



FINANCE COMMITTEE MEETING AGENDA

MONDAY, JANUARY 12, 2026 AT 5:30 PM

MUNICIPAL BUILDING COUNCIL CHAMBERS – 106 JONES STREET, WATERTOWN, WI 53094

Virtual Meeting Info: <https://us06web.zoom.us/join> Meeting ID: 965 279 3780 Passcode: 53094 One tap mobile
+16469313860 <https://us06web.zoom.us/j/9652793780?pwd=0glWdtrdiJJHznZXyVgAb9U8pNOstl.1>

1. CALL TO ORDER

2. REVIEW AND APPROVE MINUTES

A. Finance Committee minutes from December 8, 2025

3. OPENING FOR PUBLIC COMMENT

Each individual who would like to address the Committee will be permitted up to three minutes for their comments on agenda items only

4. BUSINESS

A. Review and take action: Hiring of the fire marshal position

B. Review and take action: Police Union Contract

C. Review and take action: Approve Memorandum of Understanding between the City and the Watertown Main Street Program

D. Discuss: Preliminary Fund 01 Income Statement through December 31, 2025

E. Convene into closed session per §19.85(1)(g) to confer 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 (Intergovernmental Agreement with Jefferson County Economic Development Consortium)

F. Reconvene into open session

G. Review and take action: Status of Intergovernmental Agreement with Jefferson County Economic Development Consortium

5. ADJOURNMENT

Persons requiring other reasonable accommodations for any of the above meetings, may contact the office of the City Clerk at cityclerk@watertownwi.gov phone 920-262-4000

A quorum of any City of Watertown Council, Committee, Board, Commission, or other body, may be present at this meeting for observing and gathering of information only



FINANCE COMMITTEE MEETING MINUTES

MONDAY, DECEMBER 08, 2025 AT 5:30 PM

MUNICIPAL BUILDING COUNCIL CHAMBERS, 106 JONES STREET, WATERTOWN, WI 53094

Finance Committee members present: Mayor Stocks, Alderpersons Berg (prior to first closed session), Davis, Lampe, and Smith

Others present: Finance Director Stevens, Attorney Panagopoulos, Water Systems Manager Hartz, Fire Chief Reynen, Streets Operations Manager Winkelman, Public Works Director Beyer, Maureen McBroom, Lisa Schultz, Park/Rec Director Butteris (video), Public Health Director Quest (video), Tim Hayden (video), Andrea Peters (video)

1. Mayor Stocks called the meeting to order at 5:31 pm.
2. Ald. Lampe moved, seconded by Ald. Davis, to approve the **Finance Committee minutes from November 24, 2025**; unanimously approved.
3. Streets Operations Manager Winkelman presented the results of securing bids for solid waste disposal services. A change in firms will allow for an approximate savings of \$71,500 annually. Ald. Smith moved, seconded by Ald. Davis, that the city enter into a three-year contract with Glacier Ridge Landfill in Horicon; unanimously approved.
4. The fire department presented a list of EMS billing totaling \$26,964.17 that is no longer considered collectible. A motion made by Ald. Smith, supported by Ald. Lampe, was approved unanimously to write off the list.
5. The 2026 payroll resolution, including the incorporation of the new pay table and some revised position titles, was presented for discussion. Ald. Lampe, seconded by Ald. Davis, moved to approve its recommendation to the Council. Unanimously approved.
6. The TID #4 fund has been externally audited and ready for closure. Options for final determinations of unallocated funds were discussed. Ald. Lampe moved, supported by Ald. Davis, to allocate \$101,294 for the resurfacing of roads near Clasen Coatings to Annual Streets and to move the remaining \$269,243. Approved.

Total allocation, including prior assignments:

| Project | Amount | Fund Destination |
|---------------------------------|------------------|-------------------|
| Rock River Ridge infrastructure | 840,000 | Annual Streets |
| Clasen road resurfacing | 101,294 | Annual Streets |
| Mary/Clark utilities extension | 177,000 | Wasterwater |
| Mary/Clark utilities extension | 216,000 | Water |
| Qty-wide sign grant program | 25,000 | RDA |
| Portable traffic barriers | 125,785 | Park Dept Capital |
| Wilbur St expansion | 100,000 | Annual Streets |
| Unallocated | 269,243 | Capital Fund |
| | <u>1,854,322</u> | |

Note: Ald. Berg joined meeting.

