



Village of Hobart – www.hobartwi.gov
Village Office - 2990 South Pine Tree Road, Hobart, WI

Notice is hereby given according to State Statutes that the VILLAGE BOARD of the Village of Hobart will meet on **Tuesday January 6th 2026**, at 6:00 P.M. at the Village Office (2990 South Pine Tree Road). NOTICE OF POSTING: Posted January 2nd 2026, at the Hobart Village Office and on the village website.

MEETING NOTICE – VILLAGE BOARD (Regular)

Date/Time: Tuesday January 6th 2026 (6:00 P.M.)

Location: Hobart Village Office (2990 South Pine Tree Road)

Village Board of Trustees: Richard Heidel (President), David Dillenburg, Vanya Koepke, Tammy Zittlow, Melissa Tanke

ROUTINE ITEMS TO BE ACTED UPON:

1. Call to order/Roll Call.
2. Certification of the open meeting law agenda requirements and approval of the agenda
3. Pledge of Allegiance

4. PUBLIC HEARINGS

A. PUBLIC HEARING – To consider a request to rezone parcel HB-554 from R-2-R: Rural Residential District to R-2: Residential District (Page 3)

The owner of parcel HB-554, located in the 1000 block of Centennial Centre Blvd., is requesting to rezone this parcel from R-2-R: Rural Residential District to R-2: Residential District. The existing parcel is 0.821 acres and is in the process of being removed and portions of said parcel are being attached to three of the abutting parcels. Before any parcel detaching/combining can take place, this parcel must be rezoned so there are no split zoning parcels created.

B. ACTION on aforesaid agenda item (Ordinance 2026-01) (AN ORDINANCE AMENDING THE ZONING ORDINANCE OF THE MUNICIPAL CODE OF THE VILLAGE OF HOBART, BROWN COUNTY, WISCONSIN) (Page 13)

The purpose of this Ordinance is to re-zone property, specifically Parcel HB-554, from R-2-R: Rural Residential District to R-2: Residential District.

5. CONSENT AGENDA (These items may be approved on a single motion and vote due to their routine nature or previous discussion. Please indicate to the Board President if you would prefer separate discussion and action.)

A. Payment of Invoices (Page 15); B. VILLAGE BOARD: Minutes of December 16th 2025 (Regular) (Page 22); C. 2026-2027 ELECTION INSPECTORS (Page 25)

6. ITEMS REMOVED FROM CONSENT AGENDA

7. CITIZENS' COMMENTS/RESOLUTIONS/PRESENTATIONS (Please limit comments to no more than 3 minutes)

8. VILLAGE ADMINISTRATOR'S REPORT/COMMUNICATIONS

9. COMMITTEE REPORTS AND ACTIONS

10. OLD BUSINESS

11. NEW BUSINESS

A. DISCUSSION AND ACTION – Hobart-Lawrence Police Department Strategic Plan (Page 26)

The Chief of Police will present the Department's Strategic Plan, outlining the organization's mission, vision, and long-term priorities. The presentation will review key focus areas, strategic goals, and implementation timelines designed to guide the Department's operations, resource allocation, and service delivery over the planning period. This item is intended to inform the Board of the Department's direction, ensure alignment with community expectations, and provide an opportunity for discussion and feedback.

B. DISCUSSION AND ACTION – Amended FY2025 Tax Increment District #1 and FY2026 TID #1 Budgets (Page 39)

C. DISCUSSION AND ACTION – Amended FY2025 Tax Increment District #1 and FY2026 TID #2 Budgets (Page 45)

D. DISCUSSION AND ACTION – Policy 2026-01 (Village Social Media Policy) (Page 48)

The purpose of this policy is to establish guidelines for the formation and use by the Village of social media sites as a means of conveying information to the public about the Village's mission, meetings, activities, and current issues. The Village has an overriding interest and expectation in protecting the integrity of the information posted on its social media sites and the content that is attributed to the Village and its officials.

E. DISCUSSION AND ACTION – Policy 2026-02 (Village Media Policy) (Page 58)

The purpose of this policy is to manage media communication with its residents, businesses and visitors by creating a Media Policy and to identify employees who are empowered to speak for the Village on significant communications in order to ensure the accurate dissemination of information. It is intended to reduce the likelihood of conflicting, unauthorized information from being released which may be inaccurate and misrepresentative. This policy applies to all employees while acting in the scope of their employment.

F. DISCUSSION - Items for future agenda consideration or Committee assignment

G. ADJOURN to CLOSED SESSION:

1. Under Wisconsin State Statute 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. RE: Tribal Affairs; Potential Litigation

H. CONVENE into open session.

I. ACTION from closed session.

12. ADJOURN

Aaron Kramer, Village Administrator

UPCOMING BOARD MEETINGS

Tuesday January 6th 2026 (6:00 PM) – Regular Board Meeting at Village Office (2990 South Pine Tree Road)

Tuesday January 20th 2026 (6:00 PM) – Regular Board Meeting at Village Office (2990 South Pine Tree Road)

Tuesday February 3rd 2026 (6:00 PM) – Regular Board Meeting at Village Office (2990 South Pine Tree Road)

NOTE: Page numbers refer to the meeting packet. All agendas and minutes of Village meetings are online: www.hobartwi.gov. Any person wishing to attend, who, because of their disability, requires special accommodation, should contact the Village Clerk's office at 920-869-1011 with as much advanced notice as possible. Notice is hereby given that action by the Board may be considered and taken on any of the items described or listed in this agenda. There may be Board members attending this meeting by telephone if necessary.



TO: Planning & Zoning Commission

**RE: Rezoning of Parcel HB-554, 1000 block of
Centennial Centre Blvd. from R-2-R: Rural
Residential District to R-2: Residential District**

FROM: Todd Gerbers, Director of Planning & Code Compliance

DATE: December 1, 2025

ISSUE: Consider a request to rezone parcel HB-554 from R-2-R: Rural Residential District to R-2: Residential District

RECOMMENDATION: Staff recommends approval

GENERAL INFORMATION

1. Applicants/Agent: Vierbicher
2. Owner: Lois & John Gracyalny
3. Parcel(s): HB-554
4. Address: 1000 Block Centennial Centre Blvd.
5. Zoning: Currently - R-2-R: Rural Residential District / Proposed - R-2: Residential District

ZONING REQUIREMENTS

The property owner of parcel HB-554, located in the 1000 block of Centennial Centre Blvd., is requesting to rezone this parcel from R-2-R: Rural Residential District to R-2: Residential District. The existing parcel is 0.821 acres and is in the process of being removed and portion of said parcel attached to three of the abutting parcels. Before any parcel detaching/combining can take place, this parcel must be rezoned so there are no split zoning parcels created.

RECOMMENDATION/CONDITIONS

Staff recommends approval as submitted to rezone parcel HB-554 from R-2-R: Rural Residential District to R-2: Residential District.



400 Security Blvd, Suite 1
Green Bay, Wisconsin 54313
(920) 434-9670 phone
(920) 434-9672 fax
www.vierbicher.com

November 24, 2025

Village of Hobart
Planning & Code Compliance
2990 S. Pine Tree Road
Hobart, WI 54155

Re: Combination Certified Survey Map (CSM)
Project: 250967 997 Centennial Centre Blvd., Brown Co.

We are working with the Gracyalny family to combine Parcel #HB-554 into the three lots to the West. HB-554 is currently zoned R-2-R and needs to be rezoned to R-2 Residential in order to do the attachments. Please place the item on your next available meeting date.

If you have any questions, please contact us at 920-329-5601.

Sincerely,



Randall Oettinger,
Project Manager

Encl. Rezone Application & CSM

vision to reality

Reedsburg | Madison | Milwaukee | Prairie du Chien | Green Bay



- Rezoning Review
- Conditional Use Permit Review
- Planned Development Review
- CSM/Plat Review

Village of Hobart
Dept of Planning & Code
Compliance
2990 S Pine Tree Rd
Hobart WI 54155
Phone: (920) 869-3809
Fax: (920) 869-2048

APPLICANT INFORMATION

Petitioner: Vierbicher Date: 11/24/2025
Petitioner's Address: 400 Security Blvd City: Green Bay State: WI Zip: 54313
Telephone #: 920 329-5601 Email: roet@vierbicher.com

Status of Petitioner (Please Check): Owner Representative Tenant Prospective Buyer

Petitioner's Signature (required): Randall J. Oetting Date: 11/24/2025

OWNER INFORMATION

Owner(s): Lois & John Gracyalny Date: 11/24/2025
Owner(s) Address: 997 Centennial Centre Blvd City: Hobart State: WI Zip: 54155
Telephone #: 920 421-1272 Email: jeffgracy@yahoo.com

Ownership Status (Please Check): Individual Trust Partnership Corporation

Property Owner Consent: (required)

By signature hereon, I/We acknowledge that Village officials and/or employees may, in the performance of their functions, enter upon the property to inspect or gather other information necessary to process this application. I also understand that all meeting dates are tentative and may be postponed by the Neighborhood Services Department for incomplete submissions or other administrative reasons.

