax	4,629:32	Icma Def Comp	2,330:07	
	Incentive Supplement			850:00		WI Income Tax	1,983:03	Life Ins	172:20	
	Paid On Call		46:75	1,202:25				Pension Contribu	3,399:48	
	Paramedic Intercept		12:50	322:25				Vision	115:94	
	Overtime		117:00	3,281:86						
	Holiday		16:00	448:66						
	Sick		8:00	229:94						
	Vacation		176:00	3,853:56						
	EMPLOYEE YTD TOTAL		2,454:75	52,296:68			10,584:75		6,397:19	Net Pay 35,314:74
	Other Items: (Do not increase Net Pay.)				61:95					
	Group Term Life									
522E FIRE/EMS STAFF TOTALS										
2 Person(s)	Regular		103:00	1,926:10		Social Security	294:28	Accidental Post	2:89	Check Amt 0.00
2 Transaction(s)	Salary		80:00	2,846:15		Medicare	68:83	Health Ins	20:89	Dir Dep 3,320:29
						Fed Income Tax	460:40	Icma Def Comp	90:05	
						WI Income Tax	196:51	Pension Contribu	310:20	
								Vision	7:91	
	522E FIRE/EMS STAFF TOTAL		183:00	4,772:25			1,020:02		431:94	Net Pay 3,320:29
	Other Items: (Do not increase Net Pay.)				2:99					
	Group Term Life									

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0058 Y454-E481 VILLAGE OF THIENSVILLE

EMPLOYEE NAME ID	HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS	DEDUCTIONS	NET PAY ALLOCATIONS
	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS		
					Employer Liabilities		
					Social Security 4,431:18		
					Medicare 1,036:27		
					TOTAL YTD EMPLOYER LIABILITY 5,467:45		
					TOTAL YTD TAX LIABILITY 13,057:78		
522AA FIRE CHIEF YTD TOTALS	Incentive Supplement			2,500:00			
	Paid On Call		73.75	1,907:50			
	Paramedic Intercept		1.25	32:50			
	Salary			11,741:65			
522AA FIRE CHIEF YTD TOTAL			75.00	16,181:65			
					Social Security 1,003:26	Pension Contribu 1,051:81	
					Medicare 234:63		
					Fed Income Tax 1,741:21		
					WI Income Tax 465:68		
							Net Pay 11,685:06
					Social Security 1,003:25		
					Medicare 234:65		
					TOTAL YTD EMPLOYER LIABILITY 1,237:90		
					TOTAL YTD TAX LIABILITY 4,682:68		
**** 522E FIRE/EMS STAFF							
97451	Salary		M80:00	2,846:15	Social Security 175:90	Health Ins 6:53	Direct Deposit # 4133
					Medicare 41:13	Pension Contributio 185:00	Check Amt 0.00
					Fed Income Tax 305:28	Vision 2:64	Savg 596 2,002:90
					WI Income Tax 126:77		
	EMPLOYEE TOTAL		80.00	2,846:15	649:08	194:17	Net Pay 2,002:90
	EMPLOYEE YTD TOTAL						
	Salary		48:00	2,661:96	Social Security 3,724:12	Health Ins 150:19	
	Salary		M1,726:00	M56,482:67	Medicare 870:96	Pension Contribu 3,918:03	
	Holiday		M48:00	M776:92	Fed Income Tax 5,824:06	Vision 60:72	
	Vacation		M66:00	M355:77	WI Income Tax 2,585:37		
	EMPLOYEE YTD TOTAL		1,888.00	60,277:32	13,004:51	4,128:94	Net Pay 43,143:87
Neuman, Peter C	Regular	18:7000	96:00	1,795:20	Social Security 110:27	Accidental Post 2:89	Direct Deposit # 4134
97570					Medicare 25:79	Health Ins 14:36	Check Amt 0.00
					Fed Income Tax 141:17	Icma Def Comp 83:93	Chkg 819 1,214:86
					WI Income Tax 62:84	Life Ins 17:13	
						Pension Contributio 116:69	
						Vision 5:27	
	EMPLOYEE TOTAL		96.00	1,795:20	340:07	240:27	Net Pay 1,214:86

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EMPLOYEE NAME ID	HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS		DEDUCTIONS		NET PAY ALLOCATIONS	
	DESCRIPTION	RATE	HOURS	EARNINGS						
**** 522E FIRE/EMS STAFF (cont.) Neuman, Peter C (cont.) 97570	Other Items: (Do not increase Net Pay.) Group Term Life				2.99					
	EMPLOYEE YTD TOTAL									
	Regular		2,134.50	42,971.17		Social Security	3,329.73	Accidental Post	66.47	
	Comp Time		38.00	851.19		Medicare	778.73	Health Ins	330.28	
	Drills		2.00	81.00		Fed Income Tax	4,770.49	Icma Def Comp	2,414.00	
	Incentive Supplement			850.00		WI Income Tax	2,045.87	Life Ins	189.33	
	Paid On Call		46.75	1,202.25				Pension Contribu	3,516.17	
	Paramedic Intercept		12.50	322.25				Vision	121.21	
	Overtime		117.00	3,281.86						
	Holiday		16.00	448.66						
	Sick		8.00	229.94						
	Vacation		176.00	3,853.56						
	EMPLOYEE YTD TOTAL				2,550.75	54,091.88	10,924.82	6,637.46	Net Pay	36,529.50
	Other Items: (Do not increase Net Pay.) Group Term Life				64.94					
522E FIRE/EMS STAFF TOTALS										
2 Person(s)	Regular		96.00	1,795.20		Social Security	286.17	Accidental Post	2.89	Check Amt 0.00
2 Transaction(s)	Salary		80.00	2,846.15		Medicare	66.92	Health Ins	20.89	Dir Dep 3,217.76
						Fed Income Tax	446.45	Icma Def Comp	83.93	
						WI Income Tax	189.61	Life Ins	17.13	
								Pension Contribu	301.69	
								Vision	7.91	
	522E FIRE/EMS STAFF TOTAL				176.00	4,641.35	989.15	434.44	Net Pay	3,217.76
Other Items: (Do not increase Net Pay.) Group Term Life				2.99						
						Employer Liabilities				
						Social Security	286.16			
						Medicare	66.93			
						TOTAL EMPLOYER LIABILITY		353.09		
						TOTAL TAX LIABILITY		1,342.24		
522E FIRE/EMS STAFF YTD TOTALS										
	Regular		1,589.50	29,723.65		Social Security	5,873.93	Accidental Post	46.24	
	Comp Time		24.00	448.80		Medicare	1,373.74	Health Ins	379.95	
	Salary		1,774.00	59,144.63		Fed Income Tax	8,921.43	Icma Def Comp	1,633.51	
	Overtime		90.00	2,524.50		WI Income Tax	3,918.58	Life Ins	137.49	

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	DESCRIPTION	RATE	HOURS	EARNINGS				REIMB & OTHER PAYMENTS	
522AA FIRE CHIEF YTD TOTALS (cont.)									
522AA	FIRE CHIEF YTD TOTAL		75.0000	16,181.65		3,444.78	1,051.81	Net Pay	11,685.06
					Social Security	1,003.25			
					Medicare	234.65			
					TOTAL YTD EMPLOYER LIABILITY	1,237.90			
					TOTAL YTD TAX LIABILITY	4,682.68			
**** 522E FIRE/EMS STAFF									
97451	Salary		M64.0000	2,276.92	Social Security	175.89	Health Ins	6.53	Direct Deposit # 4162
	Holiday		M16.0000	569.23	Medicare	41.14	Pension Contributio	185.00	Check Amt 0.00
					Fed Income Tax	305.28	Vision	2.64	Savg 596 2,002.90
					WI Income Tax	126.77			
	EMPLOYEE TOTAL		80.0000	2,846.15		649.08		194.17	Net Pay 2,002.90
	EMPLOYEE YTD TOTAL								
	Salary		48.00	2,661.96	Social Security	3,900.01	Health Ins	156.72	
	Salary		M1,790.00	M58,759.59	Medicare	912.10	Pension Contribu	4,103.03	
	Holiday		M64.00	M1,346.15	Fed Income Tax	6,129.34	Vision	63.36	
	Vacation		M66.00	M355.77	WI Income Tax	2,712.14			
	EMPLOYEE YTD TOTAL		1,968.0000	63,123.47		13,653.59	4,323.11	Net Pay	45,146.77
Neuman, Peter C 97570	Regular	18.7000	137.0000	2,561.90	Social Security	157.81	Accidental Post	2.89	Direct Deposit # 4163
					Medicare	36.90	Health Ins	14.36	Check Amt 0.00
					Fed Income Tax	254.55	Icma Def Comp	119.77	Chkg 819 1,700.57
					WI Income Tax	103.26	Pension Contributio	166.52	
							Vision	5.27	
	EMPLOYEE TOTAL		137.0000	2,561.90		552.52		308.81	Net Pay 1,700.57
	Other Items: (Do not increase Net Pay.)								
	Group Term Life								
	EMPLOYEE YTD TOTAL								
	Regular		2,271.50	45,533.07	Social Security	3,487.54	Accidental Post	69.36	
	Comp Time		38.00	851.19	Medicare	815.63	Health Ins	344.64	
	Drills		2.00	81.00	Fed Income Tax	5,025.04	Icma Def Comp	2,533.77	
	Incentive Supplement			850.00	WI Income Tax	2,149.13	Life Ins	189.33	
	Paid On Call		46.75	1,202.25			Pension Contribu	3,682.69	
	Paramedic Intercept		12.50	322.25			Vision	126.48	
	Overtime		117.00	3,281.86					
	Holiday		16.00	448.66					
	Sick		8.00	229.84					
	Vacation		176.00	3,853.56					
	EMPLOYEE YTD TOTAL		2,687.7500	56,653.78		11,477.34	6,946.27	Net Pay	38,230.17