7. Ald. Lampe, supported by Ald. Davis, motioned to **convene into closed session** per § 19.85(1)(g) 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 (**claim of M. Powers**). Motion unanimously approved through roll call vote.
8. After reconvening into open session, Ald. Smith moved, seconded by Ald. Davis, to recommend Council **disallow the claim of M. Powers**. Approved with 4 votes and 1 abstention.
9. Ald. Davis, supported by Ald. Berg, motioned to **convene into closed session** per § 19.85(1)(g) 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 (**claim of M. Reed**). Motion unanimously approved through roll call vote.
10. After reconvening into open session, Ald. Smith moved, seconded by Ald. Davis, to recommend Council **disallow the claim of M. Reed**. Unanimously approved.
11. Ald. Davis, supported by Ald. Berg, motioned to **convene into closed session** per § 19.85(1)(e) when deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session (**Hart Street drainage improvements**). Motion unanimously approved through roll call vote.
12. The meeting reconvened into open session.
13. Finance Committee adjournment. Ald. Berg moved, seconded by Ald. Davis, to adjourn the Finance Committee at 6:19 p.m., and was carried by unanimous voice vote.

Respectfully submitted,

Mark Stevens, Finance Director

Note: These minutes are uncorrected, and any corrections made thereto will be noted in the proceedings at which these minutes are approved.

MEMO

TO: Finance
FROM: Fire Chief Reynen
DATE: December 29, 2025
RE: Fire Marshal Hring

Background

Following a competitive recruitment and selection process for the Deputy Chief- Fire Marshal position, the Fire Department has identified Don Dishnow as the top candidate for appointment. Mr. Dishno brings extensive experience in fire code enforcement, plans review, and fire investigation. He currently serves with the City of Waukesha Fire Department in Fire Codes Enforcement and Fire Investigation.

His professional background includes prior service with the University of Wisconsin-Madison as a campus Construction Fire Inspector and Fire Plans Reviewer as well as with the City of Charlotte Fire Department in fire inspection, plans review and investigation. He also holds a B.S in Fire Safety engineering and an A.A.S. in Fire Protection Technology, along with numerous state and national certifications that fully meet and exceed the posted qualifications for this role.

Mr. Dishno's experience and qualifications align with the responsibilities and expectations outlined for the Deputy Chief Fire Marshal position. He has been employed with the Department for the last year and has been an integral, active participant in our inspection program and plans review since he began part time employment.

Financial Impact

This appointment is within the approved budgeted position for Deputy Chief Fire Marshal. Salary and benefits will be administered in accordance with the established pay range for the position and consistent with City compensation policies. No additional budgetary adjustments are required beyond what has already been approved for this position.

Recommendation

Approve the hiring of Don Dishno as Deputy Chief Fire Marshal at Grade 175 step A.



Candidate Selection Form

With the guidance of the Recruitment Policy and expectations noted in the approved Request to Fill, the candidate below has been identified to fill the need listed below for the City of Watertown.

POSITION TITLE Deputy Chief Fire Marshal DEPARTMENT Fire Department # OF APPLICANTS: 6

FT ☒ PT ☐ SALARY ☐ HOURLY ☐ Days Posted: 15 Incumbent: N/A

☒ NEW POSITION ☐ REPLACEMENT OPENING FINANCE COMMITTEE APPROVAL REQUIRED: ☒ Y / ☐ N
(See Recruitment Policy)

Reason for Opening:

New Position Created

Justification for fill:

Meet operational needs of department and support emergency services in Watertown and surrounding area.

Top Candidate Name: Don Dishno Recommended Grade/Step/\$ 175 A

Qualifications:

WI Commercial Building Inspector, WI Fire Inspector DSPS, ICC Fire Inspector 1 & 2, ICC Fire Plans Examiner, Associates Degree- Fire Protection, Incident Safety Officer, Firefighter 1 & 2

First Alternate Name: John Duvernell Recommended Grade/Step/\$ 175 A

Qualifications:

Fire & arson investigator, fire inspector, fire officer 1, Fire protection degree, Firefighter 1 and 2, MPO, Driver Operator etc.

Second Alternate Name: Repost Recommended Grade/Step/\$ _____

Qualifications:

Comments:

Supervisor Signature/Date

Department Head Signature/Date

Human Resources

- ☒ References Completed
☒ Background Check Completed
☒ Permission for Screening Received
☒ Grade, Step, and Years of Service
☒ Contingent Offer Drafted

175A 49.99
+30495

Final Approval

Grade ____ Step ____ Vacation ____

Finance Committee(as required) ____

Effective Date: _____

HR Signature

Date

Finance Director Signature

Date

Mayor Signature

Date

**TENTATIVE AGREEMENT
BETWEEN
THE CITY OF
WATERTOWN AND
THE WATERTOWN POLICE
ASSOCIATION**

November 26, 2025

Except as modified below, the remainder of the Agreement remains *status quo*. The **bold & underlined** provisions indicate new language.