Property Owner's Signature: John Gracyalny P.O.A. Date: 11/24/2025

SITE INFORMATION

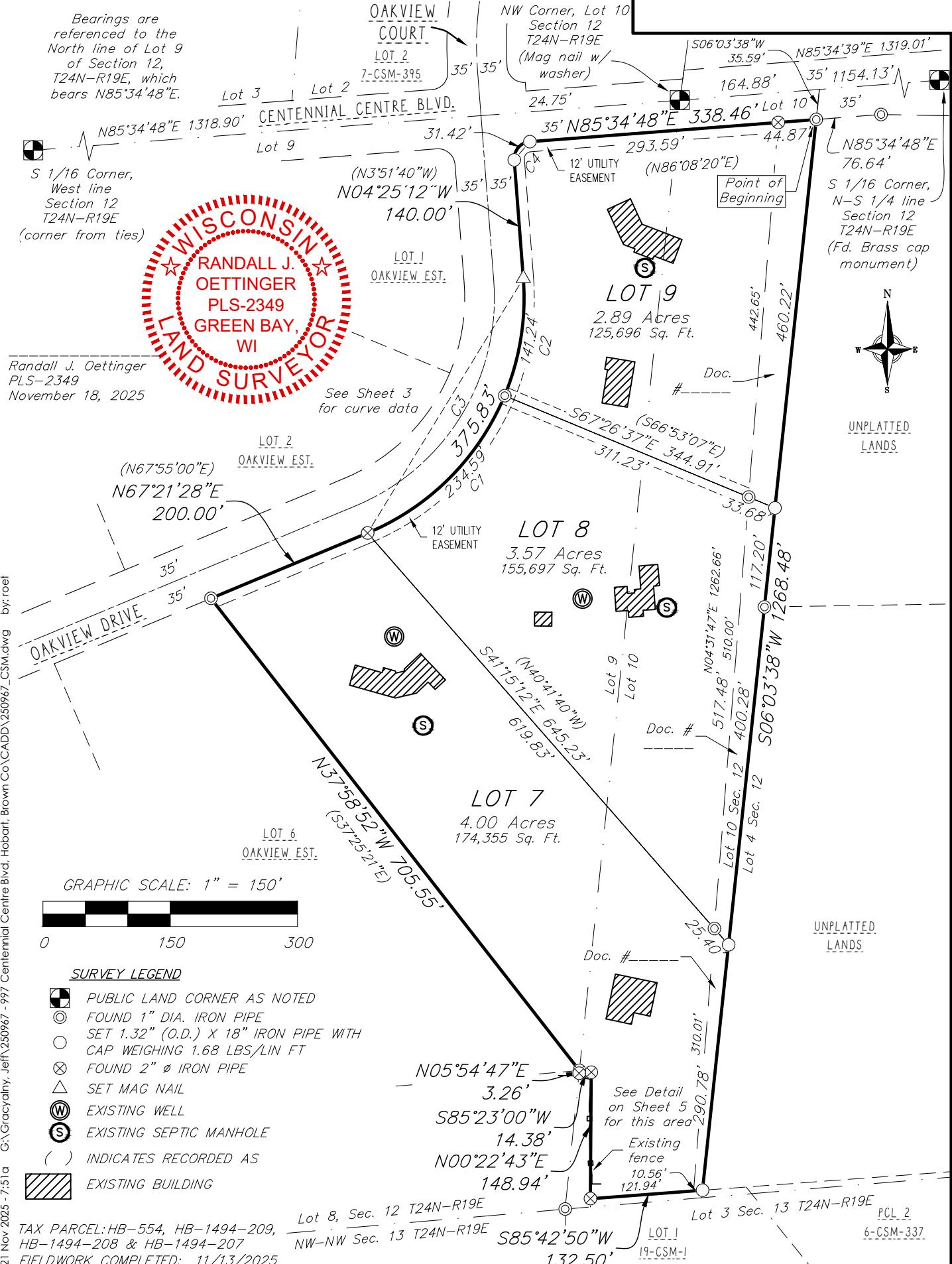
Address/Location of Proposed Project: 997 Centennial Centre Blvd Parcel #: HB-554
Proposed Project Type: Combination CSM
Current Use of Property: Residential Zoning: R-2-R
Land Uses Surrounding Site: North: R-2 Residential
South: A-1 Ag
East: B-1 Business
West: R-2 Residential

**Please note that a meeting notice will be mailed to all abutting property owners regarding your request prior to any Public Hearing.

- Application fees are due at time of submittal. Make check payable to Village of Hobart.
- Please refer to the fee schedule for appropriate fee. FEE IS NON-REFUNDABLE

CERTIFIED SURVEY MAP

A combination of the land boundaries recorded in Doc. #3080176, Doc. #2678116, Doc. #1144572, and Doc. #1493416, being part of Lot 10 of Section 12, T24N-R19E and also all of Lots 7, 8 and 9 of the plat of Oakview Estates, recorded in Volume 17, Plats, Page 126 (Doc. #923716), Brown County Records, being part of Lots 9 and 10 of Section 12, T24N-R19E, Village of Hobart, Brown County, Wisconsin.



CERTIFIED SURVEY MAP

A combination of the land boundaries recorded in Doc. #3080176, Doc. #2678116, Doc. #1144572, and Doc. #1493416, being part of Lot 10 of Section 12, T24N-R19E and also all of Lots 7, 8 and 9 of the plat of Oakview Estates, recorded in Volume 17, Plats, Page 126 (Doc. #923716), Brown County Records, being part of Lots 9 and 10 of Section 12, T24N-R19E, Village of Hobart, Brown County, Wisconsin.

SURVEYOR'S CERTIFICATE

I, Randall J. Oettinger, Professional Land Surveyor, PLS-2349, do hereby certify that this Certified Survey Map is not a division of property but solely a combination of the parcel boundaries recorded in Doc. #3080176, Doc. #2678116, Doc. #1144572, and Doc. #1493416, being part of Lot 10 of Section 12, T24N-R19E and also all of Lots 7, 8 and 9 of the plat of Oakview Estates, recorded in Volume 17, Plats, Page 126 (Document #923716), Brown County Records, being part of Lots 9 and 10 of Section 12, T24N-R19E, Village of Hobart, Brown County, Wisconsin, described as follows:

Commencing at the Northwest corner of Lot 10 of Section 12, T24N-R19E; thence N85°34'39"E, 164.88 feet along the North line of said Lot 10; thence S06°03'38"W, 35.59 feet along the East line of said Lot 10 of Section 12, T24N-R19E to the South right of way of Centennial Centre Boulevard and the point of beginning; thence continuing S06°03'38"W, 1268.48 feet along the said East line of Lot 10; thence S85°42'50"W, 132.50 feet along the extension and South line of Lot 7 the plat of Oakview Estates, recorded in Volume 17, Plats, Page 126 (Document #923716), Brown County Records; thence N00°22'43"E, 148.94 feet along a West line of said Lot 7; thence S85°23'00"W, 14.38 feet along said Lot 7; thence N05°54'47"E, 3.26 feet along said Lot 7; thence N37°58'52"W, 705.55 feet along the southwest line of said Lot 7 to the South right of way of Oakview Drive; thence N67°21'28"E, 200.00 feet along said right of way; thence 375.83 feet along said right of way being the arc of a 300.00 foot radius curve to the left whose long chord bears N31°28'08"E, 351.73 feet; thence N04°25'12"W, 140.00 feet along said right of way; thence 31.42 feet along said right of way being the arc of a 20.00 foot radius curve to the right whose long chord bears N40°34'48"E, 28.28 feet to said South right of way of Centennial Centre Boulevard; thence N85°34'48"E, 338.46 feet along said right of way to the point of beginning.

Parcel contains 455,748 square feet / 10.46 acres, more or less.
Parcel subject to easements and restrictions of record.

That such plat is a correct representation of all the exterior boundaries of the land survey and the combining thereof. That I have made such a survey, combination and plat by the direction of the owners listed hereon. That I have fully complied with the provisions of Chapter 236, section 236.34 of the Wisconsin Statutes and the Brown County Planning Commission code in surveying, combining and mapping the same.

Randall J. Oettinger PLS-2349
November 19, 2025



CERTIFICATE OF THE BROWN COUNTY PLANNING COMMISSION

Approved for the Brown County Planning Commission this ____ day of _____, 20____.

Kathy Meyer
Authorized Signatory

CERTIFICATE OF THE BROWN COUNTY TREASURER

As duly elected Brown County Treasurer, I hereby certify that the records in our office show no unredeemed taxes and no unpaid or special assessments affecting any of the lands included in this Certified Survey Map as of the dates listed below.

Ray Suennen *Date*
Brown County Treasurer

vierbicher			Job #: 250967 Date: 10/28/2025	<u>SURVEYED FOR:</u> Jeff Gracyalny 997 Centennial Centre Hobart, WI XXX Drawing #: L-	<u>SURVEYED BY:</u> Vierbicher Associates, Inc. 400 Security Blvd, Ste 1 Green Bay, WI 54313 (920) 434-9670	SHEET 2 OF 5
planners engineers advisors		Rev:	Drafted By: ROET	Checked By:		

CERTIFIED SURVEY MAP

A combination of the land boundaries recorded in Doc. #3080176, Doc. #2678116, Doc. #1144572, and Doc. #1493416, being part of Lot 10 of Section 12, T24N-R19E and also all of Lots 7, 8 and 9 of the plat of Oakview Estates, recorded in Volume 17, Plats, Page 126 (Doc. #923716), Brown County Records, being part of Lots 9 and 10 of Section 12, T24N-R19E, Village of Hobart, Brown County, Wisconsin.