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	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS		
**** 522E FIRE/EMS STAFF (cont.) Neuman, Peter C (cont.) 97570	Other Items: (Do not increase Net Pay.) Group Term Life				67.93		
522E FIRE/EMS STAFF TOTALS 2 Person(s)	Regular		137:0000	2,561:90	Social Security 333:70	Accidental Post 2:89	Check Amt 0:00
522E FIRE/EMS STAFF TOTAL			217:0000	5,408:05	1,201:60	502:98	Net Pay 3,703:47
	Other Items: (Do not increase Net Pay.) Group Term Life				2:99		
					Employer Liabilities		
					Social Security 333:70 Medicare 78:05		
					TOTAL EMPLOYER LIABILITY 411:75 TOTAL TAX LIABILITY 1,613:35		
522E FIRE/EMS STAFF YTD TOTALS	Regular		1,726:5000	32,285:55	Social Security 6,207:63	Accidental Post 49:13	
	Comp Time		24:0000	448:80	Medicare 1,451:78	Health Ins 400:84	
	Salary		1,838:0000	61,421:55	Fed Income Tax 9,481:26	Ioma Def Comp 1,753:28	
	Overtime		90:0000	2,524:50	WI Income Tax 4,148:61	Life Ins 137:49	
	Holiday		64:0000	1,346:15		Pension Contribu 6,540:70	
	Vacation		186:0000	2,599:77		Vision 152:95	
522E FIRE/EMS STAFF YTD TOTAL			3,678:5000	100,626:32	21,289:28	9,034:39	Net Pay 70,302:65
	Other Items: (Do not increase Net Pay.) Group Term Life				50:41		
					Employer Liabilities		
					Social Security 6,207:67 Medicare 1,451:84		
					TOTAL YTD EMPLOYER LIABILITY 7,659:51 TOTAL YTD TAX LIABILITY 28,948:79		

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EMPLOYEE NAME ID	HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS		DEDUCTIONS		NET PAY ALLOCATIONS	
	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS					
**** 522E FIRE/EMS STAFF (cont.)										
97451	EMPLOYEE YTD TOTAL									
	Salary		48.0000	2,661.96		Social Security	4,075.90	Health Ins	163.25	
	Salary		M1,870.0000	M61,605.74		Medicare	953.24	Pension Contribu	4,288.03	
	Holiday		M64.0000	M1,346.15		Fed Income Tax	6,434.62	Vision	66.00	
	Vacation		M66.0000	M355.77		WI Income Tax	2,838.91			
	EMPLOYEE YTD TOTAL		2,048.0000	65,969.62			14,302.67		4,517.28	Net Pay 47,149.67
Neuman, Peter C 97570	Regular	18.7000	75.0000	1,402.50		Social Security	138.09	Accidental Post	2.89	Direct Deposit # 4201
	Overtime	28.0500	30.0000	841.50		Medicare	32.30	Health Ins	14.36	Check Amt 0.00
						Fed Income Tax	192.42	Incma Def Comp	104.91	Chkg 819 1,504.27
						WI Income Tax	86.50	Life Ins	17.13	
								Pension Contributio	145.86	
								Vision	5.27	
	CHECK 1 TOTAL		105.0000	2,244.00			449.31		290.42	Net Pay 1,504.27
	Other Items: (Do not increase Net Pay.)				2.99					
	Group Term Life									
	Holiday	18.7000	192.0000	3,590.40		Social Security	222.61	Pension Contributio	233.38	Direct Deposit # 4202
						Medicare	52.06			Check Amt 0.00
						Fed Income Tax	495.78			Chkg 819 2,420.29
						WI Income Tax	165.28			
	CHECK 2 TOTAL		192.0000	3,590.40			936.73		233.38	Net Pay 2,420.29
	EMPLOYEE TOTAL		297.0000	5,834.40			1,386.04		523.80	Net Pay 3,924.56
	Other Items: (Do not increase Net Pay.)				2.99					
	Group Term Life									
	EMPLOYEE YTD TOTAL									
	Regular		2,346.5000	46,935.57		Social Security	3,848.24	Accidental Post	72.25	
	Comp Time		38.0000	851.19		Medicare	899.99	Health Ins	359.00	
	Drills		2.0000	81.00		Fed Income Tax	5,714.24	Incma Def Comp	2,638.68	
	Incentive Supplement			850.00		WI Income Tax	2,400.91	Life Ins	206.46	
	Paid On Call		46.7500	1,202.25				Pension Contribu	4,061.93	
	Paramedic Intercept		12.5000	322.25				Vision	131.75	
	Overtime		147.0000	4,123.36						
	Holiday		208.0000	4,039.06						
	Sick		8.0000	229.94						
	Vacation		176.0000	3,853.56						
	EMPLOYEE YTD TOTAL		2,984.7500	62,488.18			12,863.38		7,470.07	Net Pay 42,154.73
	Other Items: (Do not increase Net Pay.)				70.92					
	Group Term Life									

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EMPLOYEE NAME ID	HOURS, EARNINGS, REIMBURSEMENTS & OTHER PAYMENTS				WITHHOLDINGS		DEDUCTIONS		NET PAY ALLOCATIONS	
	DESCRIPTION	RATE	HOURS	EARNINGS	REIMB & OTHER PAYMENTS					
**** 522E FIRE/EMS STAFF (cont.)										
[REDACTED] 97451										
	EMPLOYEE YTD TOTAL									
	Salary		48.0000	2,661.96		Social Security	4,251.80	Health Ins	169.78	
	Salary	M1,942.0000		M64,167.27		Medicare	994.37	Pension Contribu	4,473.03	
	Holiday	M72.0000		M1,630.77		Fed Income Tax	6,739.90	Vision	68.64	
	Vacation	M66.0000		M355.77		WI Income Tax	2,965.68			
	EMPLOYEE YTD TOTAL		2,128.0000	68,815.77			14,951.75		4,711.45	Net Pay 49,152.57
Neuman, Peter C 97570	Regular	18.7000	100.0000	1,870.00		Social Security	1,149.91	Accidental Post	2.89	Direct Deposit # 4222
						Medicare	28.87	Health Ins	14.36	Check Amt 0.00
						Fed Income Tax	149.14	Icma Def Comp	87.42	Chkg 819 1,280.81
						WI Income Tax	66.78	Pension Contributio	121.55	
								Vision	5.27	
	EMPLOYEE TOTAL		100.0000	1,870.00			357.70		231.49	Net Pay 1,280.81
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				2.99					
	EMPLOYEE YTD TOTAL									
	Regular		2,446.5000	48,805.57		Social Security	3,953.15	Accidental Post	75.14	
	Comp Time		38.0000	851.19		Medicare	926.86	Health Ins	373.36	
	Drills		2.0000	81.00		Fed Income Tax	5,863.38	Icma Def Comp	2,726.10	
	Incentive Supplement			850.00		WI Income Tax	2,467.69	Life Ins	206.46	
	Paid On Call		46.7500	1,202.25				Pension Contribu	4,183.48	
	Paramedic Intercept		12.5000	322.25				Vision	137.02	
	Overtime		147.0000	4,123.36						
	Holiday		208.0000	4,039.06						
	Sick		8.0000	229.94						
	Vacation		176.0000	3,853.56						
	EMPLOYEE YTD TOTAL		3,084.7500	64,358.18			13,221.08		7,701.56	Net Pay 43,435.54
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				73.91					
522E FIRE/EMS STAFF TOTALS										
2 Person(s)	Regular		100.0000	1,870.00		Social Security	290.81	Accidental Post	2.89	Check Amt 0.00
2 Transaction(s)	Salary		72.0000	2,561.53		Medicare	68.00	Health Ins	20.89	Dir Dep 3,283.71
	Holiday		8.0000	284.62		Fed Income Tax	454.42	Icma Def Comp	87.42	
						WI Income Tax	193.55	Pension Contribu	306.55	
								Vision	7.91	
	522E FIRE/EMS STAFF TOTAL		180.0000	4,716.15			1,006.78		425.66	Net Pay 3,283.71
	Other Items: (Do not increase Net Pay.)									
	Group Term Life				2.99					

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	DESCRIPTION	RATE	HOURS	EARNINGS			
**** 522E FIRE/EMS STAFF Burch, Joel 97451	Salary	35.5770	40.0000	1,423.08	Social Security 88:23 Medicare 20:63 Fed Income Tax 86:77 WI Income Tax 48:08	Pension Contributio 96:77	Direct Deposit # 4229 Check Amt 0:00 Savg 596 1,082.60
	CHECK 1 TOTAL		40.0000	1,423.08	243:71	96:77	Net Pay 1,082.60
	Vacation	35.5770	195.5000	6,955.30	Social Security 431:23 Medicare 100:86 Fed Income Tax 1,287:58 WI Income Tax 355:99		Check # 4230 Check Amt 4,779.64
	CHECK 2 TOTAL		195.5000	6,955.30	2,175:66		Net Pay 4,779.64
	EMPLOYEE TOTAL		235.5000	8,378.38	2,419:37	96:77	Net Pay 5,862.24
	EMPLOYEE YTD TOTAL						
	Salary		40.0000	1,423.08	Social Security 519:46 Medicare 121:49 Fed Income Tax 1,374:35 WI Income Tax 404:07	Pension Contribu 96:77	
	Vacation		195.5000	6,955.30			
	EMPLOYEE YTD TOTAL		235.5000	8,378.38	2,419:37	96:77	Net Pay 5,862.24
Neuman, Peter C 97570	Regular	18.7000	53.0000	991.10	Social Security 124:06 Medicare 29:01 Fed Income Tax 171:24 WI Income Tax 80:04	Pension Contributio 136:06	Direct Deposit # 4231 Check Amt 0:00 Chkg 819 1,460.49
	Overtime	28.0500	36.0000	1,009.80			
	CHECK 1 TOTAL		89.0000	2,000.90	404:35	136:06	Net Pay 1,460.49
	Vacation	18.7000	120.0000	2,244.00	Social Security 139:12 Medicare 32:54 Fed Income Tax 232:39 WI Income Tax 102:55		Check # 4232 Check Amt 1,737.40
	CHECK 2 TOTAL		120.0000	2,244.00	505:60		Net Pay 1,737.40
	EMPLOYEE TOTAL		209.0000	4,244.90	910:95	136:06	Net Pay 3,197.89
	EMPLOYEE YTD TOTAL						
	Regular		53.0000	991.10	Social Security 263:18 Medicare 61:55 Fed Income Tax 403:63 WI Income Tax 182:59	Pension Contribu 136:06	
	Overtime		36.0000	1,009.80			
	Vacation		120.0000	2,244.00			
	EMPLOYEE YTD TOTAL		209.0000	4,244.90	910:95	136:06	Net Pay 3,197.89
522E FIRE/EMS STAFF TOTALS							
2 Person(s)			53.0000	991.10	Social Security 782:64 Medicare 183:04 Fed Income Tax 1,777:98 WI Income Tax 586:66	Pension Contribu 232:83	Check Amt 6,517.04 Dir Dep 2,543.09
4 Transaction(s)			40.0000	1,423.08			
			36.0000	1,009.80			
			315.5000	9,199.30			