1. AGREEMENT

The parties tentatively agree to replace the reference to “LABOR ASSOCIATION OF WISCONSIN” with “**Wisconsin Professional Police Association Law Enforcement Employee Relations Division Watertown Police Association.**”

2. ARTICLE VIII – UNIFORM ALLOWANCE

The parties tentatively agree to modify Sections 8.01 and 8.02, as follows:

Section 8.01: Employees shall be paid an annual clothing allowance in the amount of ~~Eight Hundred Dollars (\$800.00)~~ **one thousand one hundred (\$1,100.00)**, provided, however, that new employees shall not be eligible for the annual clothing allowance during the first twelve (12) months of employment, but shall, after completing the first twelve (12) months, receive a pro rata amount of the annual clothing allowance equal to the number of months remaining in that calendar year. In the event an employee who has received his clothing allowance terminates his employment with the Employer at any time during that calendar year, he shall have deducted from his final paycheck a pro rata amount of the annual clothing allowance equal to the number of months remaining in that calendar year subsequent to his termination. Clothing allowance checks will be issued separately from normal payroll checks. The City shall contribute ~~Eight Hundred Dollars (\$800.00)~~ **one thousand dollars (\$1,000.00)** for a new ballistic vest every five (5) years for employees.

Section 8.02: New employees shall receive the sum of ~~Eight Hundred Dollars (\$800.00)~~ **one thousand one hundred dollars (\$1,100.00)** as and for an initial clothing allowance during the first month of employment. In the event a new employee who has received his initial clothing allowance terminates his employment within his first year of employment, he shall have deducted from his final paycheck a pro rata amount of his initial clothing allowance equal to the number of months remaining in such first year subsequent to his termination.

3. ARTICLE IX – VACATIONS

The parties tentatively agree to modify Section 9.02, as follows:

Vacation schedules, including the number of employees able to be on vacation at the same time, shall be approved by the police Chief or his representative. **Approved vacation time in increments of half of one shift or more may not be canceled unless required by emergency circumstances, which are defined as a serious, unexpected, and potentially dangerous situations requiring immediate action.**

4. **ARTICLE X – HOLIDAYS**

The parties tentatively agree to add Section 10.04, as follows:

Approved holiday time in increments of half of one shift or more may not be canceled unless required by emergency circumstances, which are defined as a serious, unexpected, and potentially dangerous situations requiring immediate action.

5. **ARTICLE XII – HEALTH AND WELFARE/PENSION**

The parties tentatively agree to modify Section 12.01, as follows:

a) The city **shall provide a group health insurance plan for which it** shall pay ninety percent (90%) of the ~~lowest premium available from a plan provider whose services are readily and substantially accessible to the City of Watertown.~~ **The City has the sole right to select the insurance plan(s), plan administrator, and plan design providing there is no lapse in coverage.**

b) ~~A retired employee may continue to participate in the City's group health insurance program for active employees until the retired employee becomes eligible for Medicare, provided that the insurance carrier agrees to permit the retired employee to continue in such group program and provided the retired employee pays the full premium for such insurance, such payment to be on the basis of two (2) months premium paid in advance.~~ **Upon retirement, employees are entitled to continue their group health insurance coverage in accordance with the Consolidated Omnibus Budget Reconciliation Act (COBRA). The City will provide contact information of eligible retirees to its third-party administrator so that the necessary information and documentation to elect COBRA continuation coverage is provided to each retiree. Retirees must adhere to all COBRA guidelines, including timely payment of premiums and compliance with all applicable regulations, to maintain their health insurance benefits.**

c) ~~For any employee who retires pursuant to the Wisconsin Retirement Fund at or before age fifty five (55), the City will establish a health insurance premium account for such employee in an amount equal to fifty percent (50%) of their hourly rate for each hour of accumulated unused sick leave remaining in such employee's sick leave account as of his date of retirement. Such premium account shall be used only for the purpose of making future payments of premiums toward the City's group health insurance program on behalf of such retired employee, provided such retired employee is a participant in the City's group health insurance program for active employees as provided in paragraph (b) above. Payments of such~~

~~premiums from said premium account will be on the basis of one-half (1/2) the premium cost per month and coordinated with the retired employee's own payment for the other half (1/2) of the premium cost paid two (2) months in advance as provided in paragraph (b) above until such premium account is depleted or the retired employee is no longer a participant in the City's group health insurance program for active employees. Any employee who does not retire between the ages of fifty three (53) through fifty eight (58) shall not be eligible for this health insurance premium account, unless the employee's continued employment is at the request of the City. An employee eligible under this paragraph may to the extent permitted by law, and as an alternative to the above-described payment, take a one-time cash payout equal to the amount the City would otherwise designate for the health insurance premium account.~~

Any employee who elects to retire consistent with the requirements of the State of Wisconsin's Department of Employee Trust Funds will have the opportunity to convert their unused sick leave into a Sick Leave Conversion Account (SLCA). A retired employee may use funds in this account to offset premiums for COBRA continuation of coverage under the City's health plan provided the retired employee is a participant in the City's group health insurance. The City will establish a SLCA and calculate a beginning balance as of the employee's retirement date.