OWNER'S CERTIFICATE

John A. and Lois M. Gracyalny, as owner(s), we hereby certify that we caused the land described on this Certified Survey Map to be surveyed, combined and mapped as represented on the map hereon. We further certify that this Certified Survey Map is required by S236.10 or S236.12 to be submitted to the Brown County Planning Commission for approval. Witness the hand and seal of said owner this _____ day of _____, 20____.

John A. Gracyalny

Lois M. Gracyalny

By: _____

State of Wisconsin)
)ss.
County of Brown)

Personally came before me this _____ day of _____, 20____, the above named _____, to me known to be the persons who executed the foregoing instrument and acknowledged the same.

My Commission expires: _____

Notary Public, State of Wisconsin

NOTES

The property owners, at the time of construction, shall implement the appropriate soil erosion control methods outlined in the Wisconsin Construction Site Erosion and Sediment Control Technical Standards (available from the Wisconsin Department of Natural Resources) to prevent soil erosion. However, if at the time of construction the Village has adopted a soil erosion control ordinance, it shall govern over this requirement. This provision applies to any grading, construction, or installation-related activities.

RESTRICTIVE COVENANTS

The land on all side and rear lot lines of all lots shall be graded by the lot owner and maintained by the abutting property owners to provide for adequate drainage of surface water.

Curve Data					
Curve #	Length	Radius	Delta	Chord Length	Chord Dir.
C1	234.59'	300.00'	44°48'10"	228.66'	N44°57'23"E
C2	141.24'	300.00'	26°58'30"	139.94'	N09°04'03"E
C3	375.83'	300.00'	71°46'40"	351.73'	N31°28'08"E
C4	31.42'	20.00'	90°00'00"	28.28'	N40°34'48"E



Randall J. Oettinger
PLS-2349
November 19, 2025

	<p>Job #: 250967 Date: 10/28/2025 Rev: Drafted By: ROET Checked By:</p>	<p>SURVEYED FOR: Jeff Gracyalny 997 Centennial Centre Hobart, WI Drawing #: L-12562</p>	<p>SURVEYED BY: Vierbicher Associates, Inc. 400 Security Blvd, Ste 1 Green Bay, WI 54313 (920) 434-9670</p>	<p>SHEET 3 OF 5</p>
---	---	---	---	--------------------------------

CERTIFIED SURVEY MAP

A combination of the land boundaries recorded in Doc. #3080176, Doc. #2678116, Doc. #1144572, and Doc. #1493416, being part of Lot 10 of Section 12, T24N-R19E and also all of Lots 7, 8 and 9 of the plat of Oakview Estates, recorded in Volume 17, Plats, Page 126 (Doc. #923716), Brown County Records, being part of Lots 9 and 10 of Section 12, T24N-R19E, Village of Hobart, Brown County, Wisconsin.

OWNER'S CERTIFICATE

Taylor J. and Nia R. Tauer, as owner(s), we hereby certify that we caused the land described on this Certified Survey Map to be surveyed, combined and mapped as represented on the map hereon. We further certify that this Certified Survey Map is required by S236.10 or S236.12 to be submitted to the Brown County Planning Commission for approval. Witness the hand and seal of said owner this _____ day of _____ 20____.

Taylor J. Taufer

Nia R. Tauer

By:

Personally came before me this _____ day of _____, 20_____, the above named _____, to me known to be the persons who executed the foregoing instrument and acknowledged the same.

My Commission expires:

Notary Public, State of Wisconsin

21 Nov 2025 - 7:51a G:\Gracyalny\Jeff\250967 - 997 Centennial Centre Blvd, Hobart, Brown Co\ CADD\250967-CSM.dwg by: roet



Randall J. Oettinger
PLS-2349
November 19, 2025

 vierbicher planners engineers advisors		Job #: 250967 Date: 10/28/2025	<u>SURVEYED FOR:</u> Jeff Gracyalny 997 Centennial Centre Hobart, WI Drafted By: ROET Checked By:	<u>SURVEYED BY:</u> Vierbicher Associates, Inc. 400 Security Blvd, Ste 1 Green Bay, WI 54313 (920) 434-9670	SHEET 4 OF 5
		Rev: Drafted By: ROET Checked By:	 Drawing #: L-12562		

CERTIFIED SURVEY MAP

A combination of the land boundaries recorded in Doc. #3080176, Doc. #2678116, Doc. #1144572, and Doc. #1493416, being part of Lot 10 of Section 12, T24N-R19E and also all of Lots 7, 8 and 9 of the plat of Oakview Estates, recorded in Volume 17, Plats, Page 126 (Doc. #923716), Brown County Records, being part of Lots 9 and 10 of Section 12, T24N-R19E, Village of Hobart, Brown County, Wisconsin.

OWNER'S CERTIFICATE

Garry J. Glime, Sr. and Marilyn M. Glime, as owner(s), we hereby certify that we caused the land described on this Certified Survey Map to be surveyed, combined and mapped as represented on the map hereon. We further certify that this Certified Survey Map is required by S236.10 or S236.12 to be submitted to the Brown County Planning Commission for approval. Witness the hand and seal of said owner this _____ day of _____, 20____.

Garry J. Glime, Sr.

Marilyn M. Glime

By: _____

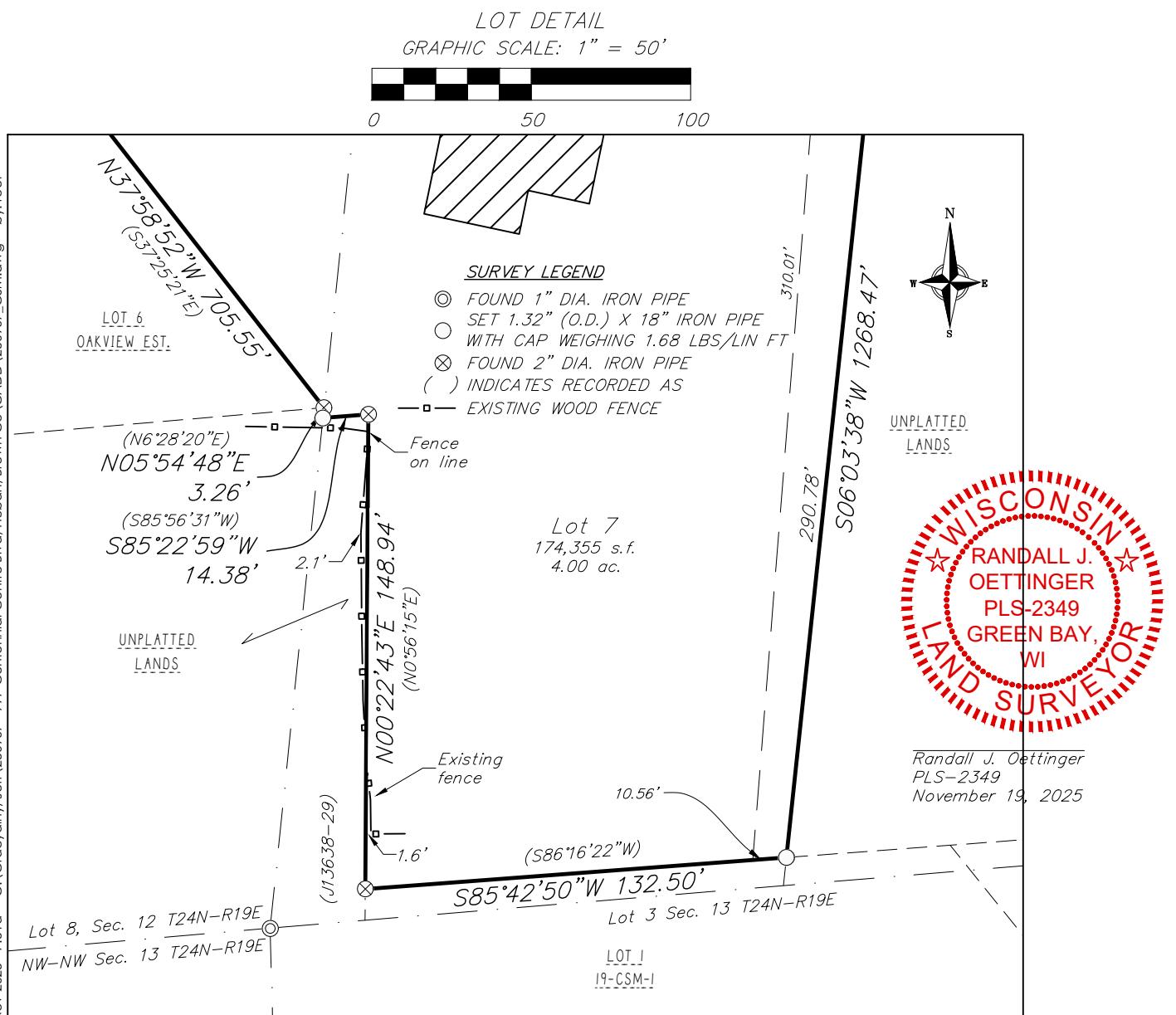
State of Wisconsin)
)ss.