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FUNDS

GENERAL INFORMATION

Purpose Qualifying Quarterly EMS Wage & Benefit Reimbursement Requests

Pay Period 01/01/2023 - 6/30/2023

Six Months

SUBRECIPIENT INFORMATION

Municipality Mequon & Thiensville

Requesting Official David Bialk

Request # 2

Department Southern Ozaukee

Title Fire Chief

Total Request Amount \$129,735.03

GRANT TERMS

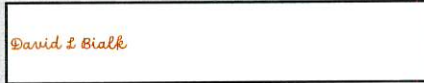
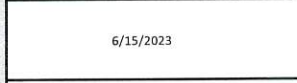
- 1 Municipalities operating a fire and emergency medical services department may apply for a three year grant of \$200,000 per year to recruit and retain Fire Paramedic positions in their municipality
- 2 Municipalities operating a fire and emergency medical services department and applying for the Ozaukee County EMS Grants Program that submit applications with an agreement to consolidate services with another municipality operating a fire and emergency medical services department are eligible for \$100,000 per year per each consolidating municipality
- 3 If three or more municipalities operating a fire and emergency medical services department are applying for the Ozaukee county EMS Grants Program and consolidate services with three or more municipalities operating a fire and emergency medical services department, capital awards can be applied for up to \$100,000 per municipality

Non ARPA Funded EMS Personnel	Wages	Benefits	Hours	FTE	Non ARPA Funded EMS Personnel	Wages	Benefits	Hours	FTE	Non ARPA Total Wage & Benefits
Fire Chief Bialk	\$ 141,091.00	\$ 54,595.00	2,080	1						\$ 97,843.00
Deputy Chief Zellman	\$ 111,896.00	\$ 23,766.00	2,080	1						\$ 67,831.00
BC Lemke	\$ 84,000.00	\$ 32,503.00	2,920	1						\$ 58,251.50
BC Schneider	\$ 98,713.00	\$ 30,446.00	2,920	1						\$ 64,579.50
BC Boettcher	\$ 95,018.00	\$ 43,876.00	2,920	1						\$ 69,447.00
Capt Deutsch	\$ 87,000.00	\$ 29,992.00	2,080	1						\$ 58,496.00
FF/Para Lipp	\$ 85,075.00	\$ 30,074.00	2,920	1						\$ 57,574.50
FF/Para Beck	\$ 85,490.00	\$ 30,045.00	2,920	1						\$ 57,767.50
FF/Para Price	\$ 65,685.00	\$ 25,345.00	2,920	1						\$ 45,515.00
Total			15,000	9	Total			0	-	\$ 416,448.00

ARPA Funded EMS Personnel	Wages	Benefits	Hours	FTE	ARPA Funded EMS Personnel	Wages	Benefits	Hours	FTE	ARPA Total Wage & Benefits
FF/Para Neuman	\$ 85,075.00	\$ 30,045.00	2,920	1						\$ 57,560.00
FF/Para Wachter	\$ 65,685.00	\$ 38,379.00	2,920	1						\$ 52,032.00
FF/Para Reimer	\$ 80,536.00	\$ 40,839.64	337	1						\$ 13,685.66
FF/Para Gross	\$ 60,735.00	\$ 23,437.00	224	1						\$ 6,457.37
Total			6,401	4	Total			0	-	\$ 129,735.03

Municipalities submitting reimbursement requests for qualifying ARPA Funded EMS Personnel must provide the following, for both ARPA and Non-ARPA funded positions, with each quarterly submission:

- 1) Payroll Records/Documentation clearly supporting and identifying the wage and benefit amounts recorded above
- 2) Documentation should be directly from the municipality's General Ledger or Payroll System and allow for expenses to be identified on a per employee basis
- 3) Documentation should clearly distinguish between Wage and Benefit expenses for each employee listed above

Subrecipient Official Signature Ozaukee County Finance Department Approval	 	Date Date	 	Total EMS Wage & Benefit Expense	\$546,183.03
				Non ARPA Funded Wage & Benefit Expenses	\$416,448.00
				Total Allowable Reimbursement	\$129,735.03

Southern Ozaukee Fire & EMS
2023 Budget
Personnel Detail

		hide	hide	Hard key	Hard key	hide	Linked	Linked	Linked	Formula	Linked	Linked	Linked	Linked	Linked
		hide	hide	hide	hide	hide	OPEN	DONE			DONE	OPEN	OPEN	DONE	OPEN
Southern Ozaukee Fire & EMS															
2023 Budget															
Personnel Detail															
FT/PT	Name	2023 Step	Hours	2022 Current DONE	Proposed Inc % 3%/2.5%(CBA)	2023 Proposed Salary	Step Increase	240		7.65%					

CITY OF MEQUON



EMPLOYEE ACCUMULATORS

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EMP #	NAME	DED/ PAY	DESC	MTH	Q	YEAR	F	HOURS	EMPLOYEE AMOUNT	EMPLOYER AMOUNT	EMPLOYEE GROSS
100879	NEUMAN, PETER	0	GROSS	1	2023	Q		190.75	.00	.00	4,844.69
		100	REG	1	2023	Q		112.00	.00	.00	3,097.53
		150	EMS	1	2023	Q		3.75	.00	.00	97.58
		151	FIRE	1	2023	Q		3.00	.00	.00	78.06
		720	POCE	1	2023	Q		12.00	.00	.00	36.00
		723	WAHOC	1	2023	Q		24.00	.00	.00	336.00
		735	POP	1	2023	Q		36.00	.00	.00	1,199.52
		1000	FICA	1	2023	Q		.00	261.00	261.00	4,209.71
		1100	MEDCAR	1	2023	Q		.00	61.04	61.04	4,209.71
		2310	EM LFE	1	2023	Q		.00	8.28	9.94	3,097.53
		2311	SP LFE	1	2023	Q		.00	6.40	.00	3,097.53
		2401	HEALTH	1	2023	Q		.00	263.74	1,934.06	4,844.69
		2506	DENTAL	1	2023	Q		.00	58.56	.00	6,195.06
		2701	VISES	1	2023	Q		.00	34.26	.00	3,097.53
		2801	ACCES	1	2023	Q		.00	18.78	.00	3,097.53
		3000	FEDTAX	1	2023	Q		.00	432.56	.00	3,999.08
		4000	STATE	1	2023	Q		.00	169.51	.00	3,999.08
		7001	WRS PR	1	2023	Q		.00	210.63	410.11	3,097.53
		9999	DD-NET	1	2023	Q		.00	3,056.19	.00	4,844.69
100911	NEUMAN, PETER	0	GROSS	1	2023	Q		562.25	.00	.00	15,551.97
				2	2023	Q		736.00	.00	.00	21,658.48
				3	2023	Q		150.00	.00	.00	4,392.33
		100	REG	1	2023	Q		562.25	.00	.00	15,549.87
				2	2023	Q		736.00	.00	.00	21,655.96
				3	2023	Q		150.00	.00	.00	4,391.91
		505	GTL	1	2023	Q		.00	.00	.00	2.10
				2	2023	Q		.00	.00	.00	2.52
				3	2023	Q		.00	.00	.00	.42
		1000	FICA	1	2023	Q		.00	924.40	924.40	14,909.67
				2	2023	Q		.00	1,284.34	1,284.34	20,715.16
				3	2023	Q		.00	262.22	262.22	4,229.28
		1100	MEDCAR	1	2023	Q		.00	216.20	216.20	14,909.67
				2	2023	Q		.00	300.38	300.38	20,715.16
				3	2023	Q		.00	61.32	61.32	4,229.28
		2310	EM LFE	1	2023	Q		.00	57.96	9.94	6,195.90
				2	2023	Q		.00	49.68	14.91	10,565.51
				3	2023	Q		.00	16.56	4.97	4,392.33
		2311	SP LFE	1	2023	Q		.00	6.40	.00	6,195.90
				2	2023	Q		.00	9.60	.00	10,565.51
				3	2023	Q		.00	3.20	.00	4,392.33
		2401	HEALTH	1	2023	Q		.00	527.48	3,868.12	12,419.45
				2	2023	Q		.00	791.22	5,802.18	21,658.48
				3	2023	Q		.00	131.87	967.03	4,392.33
		2506	DENTAL	1	2023	Q		.00	39.04	.00	6,223.55
				2	2023	Q		.00	58.56	.00	11,092.97
		2701	VISES	1	2023	Q		.00	11.42	.00	3,097.95
				2	2023	Q		.00	34.26	.00	10,565.51
				3	2023	Q		.00	11.42	.00	4,392.33
		2801	ACCES	1	2023	Q		.00	6.26	.00	3,097.95
				2	2023	Q		.00	18.78	.00	10,565.51
				3	2023	Q		.00	6.26	.00	4,392.33
		3000	FEDTAX	1	2023	Q		.00	1,659.60	.00	13,852.29
				2	2023	Q		.00	2,531.08	.00	19,242.56

EMPLOYEE ACCUMULATORS

EMP #	NAME	DED/ PAY	DESC	MTH	Q	YEAR	F	HOURS	EMPLOYEE AMOUNT	EMPLOYER AMOUNT	EMPLOYEE GROSS
				3	2023	Q		.00	582.71	.00	3,930.63
4000	STATE			1	2023	Q		.00	667.75	.00	13,852.29
				2	2023	Q		.00	942.33	.00	19,242.56
				3	2023	Q		.00	195.68	.00	3,930.63
7001	WRS PR			1	2023	Q		.00	421.26	820.22	6,195.06
7003	WRS EM			1	2023	Q		.00	636.12	1,236.70	9,354.81
				2	2023	Q		.00	1,472.60	2,862.91	21,655.96
				3	2023	Q		.00	298.65	580.61	4,391.91
8500	GTL			1	2023	Q		.00	.00	.00	.00
				2	2023	Q		.00	.00	.00	.00
				3	2023	Q		.00	.00	.00	.00
9999	DD-NET			1	2023	Q		.00	10,375.98	.00	15,551.97
				2	2023	Q		.00	14,163.13	.00	21,658.48
				3	2023	Q		.00	2,822.02	.00	4,392.33