SLCA Funding:

One hundred dollars (\$100.00) per day (nine hours) of unused sick leave
Maximum balance: \$12,000.00

Deductions from the SLCA will be equal to 90% of the monthly health plan premium. The City will inform its COBRA plan administrator of this amount. The deductions will continue to apply to health plan premium payments until the SLCA balance is \$0 or the retired employee is no longer a COBRA participant, whichever occurs first.

Any employee who does not retire at or before age fifty-five (55) shall not be eligible for the SLCA unless the employee's continued employment is at the request of the City. An employee eligible under this paragraph may, to the extent permitted by law, and as an alternative to the above-described payment, take a one-time cash payout equal to the amount the City would otherwise designate for the SLCA.

6. ARTICLE XV – FUNERAL LEAVE

The parties tentatively agree to modify Section 15.01, as follows:

Section 15.01: The City will grant leaves of absence with pay for the purpose of bereaving the loss of the following: three (3) days in case of the death of a parent, step-parent, child, step-child or spouse; two (2) days in case of the death of a sibling or step-sibling; one (1) day in case of the death of an in-law (mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law) or of a grandparent, step-grandparent, grandchild or step-grandchild of the employee or employee's spouse. **Additionally, one (1) bereavement day per calendar year shall be provided to any employee who serves as a pallbearer in a funeral for an individual not defined as a family member herein.**

7. ARTICLE XXI – VOLUNTARY DUES DEDUCTION

The parties tentatively agree to modify Section 21.04, as follows:

The employer shall pay any amounts deducted, pursuant to Section 21.03 above, to the Treasurer of the Association on or before the end of the month in which the deductions are made. **Payroll deductions for dues shall occur on the first paycheck of each month, covering union representation for that month.**

8. ARTICLE XXIV – DURATION

The parties tentatively agree to modify Section 24.01, as follows:

Section 24.01: This Agreement shall be effective on the 1st day of January, ~~2024~~**2026**, and shall remain in full force and effect to and including the 31st day of December, ~~2025~~**2028**, and shall be automatically renewed from year to year unless the party desiring to open negotiations submits in writing a request to renegotiate said Agreement on or about the 1st day of July during the year of termination. The initial meeting of the partes shall be held within thirty (30) days of the date of the filing of any request, but no later than the 1st day of August.

9. APPENDIX A – POLICE OFFICER PAY RATES

The parties tentatively agree to the following base pay rate increases:

- Pay Period 1 of 2026: 2.00%
- Pay Period 14 of 2026 : 2.00%
- Pay Period 1 of 2027: 2.50%
- Pay Period 14 of 2027 : 2.50%
- Pay Period 1 of 2028: 2.50%
- Pay Period 14 of 2028 : 2.50%

10. APPENDIX A – POLICE OFFICER PAY RATES

The parties tentatively agree to modify Appendix A to increase the bilingual office stipend, as follows:

Officers that are bilingual and fluently speak two languages, as shown by completion of testing approved by the City or a bilingual certification from a accredited university, shall receive ~~a an~~ annual stipend of ~~\$500.00~~ **\$1,000.00** on a separate check or direct deposit in the first pay period in December.

11. APPENDIX A – POLICE OFFICER PAY RATES

The parties tentatively agree to add the following language:

Detectives who are required to be on-call over a weekend shall be compensated with six (6)

hours of compensatory time in addition to any wages earned for performing work. On-call detectives are subject to the following:

- a) The on-call weekend is defined as 4:00 p.m. on Friday through 6:00 a.m. the following Monday.
- b) On-call detectives must respond to the police department or the incident scene within one (1) hour.
- c) The on-call detective schedule shall be determined at the discretion of the Chief or designee. In exercising said management right the Chief or designee shall distribute shifts equally among eligible and available employees.
- d) Detective Sergeants may be included in the on-call detective schedule at the discretion of the Chief or designee.
- e) Requests by detectives to trade or to split on-call weekends are subject to the approval of the Chief or designee.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding made this ____ day of _____ 2025, between the City of Watertown (City), a Wisconsin municipal corporation, and the Watertown Main Street Program (WMSP).