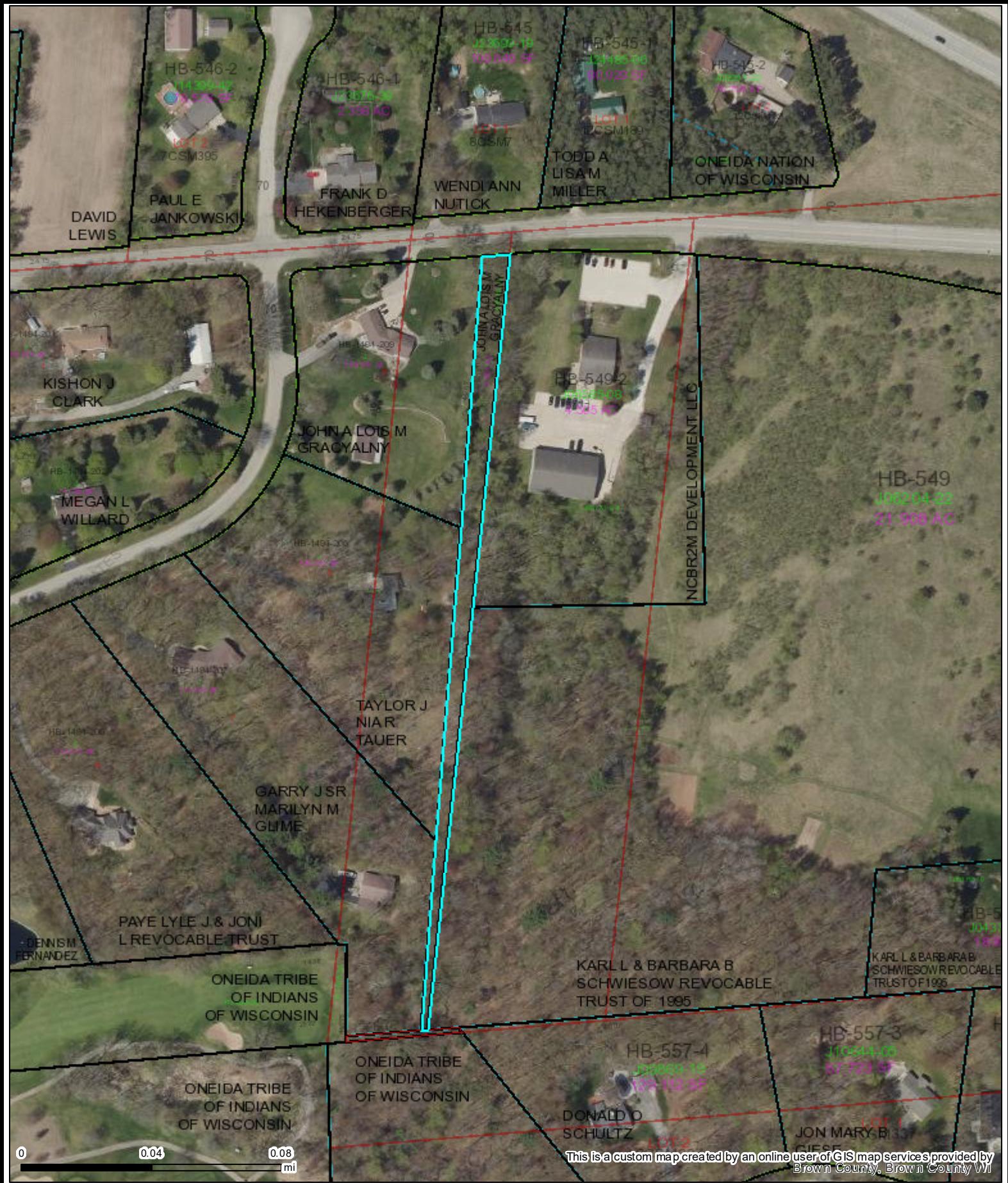
County of Brown)

Personally came before me this _____ day of _____, 20____, the above named
and acknowledged the same.

My Commission expires: _____

Notary Public, State of Wisconsin





Part of Brown County WI

Map printed on 11/25/2025

1:2,400

1 inch = 200 feet*

1 inch = 0.0379 miles*

*original page size: 8.5" x 11"

Appropriate format depends on zoom level

Parcel ownership key

Parcel Boundary

Condominium

Gap or Overlap

Parcel line

Right of Way line

Meander line

Lines between deeds or lots

Historic Parcel Line

Vacated Right of Way

A complete key (legend) is available at:
tinyurl.com/BrownDogLegend



(920) 448-6480

www.browncountywi.gov



ORDINANCE 2026-01

AN ORDINANCE AMENDING THE ZONING ORDINANCE OF THE MUNICIPAL CODE OF THE VILLAGE OF HOBART, BROWN COUNTY, WISCONSIN

Purpose: The purpose of this Ordinance is to re-zone property, specifically Parcel HB-554, from R-2-R: Rural Residential District to R-2: Residential District.

The Village Board of the Village of Hobart, Brown County, Wisconsin, does ordain as follows:

Section 1: That the following described premises, to-wit:

HB-554: 0.821 AC M/L LOT 10 S12 T24N R19E EX OAK VIEW ESTATES SUBL. & EX J13638-29

Be re-zoned from R-2-R: Rural Residential District to R-2: Residential District.

Section 2: Any Ordinance or parts thereof, inconsistent herewith are hereby repealed.

Section 3. This Ordinance shall be published as required by law after passage by the Village Board.

Passed and approved this 6th day of January, 2026.

Richard Heidel, Village President

Attest:

Aaron Kramer, Village Administrator

CERTIFICATION

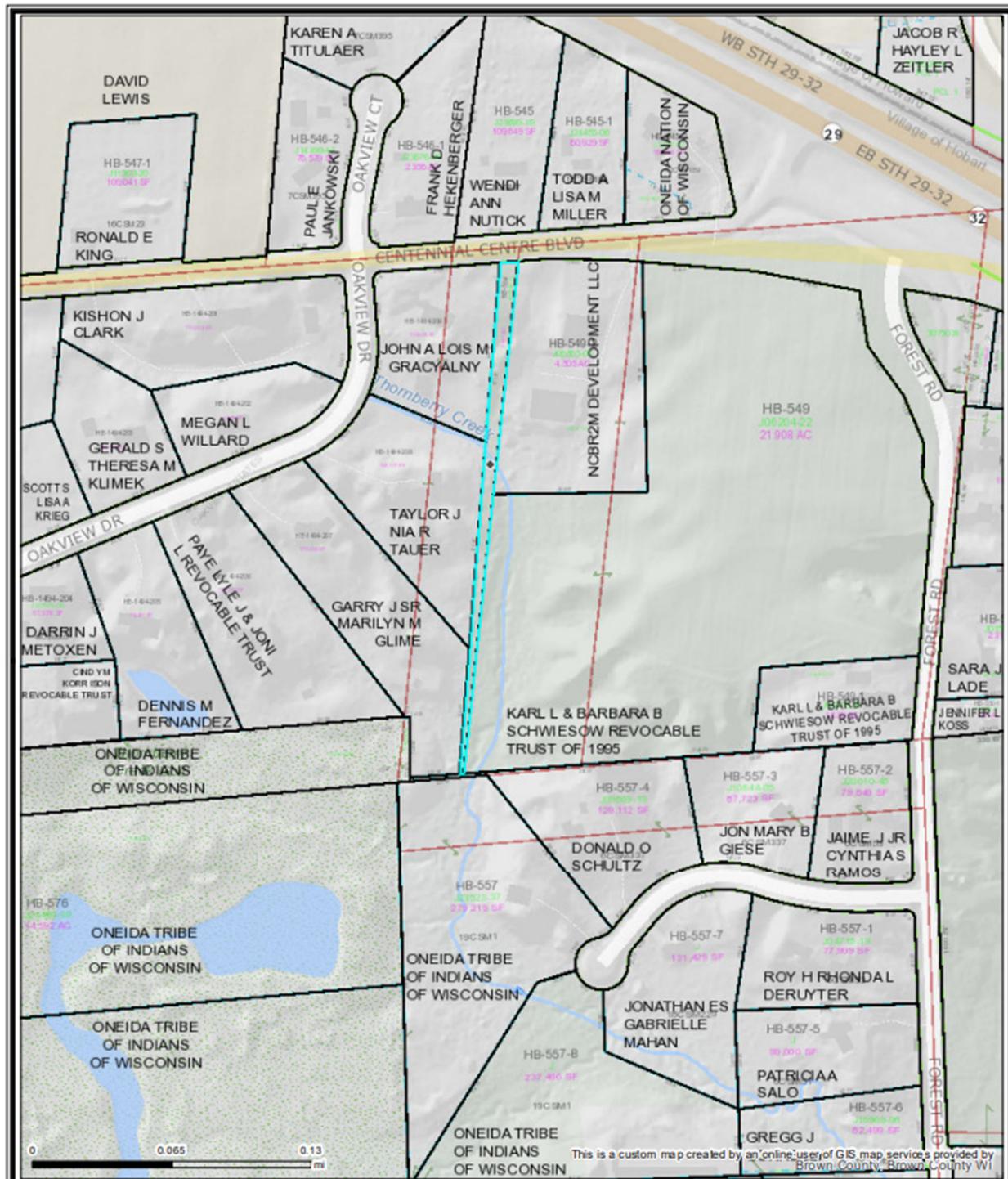
The undersigned, being the duly appointed Clerk of the Board of the Village of Hobart, certifies that the aforementioned is a true and exact reproduction of the original ordinance or resolution adopted by the Village Board.