** END OF REPORT - Generated by Jennifer Engroff **

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Employee Number	Last Name	First Name	Warrant	Check Date	Pay/Deduction Type	Pay/Deduction Code	Pay/Deduction Description	Rate	Amount	Deduction Gross Amount	Employee Amount	Employer Amount
100879	NEUMAN	PETER	2301F	01/06/2023	E	150	EMS RESPONDER CALL	26.0200	97.58	0.00	0.00	0.00
100879	NEUMAN	PETER	2301F	01/06/2023	E	151	FIRE RESPONDER CALL	26.0200	78.06	0.00	0.00	0.00
100879	NEUMAN	PETER	2301F	01/06/2023	E	720	AMBULANCE ON CALL	3.0000	36.00	0.00	0.00	0.00
100879	NEUMAN	PETER	2301F	01/06/2023	E	723	WKND AMB HOLIDAY ON-CALL	14.0000	336.00	0.00	0.00	0.00
100879	NEUMAN	PETER	2301F	01/06/2023	E	735	PARAMEDIC ON PREMISE	33.3200	1,199.52	0.00	0.00	0.00
100879	NEUMAN	PETER	2301F	01/06/2023	D	1000	FICA	0.0000	0.00	1,747.16	108.32	108.32
100879	NEUMAN	PETER	2301F	01/06/2023	D	1100	MEDICARE	0.0000	0.00	1,747.16	25.33	25.33
100879	NEUMAN	PETER	2301F	01/06/2023	D	3000	FEDERAL TAXES WITHHOLDING	0.0000	0.00	1,747.16	178.42	0.00
100879	NEUMAN	PETER	2301F	01/06/2023	D	4000	STATE TAX WITHHOLDING	0.0000	0.00	1,747.16	68.70	0.00
100879	NEUMAN	PETER	2301F	01/06/2023	D	9999	DIRECT DEPOSIT NET	0.0000	0.00	1,747.16	1,366.39	0.00

PETER NEUMAN					
	(+)	(+)	(+)	(-)	
	Q1 2023	Q2 2023	Q3 2023	1/6/23 Payroll	Total
Gross	20,396.66	21,658.48	4,392.33	(1,747.16)	44,700.31
FICA/SS	1,185.40	1,284.34	262.22	(108.32)	2,623.64
Medicare	277.24	300.38	61.32	(25.33)	613.61
Life	19.88	14.91	4.97	-	39.76
WRS	2,467.03	2,862.91	580.61	-	5,910.55
Health	5,802.18	5,802.18	967.03	-	12,571.39
Total	30,148.39	31,923.20	6,268.48	(1,880.81)	66,459.26

EMPLOYEE ACCUMULATORS

(4)

EMP #	NAME	DED/ PAY	DESC	MTH	Q	YEAR	F	HOURS	EMPLOYEE AMOUNT	EMPLOYER AMOUNT	EMPLOYEE GROSS
100876	WACHTER, BRADLEY	0	GROSS	1	2023	Q		848.00	.00	.00	17,605.69
				2	2023	Q		727.00	.00	.00	15,164.39
				3	2023	Q		119.50	.00	.00	2,492.64
		100	REG	1	2023	Q		848.00	.00	.00	17,603.94
				2	2023	Q		722.00	.00	.00	15,058.61
				3	2023	Q		119.50	.00	.00	2,492.39
		162 505	TRAIN GTL	2	2023	Q		5.00	.00	.00	104.28
				1	2023	Q		.00	.00	.00	1.75
				2	2023	Q		.00	.00	.00	1.50
		1000	FICA	3	2023	Q		.00	.00	.00	.25
				1	2023	Q		.00	1,091.58	1,091.58	17,605.69
				2	2023	Q		.00	940.20	940.20	15,164.39
		1100	MEDCAR	3	2023	Q		.00	154.54	154.54	2,492.64
				1	2023	Q		.00	255.31	255.31	17,605.69
				2	2023	Q		.00	219.89	219.89	15,164.39
		2310	EM LFE	3	2023	Q		.00	36.14	36.14	2,492.64
				1	2023	Q		.00	.00	14.16	7,550.91
				2	2023	Q		.00	.00	10.62	7,530.06
		3000	FEDTAX	3	2023	Q		.00	.00	3.54	2,492.64
				1	2023	Q		.00	1,875.73	.00	16,408.60
				2	2023	Q		.00	1,618.10	.00	14,133.30
		4000	STATE	3	2023	Q		.00	264.82	.00	2,323.16
				1	2023	Q		.00	746.66	.00	16,408.60
				2	2023	Q		.00	644.36	.00	14,133.30
		7001 7003	WRS PR WRS EM	3	2023	Q		.00	105.34	.00	2,323.16
				1	2023	Q		.00	700.69	1,364.26	10,304.06
				1	2023	Q		.00	496.40	965.04	7,299.88
		8500	GTL	2	2023	Q		.00	1,031.09	2,004.53	15,162.89
				3	2023	Q		.00	169.48	329.49	2,492.39
				1	2023	Q		.00	.00	.00	.00
		9999	DD-NET	2	2023	Q		.00	.00	.00	.00
				3	2023	Q		.00	.00	.00	.00
				1	2023	Q		.00	12,437.57	.00	17,605.69
				2	2023	Q		.00	10,709.25	.00	15,164.39
				3	2023	Q		.00	1,762.07	.00	2,492.64

** END OF REPORT - Generated by Jennifer Engroff **

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Employee Number	Last Name	First Name	Warrant	Check Date	Pay/Deduction Type	Pay/Deduction Code	Pay/Deduction Description	Rate	Amount	Deduction Gross Amount	Employee Amount	Employer Amount
100876	WACHTER	BRADLEY	2301C	01/06/2023	E	100	REGULAR EARNINGS	20.2493	2,753.90	0.00	0.00	0.00
100876	WACHTER	BRADLEY	2301C	01/06/2023	E	505	GROUP TERM LIFE	0.0000	0.25	0.00	0.00	0.00
100876	WACHTER	BRADLEY	2301C	01/06/2023	D	1000	FICA	0.0000	0.00	2,754.15	170.76	170.76
100876	WACHTER	BRADLEY	2301C	01/06/2023	D	1100	MEDICARE	0.0000	0.00	2,754.15	39.94	39.94
100876	WACHTER	BRADLEY	2301C	01/06/2023	D	3000	FEDERAL TAXES WITHHOLDING	0.0000	0.00	2,566.88	301.38	0.00
100876	WACHTER	BRADLEY	2301C	01/06/2023	D	4000	STATE TAX WITHHOLDING	0.0000	0.00	2,566.88	120.84	0.00
100876	WACHTER	BRADLEY	2301C	01/06/2023	D	7001	WRS CITY PROTECTED PENSION	0.0000	0.00	2,753.90	187.27	364.62
100876	WACHTER	BRADLEY	2301C	01/06/2023	D	9999	DIRECT DEPOSIT NET	0.0000	0.00	2,754.15	1,933.71	0.00

BRADLEY WACHTER					
	(+)	(+)	(+)	(-)	
	Q1 2023	Q2 2023	Q3 2023	1/6/23 Payroll	Total
Gross	17,605.69	15,164.39	2,492.64	(2,753.90)	32,508.82
FICA/SS	1,091.58	940.20	154.54	(170.76)	2,015.56
Medicare	255.31	219.89	36.14	(39.94)	471.40
Life	14.16	10.62	3.54	-	28.32
WRS	2,329.30	2,004.53	329.49	(364.62)	4,298.70
Health	-	-	-	-	-
Total	21,296.04	18,339.63	3,016.35	(3,329.22)	39,322.80

EMPLOYEE ACCUMULATORS

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EMP #	NAME	DED/ PAY	DESC	MTH	Q	YEAR	F	HOURS	EMPLOYEE AMOUNT	EMPLOYER AMOUNT	EMPLOYEE GROSS
100422	REIMER, WESLEY	0	GROSS	1	2023	Q		605.75	.00	.00	16,726.42
				2	2023	Q		386.75	.00	.00	10,978.78
		150	EMS	1	2023	Q		21.25	.00	.00	773.05
				2	2023	Q		16.00	.00	.00	583.53
		151	FIRE	1	2023	Q		9.00	.00	.00	327.19
				2	2023	Q		11.25	.00	.00	410.29
		160	STAT	2	2023	Q		5.50	.00	.00	110.00
		162	TRAIN	1	2023	Q		52.50	.00	.00	1,389.69
				2	2023	Q		11.50	.00	.00	304.41
		710	OCWDY	1	2023	Q		68.00	.00	.00	206.04
				2	2023	Q		43.00	.00	.00	130.29
		712	OCWND	2	2023	Q		24.00	.00	.00	169.68
		720	POCE	1	2023	Q		24.00	.00	.00	72.00
		732	EOP	1	2023	Q		2.00	.00	.00	40.40
		735	POP	1	2023	Q		362.00	.00	.00	12,173.05
				2	2023	Q		275.50	.00	.00	9,270.58
		736	POPH	1	2023	Q		31.00	.00	.00	1,558.88
		740	TR STP	1	2023	Q		36.00	.00	.00	186.12
		1000	FICA	1	2023	Q		.00	1,034.02	1,034.02	16,677.62
				2	2023	Q		.00	679.17	679.17	10,954.38
		1100	MEDCAR	1	2023	Q		.00	241.82	241.82	16,677.62
				2	2023	Q		.00	158.84	158.84	10,954.38
		2310	EM LFE	1	2023	Q		.00	48.80	14.64	6,276.66
				2	2023	Q		.00	24.40	7.32	6,104.28
		2800	ACCCE	1	2023	Q		.00	17.52	.00	6,064.90
				2	2023	Q		.00	8.76	.00	6,104.28
		3000	FEDTAX	1	2023	Q		.00	2,763.83	.00	15,540.22
				2	2023	Q		.00	1,827.56	.00	10,207.82
		4000	STATE	1	2023	Q		.00	723.92	.00	15,540.22
				2	2023	Q		.00	485.35	.00	10,207.82
		7003	WRS EM	1	2023	Q		.00	1,137.40	2,213.17	16,726.42
				2	2023	Q		.00	746.56	1,451.40	10,978.78
		8500	GTL	1	2023	Q		.00	.00	.00	.00
				2	2023	Q		.00	.00	.00	.00
		9999	DD-NET	1	2023	Q		.00	10,759.11	.00	16,726.42
				2	2023	Q		.00	7,048.14	.00	10,978.78
100930	REIMER, WESLEY	0	GROSS	2	2023	Q		224.00	.00	.00	6,180.74
				3	2023	Q		116.75	.00	.00	3,221.39
		100	REG	2	2023	Q		224.00	.00	.00	6,178.52
				3	2023	Q		116.75	.00	.00	3,220.28
		505	GTL	2	2023	Q		.00	.00	.00	2.22
				3	2023	Q		.00	.00	.00	1.11
		1000	FICA	2	2023	Q		.00	383.20	383.20	6,180.74
				3	2023	Q		.00	199.73	199.73	3,221.39
		1100	MEDCAR	2	2023	Q		.00	89.62	89.62	6,180.74
				3	2023	Q		.00	46.71	46.71	3,221.39
		2310	EM LFE	2	2023	Q		.00	.00	.00	.00
				3	2023	Q		.00	.00	.00	.00
		3000	FEDTAX	2	2023	Q		.00	1,077.96	.00	5,760.60
				3	2023	Q		.00	569.50	.00	3,002.41
		4000	STATE	2	2023	Q		.00	281.66	.00	5,760.60
				3	2023	Q		.00	147.30	.00	3,002.41
		7003	WRS EM	2	2023	Q		.00	420.14	816.80	6,178.52