WITNESSETH: A vibrant and economically prosperous downtown is key to attracting new residential growth and commercial development in Watertown. The WMSP was created in April 2000 and subscribes to the Main Street four-point approach for downtown revitalization:

- Economic Vitality
- Design & Beautification
- Historic Preservation
- Promotion & Community Engagement

Following these guidelines, the City and WMSP work collaboratively to inspire reinvestment and renewal in the City's historic business district. To maintain clear and open communication with the City, a member of the Watertown Common Council has held a seat on the WMSP Board of Directors since the organization's founding and will continue to have a seat on the Board during the term of this MOU.

The City and WMSP desire to continue the excellent progress that has been made toward downtown revitalization and beautification, and to expand upon its positive, collaborative working relationship. To further this endeavor, the City and WMSP hereby agree:

1. WMSP shall provide the following downtown management services:

- a) Administer the annual façade grant fund at a level of no less than \$15,000.00 and provide free technical design assistance to downtown merchants and building owners.
- b) Serve as a point-of-contact for new downtown building and business owners.
- c) Support the Building, Safety & Zoning Department in efforts to identify, enforce and mitigate building code violations downtown.
- d) Assist property owners with permitting and approvals process for building renovation projects.
- e) Recruit new businesses to the downtown area where applicable, provide marketing assistance and technical support for existing businesses.
- f) Provide connection between merchants/building owners and City Hall.
- g) Maintain email communication list of downtown merchants and building owners.
- h) Purchase, plant and care for Main Street flowers.
- i) Provide funding for lamppost banners.

- j) Control weeds, remove trash and perform other services (through City services, volunteer labor and/or contracted services) to maintain attractive sidewalks, in accordance with the requirements set forth in the Code of the City of Watertown.
 - k) Publish a downtown newsletter and handbook for care and restoration of downtown buildings.
 - l) Support and advocate for small business growth and success.
 - m) Ensure merchants feel included as part of the downtown family.
 - n) Promote downtown accomplishments, events, and announcements through website, email, and social media channels.
 - o) Host annual events and activities that draw critical mass to the downtown that include, but are not limited to, Luck of the Irish Bingo, Art on Main, Sidewalk Sales, Downtown Watertown Craft Beer Walk, Pumpkin Palooza, Women's Only Weekend, and the programming of Santa House. At least three (3) of these events will include programming at the Bentzin Family Town Square.
 - p) Discourage the use of Main Street for long-term deliveries and encourage the use of Main Street parking spaces for short-term customers. This does not include FedEx, UPS, Amazon, etc.
 - q) Maintain or replace the "Santa House" trailer and applicable infrastructure (such as lighting, power cords, and ADA accessibility ramp). The City will store the Santa House and WMSP-owned ADA ramp.
 - r) Hold semi-annual listening sessions for district businesses and building owners.
 - s) Educate the downtown, elected/appointed City officials and the public on the City's Master Plan and the Main Street Reconstruction Task Force Reconstruction Plan.
- 2.** WMSP also administers the Tuesday Watertown Farmers' Market at Riverside Park (May-October). The Market provides essential fresh fruits and vegetables to seniors and low-income residents of the community at an affordable cost.
- 3.** Under this MOU, the City shall:
- a) Contribute \$30,000 annually to WMSP for a duration of one (1) year starting January 1, 2026 (payable in four (4) installments of \$7,500 paid by the end of the first month of each quarter). An additional \$5,000 will be contributed by the City to Watertown Main Street Program for the purpose of façade and sign grants. This money can be requested as utilized.
 - b) Acknowledge the WMSP as the "voice" of the downtown. This will include responding to issues/complaints submitted to the City by WMSP, including but not limited to Streets, Forestry, Zoning, and non-emergency Police issues. The City will provide and schedule prompt service (when possible) to ensure the downtown area remains as friendly, clean and accessible to potential visitors.
 - c) Provide specific guidance on how to improve enforcement of existing ordinances and request ordinance modifications in services of the WMSP goals.

- d) Work closely with the WMSP to provide Zoning and other enforcement information in conjunction with incentive services available through the WMSP, RDA, and other City entities to encourage Main Street owners and tenants to maintain their buildings in service of the WMSP goals.
- e) Provide advance notice (when possible) to the WMSP of public works projects and of public works project updates in the district.
- f) Use the WMSP as a conduit for City information for district building and business owners.

4. The WMSP Executive Board shall provide quarterly oral in-person and written reports to the Watertown Common Council. The reports will highlight the accomplishments of WMSP during the previous quarter (including but not limited to private/public monetary investment downtown, building vacancies, façade improvements made and promotion efforts) as well as progress made in achieving WMSP’s annual work plan objectives.