IN WITNESS WHEREOF, I have executed this Certificate in my official capacity on January 6, 2026.

(Seal)

Lisa Vanden Heuvel, Village Clerk

EXHIBIT A



12/31/2025	12:50 PM	Check Register - Quick Report - ALL	Page: 1
		ALL Checks	ACCT
		ALL BANK ACCOUNTS	
Dated From:	1/06/2026	From Account:	
Thru:	1/06/2026	Thru Account:	
Check Nbr	Check Date	Payee	Amount
70682	1/06/2026	AARON ALLAN DAY	162.63
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1396-8-A	
70683	1/06/2026	AARON KRAMER	155.31
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-3001	
70684	1/06/2026	ADVANCE AUTO PARTS	328.31
Previous Year Expense		TANK HEATER AND BATTERY	
70685	1/06/2026	AMY OR JEREMY BAKER	104.81
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1617	
70686	1/06/2026	ANDREW HERMSEN	279.91
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-2389	
70687	1/06/2026	ANDREW RINKE	78.04
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-31	
70688	1/06/2026	ANGELA MODROW	124.16
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-3005	
70689	1/06/2026	ARING EQUIPMENT COMPANY INC	1,009.07
Previous Year Expense		REPAIR MACHINE 1VM62130	
70690	1/06/2026	ASHWAUBENON AUTO REPAIR LLC	183.95
Previous Year Expense		POLICE SQUAD MAINTENANCE	
70691	1/06/2026	BADGER METER INC.	240.90
Previous Year Expense		BEACON MBL HOSTING DECEMBER 2025	
70692	1/06/2026	BAYSIDE PRINTING LLC	78.00
Previous Year Expense		SAFETY GARMENTS EMBROIDERY - 6	
70693	1/06/2026	BEN NELSON	50.00
Previous Year Expense		PARTIAL REFUND PARK DEPOSIT FOR 12/24/25	
70694	1/06/2026	BEST MACHINE & REPAIR INC	1,850.00
Previous Year Expense		REBUILD LOADER PLOW BRACKETS	
70695	1/06/2026	BLUE PRINT SERVICE CO INC	432.95
Previous Year Expense		FOUNDERS TERR EXTENSION 2320-300	
70696	1/06/2026	BOB ROSS	150.00
Previous Year Expense		2025 PLANNING ZONING MEETINGS	
70697	1/06/2026	BRIAN HUETTL	124.11
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1494-7	
70698	1/06/2026	BRIAN RUECHEL	5,350.00
Previous Year Expense		ACCOUNTING NOVEMBER TRANSACTIONS	
70699	1/06/2026	BROOKE ANDAY	97.65
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1427-8	
70700	1/06/2026	BROWN COUNTY PORT & RESOURCE RECOVERY	9,764.82
Previous Year Expense		REFUSE & RECYCLING DISPOSAL NOVEMBER	

12/31/2025	12:50 PM	Check Register - Quick Report - ALL	Page: 2
		ALL Checks	ACCT
		ALL BANK ACCOUNTS	
Dated From:	1/06/2026	From Account:	
Thru:	1/06/2026	Thru Account:	
Check Nbr	Check Date	Payee	Amount
70701	1/06/2026	BROWN COUNTY TREASURER	873.98
Previous Year Expense		2025 DOG LICENSES	
70702	1/06/2026	CAMERA CORNER CONNECTING POINT	1,317.50
Previous Year Expense		MULTIPLE INVOICES UPDATES / CUTOVER	
70703	1/06/2026	CAROL TRYBEK	113.91
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1561	
70704	1/06/2026	CASSIDY M SKALESKI	140.09
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-3048	
70705	1/06/2026	CATALIS TAX & CAMA	1,899.36
		MARKET DRIVE ANNUAL LICENSES	
70706	1/06/2026	CATS ANONYMOUS INC	195.00
Previous Year Expense		HOBART TNR 3- TNVR - DEC 2 SPAY DAY	
70707	1/06/2026	CHARLES OTTINGER	81.89
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-708-1	
70708	1/06/2026	CHRISTOPHER VANDEVELDEN	123.88
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-88-2	
70709	1/06/2026	COMPASS MINERALS AMERICA	34,585.53
Previous Year Expense		SALT FOR ROADS	
70710	1/06/2026	DAVE BARANCZYK	175.00
Previous Year Expense		2025 SITE REVIEW MEETINGS - 7	
70711	1/06/2026	DAVID CLEAVEL	542.72
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-3423	
70712	1/06/2026	DAVID JOHNSON	175.00
Previous Year Expense		2025 PLANNING ZONING MEETINGS	
70713	1/06/2026	DENISE LAUBENSTEIN	135.89
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-2915	
70714	1/06/2026	DIVERSIFIED BENEFIT SERVICES INC	105.00
Previous Year Expense		DECEMBER 125-FSA ADMIN SERVICES	
70715	1/06/2026	DOUGLAS OR ANITA GJERDE	136.34
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1605	
70716	1/06/2026	DSC COMMUNICATIONS	1,035.64
Previous Year Expense		REPROGRAMMED RADIOS	
70717	1/06/2026	ELIZABETH M. NICKEL	98.22
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-98.22	
70718	1/06/2026	EMANUEL GUMINA	130.21
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1667	
70719	1/06/2026	EMERGENCY APPARATUS MAINTENANCE INC	6,617.53
Previous Year Expense		ENGINE 1721 IMPELLER SHAFT / PUMP	

12/31/2025	12:50 PM	Check Register - Quick Report - ALL	Page: 3
		ALL Checks	ACCT
		ALL BANK ACCOUNTS	
Dated From:	1/06/2026	From Account:	
Thru:	1/06/2026	Thru Account:	
Check Nbr	Check Date	Payee	Amount
70720	1/06/2026	ERIC LYON	423.83
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-36-1	
70721	1/06/2026	ES&S	688.13
		EXPRESS VOTE WARRANTY & LICENSES 2026	
70722	1/06/2026	FAIR MARKET ASSESSMENTS	3,085.00
Previous Year Expense		DECEMBER 2025 ASSESSMENT SERVICES	
70723	1/06/2026	FERGUSON WATERWORKS	82.85
Previous Year Expense		HYD MRKR HYDRAFINDER RED/WHITE	
70724	1/06/2026	FIRE SAFETY U.S.A. INC	10,351.91
Previous Year Expense		FIRE HELMETS / LINERS	
70725	1/06/2026	FRANK HECKENBERGER	109.53
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-546-1	
70726	1/06/2026	GAT SUPPLY INC	124.76
Previous Year Expense		BATTERIES	
70727	1/06/2026	GEORGE PAINTER	187.38
Previous Year Expense		REFUND OVERPMNT TAXES HB-3226 W/LOTTERY	
70728	1/06/2026	GFL - GFL SOLID WASTE MIDWEST LLC	35,411.04
Previous Year Expense		REFUSE & RECYCLING 12/19/2025	
70729	1/06/2026	GLENN'S 24 HR TOWING INC	354.00
Previous Year Expense		FIRE DEPARTMENT TOW ENG#1- FUSE ISSUE	
70730	1/06/2026	GLOBAL RECOGNITION INC	268.10
Previous Year Expense		ACRYLIC AWARDS FIRE DEPARTMENT	
70731	1/06/2026	GOVERNMENT FORMS AND SUPPLIES	3,881.50
		ELECTION ENVELOPES	
70732	1/06/2026	GREATER GREEN BAY CHAMBER	1,899.00
		2026 ANNUAL PARTNERSHIP	
70733	1/06/2026	HANAWAY ROSS LAW FIRM	2,837.20
Previous Year Expense		MUNICIPAL ATTORNEY DECEMBER 2025	
70734	1/06/2026	HAWKINS INC	20.00
Previous Year Expense		CHLORINE CYLINDERS	
70735	1/06/2026	JAMES HELMAN	121.81
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1598	
70736	1/06/2026	JAMES SZCZPANSKI	36.14
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-997-1	
70737	1/06/2026	JASON CUMMINGS	91.95
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-2943	
70738	1/06/2026	JAY BISHOP OR MARY BISHOP	222.90
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1994	