POZ
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Fall -
Time

1242.52
9402.13
719.26
11,363.91
2321.75
13,685.66

EMPLOYEE ACCUMULATORS

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EMP #	NAME	DED/ PAY	DESC	MTH	Q	YEAR	F	HOURS	EMPLOYEE AMOUNT	EMPLOYER AMOUNT	EMPLOYEE GROSS
		8500	GTL		3	2023	Q	.00	218.98	425.72	3,220.28
					2	2023	Q	.00	.00	.00	.00
					3	2023	Q	.00	.00	.00	.00
		9999	DD-NET		2	2023	Q	.00	3,925.94	.00	6,180.74
					3	2023	Q	.00	2,038.06	.00	3,221.39

Full -
Time

** END OF REPORT - Generated by Jennifer Engroff **

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Full
Time

Employee Number	Last Name	First Name	Warrant	Check Date	Pay/Deduction Type	Pay/Deduction Code	Pay/Deduction Description	Rate	Amount	Deduction Gross Amount	Employee Amount	Employer Amount
100422	REIMER	WESLEY	2301F	01/06/2023	E	150	EMS RESPONDER CALL	36.2100	271.58	0.00	0.00	0.00
100422	REIMER	WESLEY	2301F	01/06/2023	E	151	FIRE RESPONDER CALL	36.2100	144.84	0.00	0.00	0.00
100422	REIMER	WESLEY	2301F	01/06/2023	E	720	AMBULANCE ON CALL	3.0000	72.00	0.00	0.00	0.00
100422	REIMER	WESLEY	2301F	01/06/2023	E	735	PARAMEDIC ON PREMISE	33.3200	833.00	0.00	0.00	0.00
100422	REIMER	WESLEY	2301F	01/06/2023	E	736	PARAMEDIC ON PREMISE HOLIDAY	49.9800	599.76	0.00	0.00	0.00
100422	REIMER	WESLEY	2301F	01/06/2023	D	1000	FICA	0.0000	0.00	1,921.18	119.11	119.11
100422	REIMER	WESLEY	2301F	01/06/2023	D	1100	MEDICARE	0.0000	0.00	1,921.18	27.86	27.86
100422	REIMER	WESLEY	2301F	01/06/2023	D	3000	FEDERAL TAXES WITHHOLDING	0.0000	0.00	1,790.54	266.54	0.00
100422	REIMER	WESLEY	2301F	01/06/2023	D	4000	STATE TAX WITHHOLDING	0.0000	0.00	1,790.54	76.45	0.00
100422	REIMER	WESLEY	2301F	01/06/2023	D	7003	WRS FIRE PROTECTED PENSION	0.0000	0.00	1,921.18	130.64	254.36
100422	REIMER	WESLEY	2301F	01/06/2023	D	9999	DIRECT DEPOSIT NET	0.0000	0.00	1,921.18	1,300.58	0.00

WESLEY REIMER					
	(+)	(+)	(+)	(-)	
	Q1 2023	Q2 2023	Q3 2023	1/6/23 Payroll	Total
Gross	16,726.42	17,159.52	3,221.39	(1,921.18)	35,186.15
FICA/SS	1,034.02	1,062.37	199.73	(119.11)	2,177.01
Medicare	241.82	248.46	46.71	(27.86)	509.13
Life	14.64	7.32	-	-	21.96
WRS	2,213.17	2,268.20	425.72	(254.36)	4,652.73
Health	-	-	-	-	-
Total	20,230.07	20,745.87	3,893.55	(2,322.51)	42,546.98

EMPLOYEE ACCUMULATORS

(+)

EMP #	NAME	DED/ PAY	DESC	MTH	Q	YEAR	F	HOURS	EMPLOYEE AMOUNT	EMPLOYER AMOUNT	EMPLOYEE GROSS
100895	GROSS, GARRICK	0	GROSS	1	2023	Q		265.25	.00	.00	4,136.26
				2	2023	Q		211.00	.00	.00	2,810.93
		150	EMS	1	2023	Q		65.00	.00	.00	2,340.65
				2	2023	Q		47.50	.00	.00	1,710.47
		151	FIRE	1	2023	Q		19.50	.00	.00	702.20
				2	2023	Q		8.50	.00	.00	306.09
		162	TRAIN	1	2023	Q		7.75	.00	.00	201.58
				2	2023	Q		2.00	.00	.00	52.02
		710	OCWDY	1	2023	Q		82.00	.00	.00	248.46
				2	2023	Q		84.00	.00	.00	254.52
		712	OCWND	1	2023	Q		91.00	.00	.00	643.37
				2	2023	Q		69.00	.00	.00	487.83
		1000	FICA	1	2023	Q		.00	256.45	256.45	4,136.26
				2	2023	Q		.00	174.28	174.28	2,810.93
		1100	MEDCAR	1	2023	Q		.00	59.98	59.98	4,136.26
				2	2023	Q		.00	40.75	40.75	2,810.93
		3000	FEDTAX	1	2023	Q		.00	450.17	.00	4,136.26
				2	2023	Q		.00	274.93	.00	2,810.93
		4000	STATE	1	2023	Q		.00	99.98	.00	4,136.26
				2	2023	Q		.00	53.40	.00	2,810.93
		9999	DD-NET	1	2023	Q		.00	3,269.68	.00	4,136.26
				2	2023	Q		.00	2,267.57	.00	2,810.93
100936	GROSS, GARRICK	0	GROSS	2	2023	Q		112.00	.00	.00	2,329.95
				3	2023	Q		112.00	.00	.00	2,329.95
		100	REG	2	2023	Q		112.00	.00	.00	2,329.72
				3	2023	Q		112.00	.00	.00	2,329.72
		505	GTL	2	2023	Q		.00	.00	.00	.23
				3	2023	Q		.00	.00	.00	.23
		1000	FICA	2	2023	Q		.00	137.21	137.21	2,213.11
				3	2023	Q		.00	140.78	140.78	2,270.69
		1100	MEDCAR	2	2023	Q		.00	32.09	32.09	2,213.11
				3	2023	Q		.00	32.93	32.93	2,270.69
		2310	EM LFE	3	2023	Q		.00	.00	3.66	2,329.95
		2400	HEALTH	2	2023	Q		.00	107.08	785.22	2,329.95
				3	2023	Q		.00	53.54	392.61	2,329.95
		2506	DENTAL	2	2023	Q		.00	9.76	.00	2,329.95
		2700	VISEE	3	2023	Q		.00	5.72	.00	2,329.95
		2800	ACCEE	3	2023	Q		.00	4.38	.00	2,329.95
		3000	FEDTAX	2	2023	Q		.00	332.57	.00	2,054.69
				3	2023	Q		.00	346.97	.00	2,112.27
		4000	STATE	2	2023	Q		.00	91.31	.00	2,054.69
				3	2023	Q		.00	94.73	.00	2,112.27
		7003	WRS EM	2	2023	Q		.00	158.42	307.99	2,329.72
				3	2023	Q		.00	158.42	307.99	2,329.72
		8500	GTL	2	2023	Q		.00	.00	.00	.00
				3	2023	Q		.00	.00	.00	.00
		9999	DD-NET	2	2023	Q		.00	1,461.28	.00	2,329.95
				3	2023	Q		.00	.00	.00	2,329.95

Paid on
CallFull
Time

GARRICK GROSS					
	(+)	(+)	(+)	(-)	
	Q1 2023	Q2 2023	Q3 2023	1/6/23 Payroll	Total
Gross	4,136.26	5,140.88	2,329.95	-	11,607.09
FICA/SS	256.45	311.49	140.78	-	708.72
Medicare	59.98	72.84	32.93	-	165.75
Life	-	-	3.66	-	3.66
WRS	-	307.99	307.99	-	615.98
Health	-	785.22	392.61	-	1,177.83
Total	4,452.69	6,618.42	3,207.92	-	14,279.03

 1081.49
 4659.90
 615.98
 6457.37



Southern Ozaukee Fire and
Emergency Medical Services Department
11300 N. Buntrock Avenue
Mequon, WI 53092
(262) 242-2530
(262) 242-5042 Fax

TO: SOFD Board
FROM: Fire Chief David L Bialk
DATE: September 13, 2023
SUBJECT: Ozaukee County ARPA Funding

Background

In October of 2021, Ozaukee County Sheriff Johnson approached the Ozaukee Fire Chiefs about using Ozaukee County ARPA money as a grant program to hire additional paramedics. It took a year for the original plan to be approved by the County Board and subsequently to develop a process for applying for grant money (see attached application forms). Both Mequon and Thiensville used the promise of money to hire personnel in 2022, however, the County did not have a mechanism in place for reimbursement until 2023. SOFD recently submitted reimbursement on behalf of Mequon and Thiensville for the 2022 allotment along with the first two quarters of 2023. SOFD included the County ARPA funding to hire new full-time personnel in the 2023 budget. There have been many County Board meetings since the original proposal with different iterations of how to use the ARPA funding.

At the latest meeting of the Ozaukee County Board on September 6, 2023, a proposal to give SOFD \$920,000 was voted down; instead SOFD will receive \$648,000. The budget team has a plan to reimburse Mequon and Thiensville for 2022 funds used to hire paramedics. The remainder of the funds is earmarked to offset personnel costs in 2023 and 2024. .