5. The WMSP will provide the City with a copy of its annual financial report in January, identifying all sources of income and expenses. The WMSP will also maintain a database of statistics related to downtown public and private building improvement projects, jobs created/retained, businesses that have opened or closed, the creation of upper-level residences, volunteer hours contributed, and other key metrics. The WMSP will present these statistics to the Common Council in March on an annual basis.

6. Since WMSP is partially supported by public funds, the minutes of its Board of Directors meeting will be filed with the City Clerk for review by the Common Council.

7. Since the WMSP depends on the Wisconsin Economic Development Corporation Main Street Program for training, technical assistance and coordination with other area programs, the WMSP will maintain its accreditation in the Wisconsin Main Street Program and will participate in the award program every year.

8. Miscellaneous

- a) Term – This MOU shall commence on January 1, 2026 (“Effective Date”) and shall remain in full force and effect until December 31, 2026, unless earlier terminated in accordance with the provisions of this MOU. Any extension or renewal of this MOU must be agreed to in writing by both Parties prior to the expiration of the initial term.
- b) Termination – This MOU may be terminated by the City and WMSP at any point in time by providing at least ninety (90) days advance, written notice to the other party. Said termination can be made by either party, without cause.
- c) Governing Law – This MOU shall be governed by and construed in accordance with the laws of the State of Wisconsin. The Parties agree that any legal action or proceeding arising under or relating to this MOU shall be brought exclusively in the state or federal courts located in Jefferson County, Wisconsin, and each Party hereby consents to the jurisdiction and venue of such courts.

d) Third Party – Nothing contained herein shall be deemed or construed by the parties hereto, or by any third party, as creating the relationship of principal and agent, or of partnership or of joint venture between the parties hereto. This MOU shall not be construed as or deemed to be an agreement for the benefit of any third party or parties. No third party or parties shall have any right of action under this MOU for any cause whatsoever.

e) Notices – All notices, demands, certificates, or other communications under this MOU shall be sufficiently given and shall be deemed given when hand delivered or forwarded by certified mail, return receipt requested, and proper address as indicated below:

To City:
City Clerk
City of Watertown
106 Jones Street
Watertown, WI 53094

With copies to:
City Attorney
City of Watertown
106 Jones Street
Watertown, WI 53094

To WMSP:
Executive Director
Watertown Main Street Program
519 East Main Street
Watertown, WI 53094

- f) Limitation of Municipal Liability – Nothing contained within this MOU is intended to be a waiver or estoppel of City or its insurer to rely upon the limitations, defenses, and immunities contained within Sections 345.05 and 893.80, Wis. Stats. To the extent that indemnification is available and enforceable, City or its insurer shall not be liable in indemnity, contribution, or otherwise for an amount greater than the limits of liability of municipal claims established under Wisconsin law.
- g) Severability – If any provision of this MOU is determined to be invalid, illegal, or unenforceable by a court of competent jurisdiction, such determination shall not affect the validity or enforceability of the remaining provisions, which shall remain in full force and effect. The Parties agree to negotiate in good faith to replace any invalid or unenforceable provision with a valid and enforceable provision that most closely reflects the original intent of the Parties.

[SIGNATURES BEGIN ON THE FOLLOWING PAGE]

Signed and approved this _____ day of _____, 2025.

CITY OF WATERTOWN

WATERTOWN MAIN STREET PROGRAM

BY: _____

Robert Stocks, Mayor

BY: _____

Ron Counsell, WMSP Board President

ATTEST:

Megan Dunneisen, City Clerk

Brian Konz, WMSP Treasurer

City of Watertown
Income Statement - December 2025

Run Date: 261207

PRELIMINARY - NOT FINAL

Section 4, Item D.