12/31/2025	12:50 PM	Check Register - Quick Report - ALL	Page: 4
		ALL Checks	ACCT
		ALL BANK ACCOUNTS	
Dated From:	1/06/2026	From Account:	
Thru:	1/06/2026	Thru Account:	
Check Nbr	Check Date	Payee	Amount
70739	1/06/2026	JEFF AMBROSIUS	175.00
Previous Year Expense		2025 PLANNING ZONING MEETINGS	
70740	1/06/2026	JOHN RATHER	175.00
Previous Year Expense		2025 PLANNING ZONING MEETINGS	
70741	1/06/2026	KARINE AGABEKOVA	354.40
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-2999	
70742	1/06/2026	KEITH PATT	92.41
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-2234	
70743	1/06/2026	KIMPS ACE HARDWARE	5.58
Previous Year Expense		MULTIPLE INVOICES	
70744	1/06/2026	KNUT FROLAND	206.19
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-3128	
70745	1/06/2026	LEGAL LOGISTICS LLC	225.00
Previous Year Expense		COURT EXPENSE	
70746	1/06/2026	LEROY SCHLORF JR	54.30
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-992-1	
70747	1/06/2026	MARINA ISABELLE KWIATKOWSKI	211.89
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1397-1	
70748	1/06/2026	MARJE SCHILLER	80.48
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-679-2	
70749	1/06/2026	MARTIN SYSTEMS INC	457.15
Previous Year Expense		FIRE MONITORING -DMP4992-FIRE	
70750	1/06/2026	MATTHEW GELB	187.38
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-690-1	
70751	1/06/2026	MCC INC	85,783.47
Previous Year Expense		PAY REQUEST#4 ENCLAVE #2320-25-02	
70752	1/06/2026	MELISSA FARLOW	134.41
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-2860	
70753	1/06/2026	MELISSA FREDRICKSON	137.99
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1496-12	
70754	1/06/2026	MICHAEL CLARK	108.84
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-625-1	
70755	1/06/2026	MULTI MEDIA CHANNELS LLC	68.14
Previous Year Expense		LEGAL AD HEARING 1-6-26 & ORD 2025-13	
70756	1/06/2026	NORMAN SHONKWILER	1,656.45
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1694.16	
70757	1/06/2026	OCCUPATIONAL HEALTH SERVICES	138.50
Previous Year Expense		FLU SHOT CLINIC	

12/31/2025	12:50 PM	Check Register - Quick Report - ALL	Page: 5
		ALL Checks	ACCT
		ALL BANK ACCOUNTS	
Dated From:	1/06/2026	From Account:	
Thru:	1/06/2026	Thru Account:	
Check Nbr	Check Date	Payee	Amount
70758	1/06/2026	OSCAR RUVALCABA	175.00
Previous Year Expense		REFUND PARK DEPOSIT FROM 12/13/2025	
70759	1/06/2026	PAMULA S. ANDERSON	56.83
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1438	
70760	1/06/2026	PETER ZOBRO	75.00
Previous Year Expense		2025 SITE REVIEW MEETINGS - 3	
70761	1/06/2026	PROTEA FLOWER BOUTIQUE	210.00
Previous Year Expense		FIRE DEPARTMENT	
70762	1/06/2026	QUADIENT INC.	189.69
Previous Year Expense		LEASE OF POSTAGE METER	
70763	1/06/2026	RICK NUETZEL	50.00
Previous Year Expense		2025 SITE REVIEW MEETINGS - 2	
70764	1/06/2026	RONNIE LO	100.17
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-618-7	
70765	1/06/2026	SARA TILQUE	214.58
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-457-8	
70766	1/06/2026	SCOTT BECKER	600.00
Previous Year Expense		FIRE DEPARTMENT CHRISTMAS PARTY	
70767	1/06/2026	SCOTT KRIEG	115.64
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-553-2	
70768	1/06/2026	STEVE RILEY	125.00
Previous Year Expense		2025 SITE REVIEW MEETINGS - 5	
70769	1/06/2026	STEVEN M. COOLIDGE	179.98
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1988	
70770	1/06/2026	SUSAN EISNER	122.95
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-682	
70771	1/06/2026	TARALYN LEWIS	243.10
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-2466	
70772	1/06/2026	THERESA PARINS	64.70
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-2583	
70773	1/06/2026	THOMAS BERRYHILL	174.30
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1491-C-13	
70774	1/06/2026	THOMAS LEMKUIL	249.32
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-2297	
70775	1/06/2026	TIMOTHY HALSTAD	314.64
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-2006	
70776	1/06/2026	TIMOTHY JARVIS	119.61
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-2962	

12/31/2025	12:50 PM	Check Register - Quick Report - ALL	Page: 6
		ALL Checks	ACCT
		ALL BANK ACCOUNTS	
Dated From:	1/06/2026	From Account:	
Thru:	1/06/2026	Thru Account:	
Check Nbr	Check Date	Payee	Amount
70777	1/06/2026	TIMOTHY SALZMAN	113.49
Previous Year Expense		REFUND OVERPAYMENT TAXES HB-1867	
70778	1/06/2026	TITAN PUBLIC SAFETY SOLUTIONS LLC	7,104.00
		TIPSS PROGRAMS ANNUAL SUPPORT	
70779	1/06/2026	TOM DENNEE	200.00
Previous Year Expense		2025 PLANNING ZONING MEETINGS	
70780	1/06/2026	TOM TENGOWSKI	150.00
Previous Year Expense		2025 SITE REVIEW MEETINGS - 6	
70781	1/06/2026	VILLAGE OF HOBART	31.50
Previous Year Expense		TAX PAYMENT 2025	
70782	1/06/2026	VON BRIESEN & ROPER S.C. ATTORNEYS AT LAW	38,983.94
Previous Year Expense		MULTIPLE INVOICES- NOVEMBER 30, 2025	
GLOBO	1/06/2026	GLOBO LANGUAGE SOLUTIONS LLC	95.00
Prev YR Exp/Manual Check		TELEPHONE INTERPRETING NOVEMBER	
CINTAS	1/06/2026	CINTAS CORP	34.49
Prev YR Exp/Manual Check		GRAY MAT AT OFFICE	
WEXFUEL	1/06/2026	WEX - WRIGHT EXPRESS	8,836.09
Prev YR Exp/Manual Check		FUEL - ALL DEPARTMENTS DECEMBER 2025	
GRBAYMETRO	1/06/2026	GREEN BAY METROPOLITAN SEWERAGE DISTRICT	81,476.81
Prev YR Exp/Manual Check		SANITARY SEWER TREATMENT FEES NOV 2025	
CHARTERSPEC	1/06/2026	CHARTER COMMUNICATIONS / SPECTRUM	615.00
Manual Check		FIBER INTERNET JAN 2026	
DELTADENTAL	1/06/2026	DELTA DENTAL OF WISCONSIN	2,648.98
Manual Check		DENTAL & VISION PREMIUM JANUARY 2026	
		Grand Total	363,166.73

12/31/2025 12:50 PM

Check Register - Quick Report - ALL
ALL Checks
ALL BANK ACCOUNTSPage: 7
ACCTDated From: 1/06/2026 From Account:
Thru: 1/06/2026 Thru Account:

	Amount
Total Expenditure from Fund # 001 - General Fund	133,069.04
Total Expenditure from Fund # 002 - Water Fund	4,109.45
Total Expenditure from Fund # 003 - Sanitary Sewer Fund	83,462.36
Total Expenditure from Fund # 007 - Storm Water Fund	5,255.78
Total Expenditure from Fund # 008 - TID #1 Fund	4,244.61
Total Expenditure from Fund # 009 - TID #2 Fund	87,624.63
Total Expenditure from Fund # 010 - Parks & Recreation	225.00
Total Expenditure from Fund # 014 - Garbage & Recycling Program	45,175.86
Total Expenditure from all Funds	363,166.73



Village of Hobart
Village Office 2990 S. Pine Tree Rd, Hobart, WI 54155
www.hobartwi.gov - www.buildinhobart.com

MEETING MINUTES – VILLAGE BOARD (Regular)

Date/Time: Tuesday December 16th 2025 (6:00 P.M.)

Location: Hobart Village Office (2990 South Pine Tree Road)

ROUTINE ITEMS TO BE ACTED UPON:

1. Call to order/Roll Call. The meeting was called to order by Rich Heidel at 6:09 pm. Dave Dillenburg, Vanya Koepke, Melissa Tanke, Tammy Zittlow, and Rich Heidel were present.
2. Certification of the open meeting law agenda requirements and approval of the agenda - ACTION: To certify the open meeting law agenda requirements and approve the agenda. MOTION: Dillenburg SECOND: Koepke. VOICE VOTE: 5-0.
3. Pledge of Allegiance - Those present recited the Pledge of Allegiance.

4. PUBLIC HEARINGS

A. PUBLIC HEARING – To consider Ordinance 2025-13 (AN ORDINANCE TO REPEAL AND RECREATE ARTICLE XXXII (TELECOMMUNICATIONS ANTENNAS AND TOWERS) OF CHAPTER 295 (ZONING) OF THE MUNICIPAL CODE OF THE VILLAGE OF HOBART, BROWN COUNTY, WISCONSIN)

Village Staff is proposing that Article XXXIII (Telecommunication Antennas and Towers) of the Village Zoning Code, Chapter 295 Zoning, be repealed and recreated to follow the regulations that were established by the State of Wisconsin relating to such antennas and towers.

President Heidel opened the Public Hearing at 6:13 pm.

Appearing before the Board:

Leroy Schlorf, 1416 Riverdale Dr.

President Heidel closed the Public Hearing at 6:22 pm.

B. ACTION on aforesaid agenda item (Ordinance 2025-13)

ACTION: To approve Ordinance 2025-13 (AN ORDINANCE TO REPEAL AND RECREATE ARTICLE XXXII (TELECOMMUNICATIONS ANTENNAS AND TOWERS) OF CHAPTER 295 (ZONING) OF THE MUNICIPAL CODE OF THE VILLAGE OF HOBART, BROWN COUNTY, WISCONSIN) as presented. MOTION: Heidel SECOND: Dillenburg. VOICE VOTE: 5-0.