Analysis

SOFD has submitted a sustainability plan to the County for approval and has had several meetings with the finance team from Ozaukee County and also with County Executive Dzwiniel regarding reimbursement. The original request was denied by the Ozaukee County finance team because it was not clear how SOFD would fund these additional positions after 2024. With the latest approval of the ARPA money on September 6, 2023, Ozaukee County will cut two checks, one check on October 1, 2023, for half the amount and the other check on April 1, 2024, for the other half of the payment.

Fiscal Impact

The \$648,000 is significant to the startup costs of SOFD and hiring of personnel. The budget team used the money strategically as to not create a fiscal cliff for SOFD going forward.

Recommendation

Support the ongoing efforts of the SOFD staff to seek reimbursement and fund additional positions.

Fire Chief David L Bialk
David L Bialk
Southern Ozaukee Fire Department



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TO: SOFD Board
FROM: Fire Chief David L Bialk
DATE: September 13, 2023
SUBJECT: Ambulance Billing Update

Background

As you are aware the billing process for ambulance transports was slow to develop. The inability to begin billing is not unusual in the industry; staff was told it takes between three and six months for all of the pieces to fall into place and that this is not unusual with Medicare. On June 1, 2023, 1,063 EMS calls were transmitted to EMS MC for billing. Revenue from transports began arriving in late July. As of September 1, 2023, SOFD has received \$190,000 in revenue from ambulance billing.

Analysis

The SOFD staff continues to do everything they can to support the billing process and maximize revenue for SOFD including review of the current ambulance fee schedule. Working with our billing company, EMSMC has prepared a comparison of fees from Southeastern Wisconsin (see attachment). During the budget process, the budget team came up with some adjustments to the ambulance fee schedule. The data showed that out of eight other ambulance services that the SOFD ambulance charges fell just below the average of the other eight agencies. It is for this reason staff recommends an increase in some of the EMS fees. See the chart below. The suggested increases are in red.

	Average	Current	Proposed Fee
BLS Resident	\$1,215	\$1,000	\$1,200
BLS Non Resident	\$1,272	\$1,100	\$1,400
ALS Resident	\$1,425	\$1,300	\$1,500
ALS Non Resident	\$1,468	\$1,400	\$1,600
ALS2 Resident	\$1,598	\$1,600	\$1,700
ALS2 Non Resident	\$1,658	\$1,700	\$1,800
SCT Resident	\$2,100	\$1,900	\$1,900
SCT Non Resident	\$2,100	\$2,000	\$2,000
BLS On Scene Care Resident	\$350	\$325	\$325
BLS On Scene Care Non Resident	\$395	\$350	\$350
ALS On Scene Care Resident	\$685	\$600	\$600
ALS On Scene Care Non Resident	\$728	\$700	\$700
Milage Resident	\$24	\$23	\$25
Milage Non Resident	\$24	\$24	\$26

Another fee staff has been exploring is charging for “lift assist” calls. About 20% of the calls received by SOFD are for people who fall. Some of these calls require the person to be transported to a hospital but many times the crew is simply picking someone up off the floor. SOFD staff is in the fact-finding phase, specifically looking at the final outcome of these calls and the types of residences where they occur. Some EMS providers charge a lift assist fee to people who fall. These charges vary wildly depending on the community and on how many times in a year someone calls for assistance.

Fiscal Impact

The exact fiscal impact on adjusting the fee schedule is hard to pin down without more data from a full year of billing. However, an estimate would be an additional \$30,000 to \$60,000 in ambulance revenue.

Recommendation

Staff recommends making the adjustment to the fee schedule effective October 1, 2023, and continuing to monitor the budget over the coming months to ensure the department stays on budget.

Fire Chief David L Bialk

David L Bialk

Southern Ozaukee Fire Department



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TO: SOFD Board
FROM: Fire Chief David L Bialk
DATE: September 13, 2023
SUBJECT: 2024 Budget

Executive Summary 2024 SOFD Budget

The budget team has worked together to balance the needs of the newly-formed SOFD while limiting the tax levy impact. The 2024 budget uses available Ozaukee County ARPA funding, an increase in ambulance transport fees, and a proposed 4.28% tax increase for operations. The SOFD budget request is for \$68,164 or a 4.28% increase in the general fund budget. This equates to a \$57,551 increase for Mequon and a \$10,613 increase for Thiensville.

The 2024 budget presented accomplishes the addition of one firefighter/paramedic position. Upon the hiring of the additional firefighter/paramedic, projected daily staffing will be seven personnel—one full-time battalion chief, three full-time firefighters and three paid-on-call members. There also a contingency of \$200,000, which is approximately 5% of the operational budget.

The 2024 budget also includes a capital contribution totaling \$130,285, \$110,000 for the City of Mequon and \$20,285 for the Village of Thiensville.

Wisconsin law allows for the communities of joint fire departments to use the levy limit exemption if the combined total of assessed charges to the municipalities does not exceed CPI + 2%. The 2024 budget presented does qualify for this exemption.

Fire Chief David L Bialk

David L Bialk

Southern Ozaukee Fire Department

Southern Ozaukee Fire & EMS
2024 Budget
All Funds
Summary of Revenues & Expenditures

Summary of Revenues

Source	SOFD 2023 Budget	SOFD 2024 Budget
Intergovernmental Charges for Services		
City of Mequon	\$ 1,344,172	1,401,723
Village of Thiensville	247,883	258,496
City of Mequon Capital Allocation	118,202	110,000
Village of Thiensville Capital Allocation	21,798	20,285
Total Intergovernmental Charges for Services	<u>\$ 1,732,055</u>	<u>\$ 1,790,504</u>
Non-Property Tax Revenue:		
Intergovernmental Revenue	\$ 538,085	\$ 630,238
Regulation & Compliance	72,085	96,360
Public Charges for Services	1,244,998	1,374,971
Total Non-Property Tax Revenue:	<u>\$ 1,855,168</u>	<u>\$ 2,113,569</u>
Total Revenue	<u>\$ 3,587,223</u>	<u>\$ 3,904,073</u>

Summary of Expenditures

Department	SOFD 2023 Budget	SOFD 2024 Budget
Salaries & Wages	\$ 2,144,950	\$ 2,389,995
Fringe Benefits	615,338	548,104
Personnel Services	91,246	91,983
Contractual Services	111,525	131,248
Commodities	107,365	114,826
Equipment Maintenance	105,113	178,596
Property & Liability Insurance	103,080	119,036
Unclassified - Transfers	168,606	200,000
Capital Projects Fund	140,000	130,285
Total Expenditures	<u>\$ 3,587,223</u>	<u>\$ 3,904,073</u>
Beginning Fund Balance		\$ 197,552
Annual Income / (Loss)		-
Ending Fund Balance		<u>\$ 197,552</u>

Southern Ozaukee Fire EMS
2024 Budget
General Fund
Summary of Revenues and Expenditures

Summary of Revenues

Source	SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget
Intergovernmental Charges for Services				
City of Mequon	\$ 1,344,172	\$ 1,014,281	\$ 1,344,172	1,401,723
Village of Thiensville	247,883	185,912	247,883	258,496
Total Intergovernmental Charges for Services	<u>\$ 1,592,055</u>	<u>\$ 1,200,193</u>	<u>\$ 1,592,055</u>	<u>\$ 1,660,219</u>
Non-Property Tax Revenue:				
Intergovernmental Revenue	\$ 538,085	\$ 307,936	\$ 621,174	\$ 630,238
Regulation & Compliance	72,085	8,965	107,738	96,360
Public Charges for Services	1,244,998	170,004	1,130,000	1,374,971
Commercial Revenues	-	-	-	12,000
Miscellaneous Revenues	-	100,695	100,695	-
Total Non-Property Tax Revenue:	<u>\$ 1,855,168</u>	<u>\$ 587,600</u>	<u>\$ 1,959,607</u>	<u>\$ 2,113,569</u>
Total Revenue	<u>\$ 3,447,223</u>	<u>\$ 1,787,793</u>	<u>\$ 3,551,662</u>	<u>\$ 3,773,788</u>

Summary of Expenditures

Department	SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget
Salaries & Wages	\$ 2,144,950	\$ 1,108,106	\$ 2,115,275	\$ 2,389,995
Fringe Benefits	615,338	297,493	522,010	548,104
Personnel Services	91,246	17,286	88,097	91,983
Contractual Services	111,525	46,722	152,545	131,248
Commodities	107,365	64,291	116,582	114,826
Equipment Maintenance	105,113	52,244	125,978	178,596
Property & Liability Insurance	103,080	90,399	132,928	119,036
Unclassified - Transfers	168,606	-	100,695	200,000
Total General Fund Expenditures	<u>\$ 3,447,223</u>	<u>\$ 1,676,541</u>	<u>\$ 3,354,110</u>	<u>\$ 3,773,788</u>

Southern Ozaukee Fire EMS
2024 Budget
General Fund
Detailed Revenues (continued)

		8/31/2023			SOFD 2024 Budget	Budget % Change
Account Name		SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected		
Intergovernmental Charges for Services						
43210	City of Mequon	\$ 1,344,172	\$1,014,281	\$1,344,172	\$ 1,401,723	4.28%
43220	Village of Thiensville	247,883	185,912	247,883	258,496	4.28%
Total Intergovernmental Charges for Services		1,592,055	1,200,193	1,592,055	1,660,219	4.28%
Intergovernmental Revenue						
Cedarburg Overwatch Program		-	73,000	73,000	67,000	100.00%
Grants & Aids						
44530	ARPA Local Recovery Funds	300,000	-	300,000	300,000	0.00%
44510	Fire Insurance Dues (2%)	224,847	234,936	234,936	250,000	11.19%
44520	EMS Funding Assistance Program	13,238	-	13,238	13,238	0.00%
Total Intergovernmental Revenues		538,085	307,936	621,174	630,238	17.13%

		SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
Account Name						
Regulation & Compliance						
Permits						
40100	Burn Permits	\$ 15,725	\$ 7,720	\$ 10,000	\$ 10,000	-36.41%
40300	Fire Fees (plan review, sprinkler, hydro testing)	7,122	1,200	3,500	7,122	0.00%
40500	Fire Inspections	30,000	-	75,000	60,000	100.00%
40400	Other Fire Prevention Fees	8,000	45	8,000	8,000	0.00%
Total Permits		60,847	8,965	96,500	85,122	39.90%
Other						
40900	Accident Fees	\$ 8,538	\$ -	\$ 8,538	\$ 8,538	0.00%
40800	False Alarms	2,700	-	2,700	2,700	0.00%
Total Other		11,238	-	11,238	11,238	0.00%
Total Regulation & Compliance		72,085	8,965	107,738	96,360	33.68%

		SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
Account Name						
Public Charges for Services						
Protection-Persons & Property						
40700	Ambulance Revenue	\$ 1,207,498	\$ 150,304	\$1,100,000	\$ 1,354,971	12.21%
43310	Paramedic Intercept (Cedarburg)	37,500	19,700	30,000	20,000	-46.67%
Total Protection-Persons & Property		1,244,998	170,004	1,130,000	1,374,971	10.44%
Total Public Charges for Services		1,244,998	170,004	1,130,000	1,374,971	10.44%

Southern Ozaukee Fire EMS
2024 Budget
General Fund
Detailed Revenues (continued)

Account Name	SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2023 Budget	Budget % Change
Commercial Revenues					
Interest Income					
##-##-###-### Investment Interest	-	-	-	12,000	100.00%
Total Interest Income	-	-	-	12,000	100.00%
Total Commercial Revenues	-	-	-	12,000	100.00%
Account Name	SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2023 Budget	Budget % Change
Miscellaneous Revenue					
Other Income					
##-##-###-### Fund Balance Applied	\$ -	\$ -	\$ -	\$ -	0.00%
##-##-###-### Other Income	-	100,695	100,695	-	0.00%
Total Miscellaneous Revenue	-	100,695	100,695	-	0.00%
Total General Fund Revenue	\$ 3,447,223	\$1,787,793	\$3,551,662	\$ 3,773,788	9.47%

Southern Ozaukee Fire EMS
2024 Budget
General Fund
Detailed Expenditures (continued)

**Protection Property & Persons
Fire & EMS**

		8/31/2023			SOFD 2024 Budget	Budget % Change
Account Name		SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected		
Personnel						
670101	Salaries	\$ 1,481,762	\$ 561,567	\$ 1,150,000	\$ 1,414,057	-4.57%
670173	Paramedic POC	297,000	253,465	434,511	157,034	-47.13%
670150	EMS Responder	105,600	149,064	255,538	437,903	314.68%
670151	Fire Call Pay	102,400	90,840	155,726	105,472	3.00%
670171	First Responder On Call Pay	38,688	-	-	156,029	303.30%
670162	Training Pay	100,000	49,782	100,000	100,000	0.00%
670161	Vehicle Checks	19,500	3,388	19,500	19,500	0.00%
Total Salaries and Wages		2,144,950	1,108,106	2,115,275	2,389,995	11.42%
Account Name		SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
Fringe Benefits						
673101	FICA	164,089	126,235	216,403	183,982	12.12%
673201	Health/Dental Insurance	238,711	66,719	125,000	149,913	-37.20%
673203	Life Insurance/Disability Insurance	5,389	354	607	2,253	-58.19%
637102	Wisconsin Retirement	207,149	104,185	180,000	211,956	2.32%
Total Fringe Benefits		615,338	297,493	522,010	548,104	-10.93%
Account Name		SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
Personnel Services						
54100	Dues & Subscriptions	\$ 5,050	\$ 395	\$ 677	\$ 5,050	0.00%
54200	Meetings & Conferences	1,000	1,342	2,301	2,300	130.00%
54300	Training	36,000	9,883	36,000	35,000	-2.78%
54400	Uniforms	35,451	684	35,451	35,451	0.00%
54600	Preemployment Examinations	7,745	1,871	7,745	7,745	0.00%
54700	Recruitment	4,500	2,580	4,423	4,937	9.71%
54500	Books and Periodicals	1,500	531	1,500	1,500	0.00%
Total Personnel Services		91,246	17,286	88,097	91,983	0.81%
Contractual Services						
51500	Legal Services	\$ 14,000	\$ 12,703	\$ 21,777	\$ 14,000	0.00%
51550	Financial Services	7,100	495	849	7,100	0.00%
51600	IT Services	17,975	28,278	48,477	24,000	33.52%
51650	Billing Services	72,450	-	72,450	81,298	12.21%
51700	Advertising	-	5,246	8,993	4,850	100.00%
Total Contractual Services		111,525	46,722	152,545	131,248	17.69%

Southern Ozaukee Fire EMS
2024 Budget
General Fund
Detailed Expenditures (continued)

Account Name	SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
Commodities					
55100 Office Supplies	\$ 1,650	\$ 321	\$ 1,650	\$ 1,650	0.00%
55200 Telecommunications	12,535	5,505	12,535	12,535	0.00%
55300 Printing/Copy Machine Supplies	3,280	588	3,280	3,280	0.00%
55400 Postage	400	292	400	501	25.25%
55500 Miscellaneous	-	452	775	-	0.00%
55700 Work Supplies	89,500	57,133	97,942	96,860	8.22%
Total Commodities	107,365	64,291	116,582	114,826	6.95%
Total Fire & EMS	3,070,424	1,533,898	2,994,509	3,276,156	6.70%

**Protection Property & Persons
Equipment Maintenance**

Account Name	SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
56000 Maintenance					
###-###-#-### Equipment Repairs/Small Tools	\$ 40,000	\$ 8,318	\$ 40,000	\$ 40,000	0.00%
###-###-#-### Truck/Vehicle Parts & Supplies	40,000	21,610	40,000	40,000	0.00%
###-###-#-### Radio Maintenance	4,000	-	4,000	4,000	0.00%
###-###-#-### Hoses	2,500	-	2,500	2,500	0.00%
###-###-#-### Vehicle Maintenance Labor (DPW)	-	-	-	52,618	100.00%
###-###-#-### Fuel	16,813	21,406	37,678	37,678	124.10%
###-###-#-### Building Maintenance	1,800	910	1,800	1,800	0.00%
Total Maintenance	105,113	52,244	125,978	178,596	69.91%
Total Equipment Maintenance	105,113	52,244	125,978	178,596	69.91%

Southern Ozaukee Fire EMS
2024 Budget
General Fund
Detailed Expenditures (continued)

**Protection Property & Persons
Property & Liability Insurance**

Account Name		SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
Insurance						
57100	General Liability Insurance	\$ 33,051	\$ 27,784	\$ 55,570	\$ 33,051	0.00%
57400	Property Insurance	1,000	511	511	511	-48.90%
57200	Vehicle Insurance	20,765	13,893	13,893	20,765	0.00%
57300	Workers Compensation Insurance	46,224	44,237	58,980	58,982	27.60%
###-###-#-###	Cyber Crime Insurance	-	-	-	1,754	100.00%
###-###-#-###	Accident	-	3,189	3,189	3,188	100.00%
###-###-#-###	Crime	-	785	785	785	100.00%
57500	EAP	2,040	-	-	-	-100.00%
Total Insurance		103,080	90,399	132,928	119,036	15.48%
Total Property & Liability Insurance		103,080	90,399	132,928	119,036	15.48%

**Protection Property & Persons
Unclassified**

Account Name		SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
Unclassified						
###-###-#-###	Transfers to Other Funds	\$ -	-	\$ 100,695	\$ -	0.00%
###-###-#-###	Contingency	168,606	-	-	200,000	18.62%
Total Unclassified		168,606	-	100,695	200,000	18.62%
Total General Fund Expenditures		\$3,447,223	\$1,676,541	\$3,354,110	\$3,773,788	9.47%

Southern Ozaukee Fire EMS
2024 Budget
Capital Projects Fund
Summary of Revenues and Expenditures

Summary of Revenues

Source	SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget
Intergovernmental Charges for Services				
City of Mequon Capital Allocation	118,202	-	-	110,000
Village of Thiensville Capital Allocation	21,798	-	-	20,285
Total Intergovernmental Charges for Services	140,000	-	-	130,285
Other Financing Sources	-	-	100,695	-
Total Revenue	\$ 140,000	\$ -	\$ 100,695	\$ 130,285

Summary of Expenditures

Department	SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget
Fire Department	-	-	-	-
Unclassified	140,000	-	-	130,285
Total Capital Equipment Expenditures	\$ 140,000	\$ -	\$ -	\$ 130,285
Beginning Fund Balance				\$ 240,695
Annual Income / (Loss)				-
Ending Fund Balance				\$ 240,695

Southern Ozaukee Fire EMS
2024 Budget
Capital Projects Fund
Detailed Revenues

Account Name	SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
Intergovernmental Charges for Services					
##-##-###-### City of Mequon Capital Allocation	\$ 118,202	\$ -	\$ -	\$ 110,000	-6.94%
##-##-###-### Village of Thiensville Capital Allocation	21,798	21,798	21,798	20,285	-6.94%
Total Intergovernmental Charges for Services	140,000	21,798	21,798	130,285	-6.94%

Account Name	SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
Other Financing Sources					
##-##-###-### Sale of Property	\$ -	\$ -	\$ -	\$ -	0.00%
##-##-###-### Sale of Vehicles	-	-	-	-	0.00%
##-##-###-### Sale of Equipment	-	-	-	-	0.00%
##-##-###-### Transfer from Other Funds	-	-	100,695	-	0.00%
Total Other Financing Sources	-	-	100,695	-	0.00%
Total Capital Projects Revenue	\$ 140,000	\$ 21,798	\$ 122,493	\$ 130,285	-6.94%

Southern Ozaukee Fire EMS
2024 Budget
Capital Projects Fund
Detailed Expenditures

Account Name		SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
Fire Department						
###-###-###	Office Equipment	\$ -	\$ -	\$ -	\$ -	0
###-###-###	Vehicles	-	-	-	-	0.00%
###-###-###	Equipment	-	-	-	-	0.00%
###-###-###	Radios	-	-	-	-	0.00%
###-###-###	Fire Apparatus	-	-	-	-	0.00%
###-###-###	Other	-	-	-	-	0.00%
Total Fire Department - Capital		-	-	-	-	0.00%
Unclassified						
###-###-###	Contingency	140,000	-	-	130,285	-6.94%
Total Unclassified - Capital		140,000	-	-	130,285	-6.94%
Account Name		SOFD 2023 Budget	SOFD 2023 YTD	SOFD 2023 Projected	SOFD 2024 Budget	Budget % Change
Other Financing Uses						
###-###-###	Transfer to Other Funds	\$ -	\$ -	\$ -	\$ -	0.00%
Total Other Financing Uses		-	-	-	-	0.00%
Total Capital Fund Expenditures		\$ 140,000	\$ -	\$ -	\$ 130,285	-6.94%



Southern Ozaukee Fire and
Emergency Medical Services Department
11300 N. Buntrock Avenue
Mequon, WI 53092
(262) 242-2530
(262) 242-5042 Fax

TO: SOFD Board
FROM: Fire Chief David L Bialk
DATE: September 13, 2023
SUBJECT: Mission, Vision, & Values

Background

The Board of Directors of the Southern Ozaukee Fire and Emergency Medical Services Department is engaged in a process to define the Mission, Vision and Values of the newly-formed organization. A key element of that process is obtaining the voice of our strategic partners and those we serve.