100.0%

| | 2022 Actual | 2023 Actual | 2024 Actual | Curr Yr To-Date | Curr Yr Budget | Remain Balance | % Rev/Exp |
|--------------------------------------|-------------------|-------------------|-------------------|--------------------|-------------------|-------------------|--------------|
| Revenues | | | | | | | |
| Taxes | 11,105,967 | 11,424,736 | 11,460,766 | 10,797,370 | 11,501,800 | 704,430 | 93.9% |
| Intergovt Shared Taxes | 3,261,639 | 3,302,333 | 3,961,759 | 4,152,119 | 4,163,713 | 11,594 | 99.7% |
| Intergovt State Grants | 1,298,364 | 1,169,435 | 1,213,326 | 1,147,875 | 1,191,469 | 43,594 | 96.3% |
| Licenses | 67,240 | 69,618 | 73,850 | 84,807 | 74,399 | (10,408) | 114.0% |
| Permits | 197,777 | 226,723 | 198,032 | 335,676 | 315,200 | (20,476) | 106.5% |
| Law & Order Violations | 181,477 | 223,839 | 228,923 | 249,922 | 266,000 | 16,078 | 94.0% |
| Gen Govt Public Charges for Services | 355,108 | 284,263 | 372,275 | 232,990 | 296,650 | 63,660 | 78.5% |
| Public Safety | 833,120 | 871,440 | 987,053 | 1,088,839 | 849,200 | (239,639) | 128.2% |
| Health & Social Services | 9,729 | 19,512 | 18,256 | 21,924 | 13,500 | (8,424) | 162.4% |
| Public Works | 43,759 | 51,941 | 52,724 | 59,989 | 48,650 | (11,339) | 123.3% |
| Recreation | 346,086 | 352,845 | 360,724 | 356,994 | 346,900 | (10,094) | 102.9% |
| Intergovt Township Fire Protection | 287,287 | 286,437 | 325,412 | 331,453 | 310,095 | (21,358) | 106.9% |
| Interest | (151,064) | 680,007 | 775,324 | 641,822 | 650,000 | 8,178 | 98.7% |
| Reserve Acct Revenue & Transfers In | 159,460 | | 266,000 | (1,000) | | 1,000 | |
| Miscellaneous | 26,264 | 155,462 | 20,761 | 26,765 | 22,500 | (4,265) | 119.0% |
| Rent | 25,640 | 26,148 | 90,035 | 33,753 | 40,252 | 6,498 | 83.9% |
| Total Revenues | 18,047,854 | 19,144,737 | 20,405,217 | 19,561,300 | 20,090,328 | 529,028 | 97.4% |
| Expenditures | | | | | | | |
| Common Council | 94,885 | 107,888 | 110,190 | 112,401 | 112,234 | (167) | 100.1% |
| Municipal Court | 110,048 | 113,371 | 118,436 | 137,019 | 126,951 | (10,068) | 107.9% |
| Mayor | 170,125 | 277,037 | 267,345 | 237,568 | 274,510 | 36,942 | 86.5% |
| Finance Department | 448,127 | 479,275 | 497,511 | 491,540 | 519,551 | 28,011 | 94.6% |
| Elections | 50,655 | 29,615 | 74,489 | 36,712 | 46,185 | 9,473 | 79.5% |
| Assessor | 145,749 | 146,111 | 138,051 | 138,484 | 147,050 | 8,566 | 94.2% |
| Accounting & Auditing | 61,656 | 78,752 | 71,499 | 70,698 | 71,050 | 352 | 99.5% |
| Human Resources | 83,459 | 86,928 | 116,595 | 109,583 | 121,160 | 11,577 | 90.4% |
| City Attorney | 240,825 | 247,647 | 221,354 | 209,797 | 236,759 | 26,962 | 88.6% |
| Municipal Building | 304,482 | 337,599 | 321,916 | 274,586 | 290,305 | 15,719 | 94.6% |
| Other Buildings | 6,947 | 6,496 | 6,536 | 5,651 | 6,536 | 885 | 86.5% |
| Miscellaneous | 750 | 422 | 1,366 | 1,850 | 83,700 | 81,850 | 2.2% |
| Media & Communications | 169,844 | 169,313 | 180,635 | 185,602 | 191,243 | 5,641 | 97.1% |
| Information Technology | 173,744 | 249,582 | 266,304 | 284,496 | 266,500 | (17,996) | 106.8% |
| Property & Liability Insurance | 451,430 | 458,477 | 459,126 | 610,495 | 572,307 | (38,188) | 106.7% |
| Employee Programs | 24,093 | 22,010 | 22,047 | 55,830 | 56,416 | 586 | 99.0% |
| Other Insurance | 4,235 | 4,416 | 19,612 | - | 21,660 | 21,660 | 0.0% |
| Other General Govt | - | 2,325 | 2,382 | 15,358 | 2,400 | (12,958) | 639.9% |
| General Government | 2,541,054 | 2,817,263 | 2,895,393 | 2,977,671 | 3,146,517 | 168,846 | 94.6% |
| | | | % of Total Exp | 14.6% | 14.9% | | |