5. CONSENT AGENDA - A. Payment of Invoices; B. VILLAGE BOARD: Minutes of December 2nd 2025 (Regular); C. SITE REVIEW COMMITTEE: Minutes of September 17th 2025; D. 2026-2027 ELECTION INSPECTORS

ACTION: To approve the Consent Agenda as presented including all manual checks. MOTION: Dillenburg SECOND: Tanke. VOICE VOTE: 5-0.

6. ITEMS REMOVED FROM CONSENT AGENDA – None.

7. CITIZENS' COMMENTS/RESOLUTIONS/PRESENTATIONS (Please limit citizens' comments to no more than three minutes)

No one spoke.

A. DISCUSSION AND ACTION - RESOLUTION 2025-10 (A RESOLUTION ESTABLISHING VILLAGE FEE SCHEDULES)

Several modifications, mainly increases in building fees and permits, are being proposed. This year's proposed schedule, as well as the current fee schedule, are included in the meeting packet.

ACTION: To approve RESOLUTION 2025-10 (A RESOLUTION ESTABLISHING VILLAGE FEE SCHEDULES) as presented. MOTION: Heidel SECOND: Zittlow. VOICE VOTE: 5-0.

8. VILLAGE ADMINISTRATOR'S REPORT/COMMUNICATIONS

A. INFORMATIONAL

1. 2025 Mill Rate Information and Comparison. – Administrator Kramer reviewed tax information. Property Tax Bills are out. The Treasurer has put together an explanation of what is on the tax bill.

Appearing before the Board:

Roberta Rather, 697 Maplevue Ct

2. Village Investment Report – November. Administrator Kramer presented the Investment Report.

-Planning & Zoning will meet in January.

-There will be Fire Commission vacancies. A meeting will be organized in 2026.

9. COMMITTEE REPORTS AND ACTIONS

A. INFORMATIONAL - New 10,109 SF commercial building with associated site improvements (5076 Founders Terrace., HB-523-2) (Site Review Committee)

Bayland Buildings is proposing to construct a new 10,109 square foot commercial building to be located at 5076 Founders Terrace (Parcel HB-523-2) along with the required associated site improvement including access and parking. The proposed building will be single story in height and utilized as a dog kennel facility.

No action was taken.

10. OLD BUSINESS

A. DISCUSSION AND ACTION – 3 Year Service Agreement with Primadata

This contract is for the printing and mailing of our utility bills. The new agreement will cost slightly more than the current arrangement we have with Bayside Printing and Primadata, but we anticipate that as more residents go to online billing, the overall cost will decrease.

ACTION: To approve the 1 Year Service Agreement with Primadata as presented. MOTION: Heidel SECOND: Zittlow. VOICE VOTE: 5-0.

11. NEW BUSINESS

A. DISCUSSION AND ACTION – Proposed 2026 Water, Sanitary Sewer and Storm Water Budgets

These three budgets are financed with special fees and charges and are not dependent on the property tax levy.

ACTION: To approve the 2026 Water, Sanitary Sewer and Storm Water Budgets as presented. MOTION: Heidel SECOND: Tanke. ROLL CALL VOTE: 5-0.

B. DISCUSSION - Items for future agenda consideration or Committee assignment

Public hearing on rezoning to be held at the January 6 Village Board Meeting.

The Hobart Lawrence Police Department will present their Strategic Plan.

Next steps for Municipal Center.

ACTION: To recess at 7:12 pm until 7:25 pm prior to going into closed session. MOTION: Heidel SECOND: Koepke. VOICE VOTE: 5-0.

C. ADJOURN to CLOSED SESSION (7:31 PM): ACTION: To go into closed session 1) Under Wisconsin State Statute 19.85 (1) (c): Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility RE: Personnel, 2) Under Wisconsin State Statute 19.85 (1) (e): Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session RE: TID Projects/Development Agreements, and 3) Under Wisconsin State Statute 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. RE: Tribal Affairs; Potential Litigation MOTION: Heidel SECOND: Koepke. ROLL CALL VOTE: 5-0.

D. CONVENE into open session (9:30 PM) – MOTION: Dillenburg SECOND: Zittlow. ROLL CALL VOTE: 5-0.

E. ACTION from closed session - None

12. ADJOURN (9:31 PM) - MOTION: Dillenburg SECOND: Zittlow. VOICE VOTE: 5-0.

Respectfully submitted by Lisa A. Vanden Heuvel, Village Clerk

TO: VILLAGE BOARD
FROM: LISA VANDEN HEUVEL, VILLAGE CLERK
SUBJECT: 2026-2027 ELECTION INSPECTOR APPOINTMENTS
DATE: JANUARY 6, 2026

DISCUSSION: The following are names of two additional workers that asked to be included on our 2026-2027 Election Inspector list.

Unaffiliated Nominees

Jeff McGlachlin

Kathleen Fitzgerald

RECOMMENDED MOTION: To approve the additional 2026-2027 list of Election Inspector Appointments as presented.



HOBART-LAWRENCE
POLICE DEPARTMENT



POLICING WITH PURPOSE

Strategic Plan 2026-2030

OUR PURPOSE IS PEOPLE. OUR STRENGTH IS TRUST. OUR VISION IS TO BE A MODEL POLICE DEPARTMENT.

Table of Contents

CHIEF'S MESSAGE	3
MISSION, VISION & CORE VALUES	4
DEPARTMENT OVERVIEW	5
STRATEGIC FRAMEWORK: THE FIVE PILLARS	6
STRATEGIC GOALS & OBJECTIVES	7
IMPLEMENTATION & EVALUATION	12
PURPOSE IN MOTION	13



“TOGETHER, WE ARE SHAPING THE FUTURE OF PUBLIC SAFETY.”

Dear Residents of Hobart and Lawrence,

It is my honor to present the Hobart-Lawrence Police Department’s 2026–2030 Strategic Plan – Policing with Purpose. This plan is more than a document; it’s a reflection of our identity, our aspirations, and our shared future.

Our mission – written by our officers – reminds us daily that excellence requires consistency, humility, and purpose. It’s the way we approach every call for service, every partnership, and every decision we make.

The past year has been one of rebuilding and forward progress. After navigating staffing shortages, we concluded 2025 at full strength, positioning the department for long-term stability. We also achieved WILEAG CORE Verification, finalized a 10-year joint agreement through 2035, and moved closer to realizing the new Village of Hobart Municipal Center—a facility that represents the next chapter in our service to the community.

This plan outlines how we’ll build on that success – by focusing on visibility, safety, connection, and the continued development of our people. It’s a roadmap toward our vision: to be a model police department.

But most importantly, this plan is about people – the officers who serve with heart, the residents who trust us, and the communities that make Hobart and Lawrence exceptional places to live and work.

Thank you for being our partners in purpose. Together, we’ll continue to ensure that safety, trust, and excellence remain the hallmarks of our department.

With gratitude and pride,



Chief Michael Renkas
Hobart-Lawrence Police Department

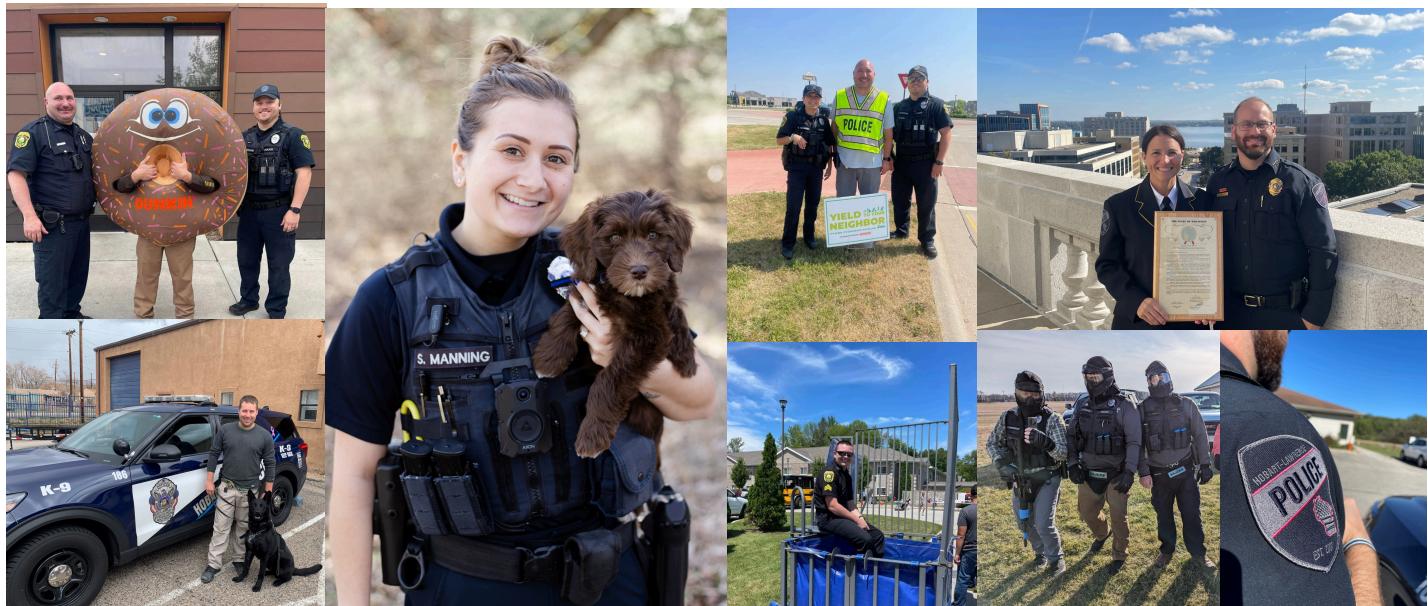


OUR MISSION

By consistent commitment to excellence, we respect and protect the rights of all people, striving to reduce crime and the fear of crime in our communities.