Key stakeholders were identified by Board leadership and the Fire Chief. Following a letter of invitation from the Chief, key stakeholders were interviewed. These nine structured interviews, conducted by Fire Chief David Bialk and SOFD Board Member Lynn Streeter, each lasted for approximately 45 minutes.

After conducting nine stakeholder interviews in preparing the Mission, Vision, and Values for the SOFD a suggestion was made to conduct one last interview with the president of the Thiensville Fire Department Corporation. The final interview was conducted on July 17 and a summary of the interview findings for all the interviews is attached. Lynn Streeter met with the membership of the SOFD and presented them with Mission, Vision and Values and once again asked for input from the membership. The group had several ideas that Lynn incorporated into the revised statements.

Analysis

After careful consideration and input from internal and external stakeholders the following is being forwarded for review by the SOFD Board.

Southern Ozaukee Fire and Emergency Medical Services Department
Mission, Vision, and Values- August 2023

OUR MISSION

The Southern Ozaukee Fire and Emergency Medical Services Department exists to ensure the safety of our communities through fire suppression, response to medical emergencies, professional training and public education. We serve our communities to protect the people, property, and environment. We provide our citizens with reassurance and comfort when they are vulnerable.

OUR VISION

The Southern Ozaukee Fire and Emergency Medical Services Department will continuously strive to be a trusted community service that is recognized for meeting the needs of our citizens, while being good stewards of our resources. We will be known as a modern department with a professionally trained team that attains best practice standards and ensures a high level of readiness. We will innovate and continuously have an eye to the future.

We will accomplish our vision of a strong combination department by investing in our people, with a workforce of committed career and volunteer team members. We will forge strong partnerships to ensure the safety of the communities we serve.

OUR VALUES

Our culture reflects our shared values and we have pride in all that we do.

Integrity

We live in accordance with our values, demonstrating sound ethical principles and being honest with ourselves and others.

Trust

We believe that reliability and the strength of our relationships is core to our being. Trust fosters respect, provides safety and earns loyalty.

Empathy

We seek to understand the thoughts, feelings and perspectives of others from their point of view. We show compassion for those who feel vulnerable or suffer a loss.

Grit

We exhibit courage, resolve and a selfless devotion to duty.

Excellence

We are professional and exceptional in our skills, continuously striving to improve.

Stewardship

We are responsible in our use of financial and human resources.

Fiscal Impact

None

Recommendation

Continue to support the effort of the Mission, Vision and Values committee and adopt the Mission, Vision and Values statements.

Fire Chief David L Bialk

David L Bialk

Southern Ozaukee Fire Department

Southern Ozaukee Fire and Emergency Medical Services Department
Mission, Vision and Values
Stakeholder Interview Findings
June 2023
Revised July 2023

The Board of Directors of the Southern Ozaukee Fire and Emergency Medical Services Department (SOFD) is engaged in a process to define the mission, vision and values of the newly formed organization. A key element of that process is obtaining the voice of our strategic partners and those we serve. Key stakeholders were identified by Board leadership and the Fire Chief. Following a letter of invitation from the Chief, key stakeholders were interviewed. These nine structured interviews, conducted by Fire Chief David Bialk and SOFD Board Member Lynn Streeter, each lasted for approximately 45 minutes. A summary of the interview findings follows.

As you think about the mission of the SOFD and why it exists, what are the key elements that are important to you and those you serve?

- Provide citizens with a level of trust, reassurance and comfort at a time of crisis
- Recognize that our firefighters are selfless in their actions
- Exceptional medical care
- Compassionate care
- Open communication
- Collaboration in and partnership among entities
- Safety of our citizens, property and environment
- Reliability and efficiency as evident in response times (answering the call)
- Community education
- Pro-active preparedness
- Ensure a solid, well-functioning team
- Care for our members

What does our Department do well?

- Respond quickly and effectively
- Strong clinical assessment skills and good communication
- Attentive to those served
- Phenomenal training
- Annual inspections
- Community education and outreach
- Enough responders are deployed
- Know our facilities well
- High level of professionalism
- Strong sense of pride in our community
- Instills confidence
- Strong support to other departments and communities

Are there areas where you see an opportunity for improvement or for us to work better together?

- Continue collaboration with other partnering entities e.g., police and other fire departments
- Continue to foster a positive work environment for our hybrid staff
- Staff training will always be an ongoing priority
- Joint training between police and fire
- Opportunities to provide education, such as emergency preparedness, to the staff of community organizations e.g., senior living facilities
- Continue community education and outreach activities
- Talk about the SOFD performance; it enhances business and community awareness
- Look to implement new technology that would enhance both direct service and communications

As you look ten years into the future, if the SOFD was the top performing department (for a community like ours) in the nation, what would we look like?

- Our culture reflects our values and we have pride in what we do
- Our hybrid staffing model has been rebalanced to ensure the right people are available at the right time
- We have strong leadership
- We have invested in our people
- State of the art training facilities
- Best practice policies are in place
- Technology supports the sharing of information
- State of the art facilities support how we function
- State of the art equipment
- All members of the SOFD are professional, skilled and courteous
- The SOFD is well integrated and recognized by the community
- We meet or exceed best practice measures
- We are able to make data driven decisions
- We have strong partnerships and outstanding communications with other entities
- We innovate and continuously have an eye to the future
- We use our resources effectively and are fiscally sound
- We are actively involved in and respected by our community

If you think about the values that you would want to see displayed by every member of the SOFD in everything we do, what three words come to mind (not rank ordered)?

- Integrity
- Respect
- Trustworthy

- Compassionate
- Professional
- Dignity
- Empathy
- Precise
- Inclusivity
- Efficient
- Caring
- Collaboration
- Ethical
- Honor
- Courage
- Pride
- Honesty
- Devotion to duty

Key Stakeholders

Matt Monaco, Executive Director, NewCastle Place (joined by leaders from Nursing, Human Resources, Independent Living, Health Center and Plant Operations)

Emily Sprtel, Executive Director, Willowbrook Place (joined by leaders from Nursing and Plant Operations)

John Joyce, President and Andrew Sandler, Director EMS Service Line, Ascension Columbia St. Mary's Ozaukee

Jarek Barney, Director Ambulatory Services, Children's Wisconsin Mequon (joined by leaders from Primary Care and Specialty Care)

Tina Schwantes, Executive Director, MT Chamber of Commerce and Mike McDonald, Spectrum Investments (and Chamber President)

Chief Curt Kleppin, Thiensville Police Department

Chief Patrick Pryor, Mequon Police Department

Chief Jeffrey Vahsholtz, Cedarburg Fire Department

Sheriff Christy Knowles and Communications Dispatch Manager Heather Boesch, Ozaukee County Sheriff's Office

John Kukla, Thiensville Volunteer Fire Department Corporation

10 Steps

TO BETTER COLLABORATION BETWEEN FINANCE OFFICERS AND FIRE CHIEFS

GFOA and the International Association of Fire Chiefs (IAFC) are working together to develop resources to promote better collaboration between finance officers and fire chiefs. An introductory public finance curriculum geared toward firefighters is in the works, along with checklists that finance officers can use when meeting with their counterparts in the fire department (and vice versa for fire chiefs).

As a first step, the working group, which is made up of GFOA and IAFC staff and members, developed this list, with items geared toward both central office finance professionals and fire department executives. We encourage you to share this list with your colleagues in the fire department to precipitate a larger conversation about how to work together better.

1 For both: Go to lunch or have coffee together without specific work-based tasks in mind. Get to know each other as individuals, which allows you to build a relationship and earn each other's trust, an important precursor to effective collaboration.

2 For Fire Department staff: Get Finance involved early with purchases that are outside the norm. If you need to purchase a new fire engine or fire truck (yes, Finance folks, there is a difference), talk to your Finance colleagues as soon as the need arises. Even better, work with Finance to develop a long-term equipment replacement schedule for all gear and apparatus.

3 For Finance Department staff: Ask questions and do some basic due diligence to learn more about firefighting. Start by learning the difference between a fire engine and a fire truck! (In the simplest terms, an engine holds water and hoses, and a truck is a mobile toolbox that can include large ladders that extend from the truck and don't come off.)

4 For both: Express your gratitude and appreciation for each other's work. It demonstrates that you're paying attention and genuinely appreciate each other's contributions.

5 For Fire Department staff: Invite Finance Department staff to get an up-close-and-personal view of your department. Invite them to come out and see new equipment when it arrives. Ask them to go on inspections with you. These efforts will give finance folks a much better understanding of your job and the challenges you face.

6 For Finance Department staff: Build a more collaborative budget process and involve the Fire Department early on. Ask them to provide a representative to participate in any multi-department committee work, opportunities, or initiatives. When a department makes you aware of a concern and wants to work together to develop solutions, embrace the opportunity. Make sure you understand the need and urgency, so you can assist with developing a plan.

7 For both: Hold monthly meetings with members of both departments. Review Fire Department budget reports and performance indicator reports to better understand how the money is being spent and how the community benefits. Also, share information about revenue collections, expenditures, and community priorities across the entire government so the Fire Department staff can see how they fit into the bigger picture.

8 For Fire Department staff: Don't be afraid to ask for advice from Finance staff when needed. If you anticipate a need for additional funding or foresee a decrease in revenue, reach out to Finance right away so they can help develop solutions.

9 For Finance Department staff: Know your fire department's staffing model. Fire suppression, rescue, and emergency medicine are 24/7 jobs, and the Fire Department may need to use more overtime and acting pay than you'd expect. If you really want to see this schedule in action, ask to do an extended ride-along with a fire crew.

10 For both: Be open to questions and finding new ways of doing things. Don't be offended if someone asks questions about processes. Model this behavior at all levels of your department to promote an organizational culture that fosters curiosity, learning, and innovation.