| | 2022 Actual | 2023 Actual | 2024 Actual | Curr Yr To-Date | Curr Yr Budget | Remain Balance | % of Total Exp |
|--------------------------------------|-------------------|-------------------|-------------------|--------------------|-------------------|-------------------|----------------|
| Police | 4,731,008 | 4,881,534 | 5,219,728 | 5,548,509 | 5,737,915 | 189,406 | 96.7% |
| Crossing Guards | 27,695 | 28,365 | 29,632 | 26,533 | 40,074 | 13,541 | 66.2% |
| Dispatch Center | 726,739 | 744,002 | 865,163 | 909,176 | 823,422 | (85,754) | 110.4% |
| Fire | 3,066,250 | 3,276,048 | 3,592,702 | 3,997,948 | 3,833,800 | (164,148) | 104.3% |
| Building Inspection | 280,826 | 305,985 | 339,238 | 312,879 | 361,908 | 49,029 | 86.5% |
| Emergency Govt | 5,417 | 7,954 | 29,224 | 6,426 | 5,100 | (1,326) | 126.0% |
| Public Safety | 8,837,936 | 9,243,887 | 10,075,686 | 10,801,471 | 10,802,219 | 748 | 100.0% |
| | | | % of Total Exp | 52.9% | 51.2% | | |
| Health | 459,524 | 493,343 | 458,997 | 481,642 | 555,326 | 73,684 | 86.7% |
| Environmental Health Division | 19,382 | | | | | - | |
| Other Services | 61,000 | 62,830 | 62,830 | 62,830 | 62,830 | - | 100.0% |
| Health | 539,906 | 556,173 | 521,827 | 544,472 | 618,156 | 73,684 | 88.1% |
| | | | % of Total Exp | 2.7% | 2.9% | | |
| Planning & Development | 285 | 12,963 | 28,966 | 17,872 | 24,025 | 6,153 | 74.4% |
| Engineering | 363,895 | 265,894 | 178,940 | 236,987 | 318,934 | 81,947 | 74.3% |
| Machinery & Equipment | 341,218 | 341,487 | 263,394 | 258,273 | 288,500 | 30,227 | 89.5% |
| Street Garages | 120,020 | 70,790 | 65,995 | 67,492 | 76,000 | 8,508 | 88.8% |
| Street Administration | 138,375 | 189,534 | 191,873 | 215,314 | 230,891 | 15,577 | 93.3% |
| Service to Other Departments | 88,919 | | | | 0 | 0 | 0.0% |
| Traffic Control | 21,424 | 24,031 | 30,789 | 23,364 | 22,000 | (1,364) | 106.2% |
| Street Maintenance | 673,108 | 1,154,199 | 1,219,798 | 1,154,927 | 1,276,464 | 121,537 | 90.5% |
| Snow & Ice Control | 343,767 | 263,786 | 266,797 | 274,114 | 274,084 | (30) | 100.0% |
| Signs & Markings | 102,571 | 14,622 | 17,171 | 16,174 | 18,900 | 2,726 | 85.6% |
| Street Lighting | 444,500 | 570,176 | 533,696 | 426,899 | 451,000 | 24,101 | 94.7% |
| Airport | 214,840 | 224,404 | 206,218 | 211,168 | 211,100 | (68) | 100.0% |
| Public Works | 2,852,921 | 3,131,886 | 3,003,637 | 2,902,584 | 3,191,898 | 289,314 | 90.9% |
| | | | % of Total Exp | 14.2% | 15.1% | | |
| Library | 823,709 | 814,787 | 850,342 | 850,859 | 850,859 | - | 100.0% |
| Recreation Administration | 184,495 | 516,745 | 647,293 | 612,984 | 684,627 | 71,643 | 89.5% |
| Recreation | 116,853 | 137,708 | 113,401 | 104,182 | 92,735 | (11,447) | 112.3% |
| Outdoor Pool | 210,126 | 216,618 | 239,194 | 225,914 | 223,754 | (2,160) | 101.0% |
| Indoor Pool | 95,553 | 51,416 | 60,111 | 63,022 | 67,668 | 4,646 | 93.1% |
| Senior Center | 267,188 | | | | | - | |
| Park | 861,873 | 926,618 | 974,952 | 992,843 | 1,002,085 | 9,242 | 99.1% |
| Park Garage | 23,244 | | | | | - | |
| Library, Leisure, & Parks | 2,583,040 | 2,663,892 | 2,885,293 | 2,849,803 | 2,921,728 | 71,925 | 97.5% |
| | | | % of Total Exp | 14.0% | 13.9% | | |
| Forestry | 208,959 | 220,629 | 198,630 | 253,442 | 228,655 | (24,787) | 110.8% |
| Public Service Enterprises | 78,000 | 78,000 | 71,000 | 74,000 | 82,000 | 8,000 | 90.2% |
| Reserves | 320,673 | | | | | - | |
| Transfer | 60,000 | 82,625 | 45,000 | - | 93,000 | 93,000 | 0.0% |
| Total Expenditures | 18,022,489 | 18,794,355 | 19,696,465 | 20,403,443 | 21,084,173 | 680,729 | 96.8% |
| Net Income | 25,365 | 350,382 | 708,752 | (842,143) | (993,845) | (151,701) | |