OUR VISION

To be a model police department.



COMMITMENT ★ INTEGRITY ★ DIGNITY

ONE MISSION

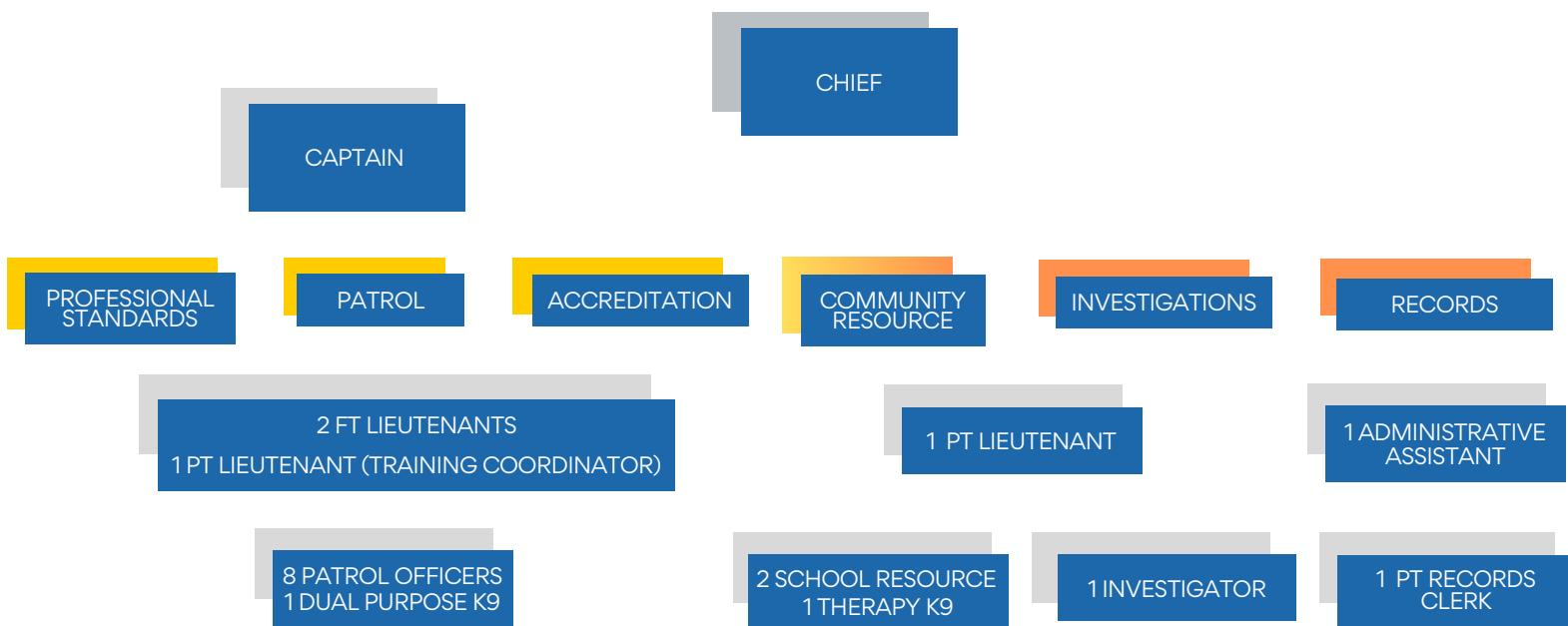


The Hobart-Lawrence Police Department is a modern and adaptable organization built on professionalism, integrity, and a deep commitment to community service. Our officers are motivated, well-trained, and dedicated to the people they serve — but we also recognize that excellence requires constant reflection and growth.

We understand that our community's expectations evolve, and so must we. Visibility, engagement, and accessibility remain top priorities as we continue to strengthen the connection between our officers and the residents of Hobart and Lawrence. Every interaction — from a neighborhood patrol to a school visit — is an opportunity to build trust and reinforce our mission to protect and respect the rights of all people.

Our department values proactive policing and authentic community engagement. To meet the needs of a growing and diverse community, we've invested in specialized programs such as K9 operations, investigations, school resource officers, evidence management, and drone support — each designed to enhance safety, responsiveness, and public trust.

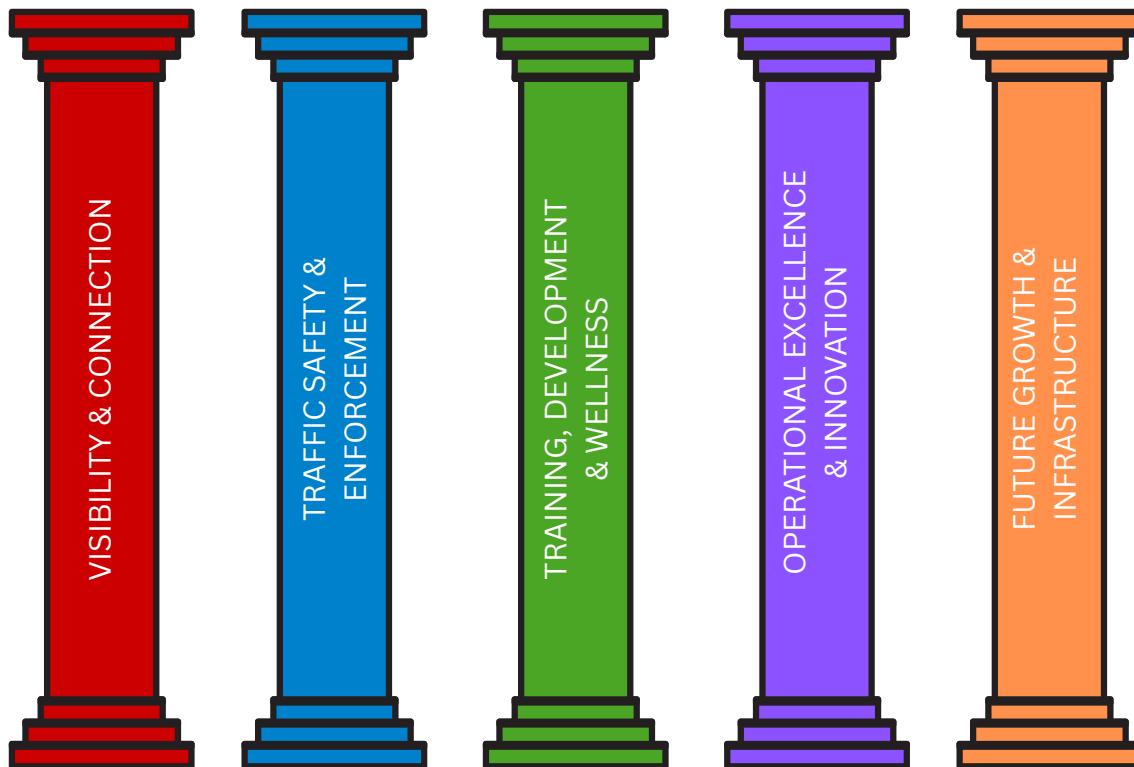
The Hobart-Lawrence Police Department operates through two primary divisions — the Field Operations Division and the Technical Operations Division — working together as one unified team committed to continuous improvement and purpose-driven service.



STRATEGIC FRAMEWORK



The Five Pillars of Purpose



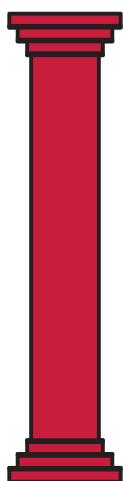
The Hobart-Lawrence Police Department's Strategic Framework is built upon five foundational pillars that define how we serve, grow, and lead. Each pillar reflects a core area of focus that guides our daily actions, long-term planning, and vision for the future. Together, they represent our commitment to purposeful policing — ensuring every decision, initiative, and interaction strengthens our connection to the community we serve.

This framework is the product of a collaborative process involving department members, village and town leadership, and direct community feedback. Through a public survey and internal discussions, we identified shared priorities that became the foundation for our five pillars. These pillars are not abstract goals; they are living commitments that shape our culture and direction — reflecting what our officers value, what our community expects, and what excellence in public service demands.

STRATEGIC GOALS & OBJECTIVES (2026-2030)



Pillar 1: Visibility & Community Connection



Our connection to the community begins with presence — being seen, being known, and being trusted. In recent years, the Hobart-Lawrence Police Department has made intentional strides to strengthen community relationships through programs like Coffee with a Cop, the Citizen Police Academy, and an increased presence on social media. These initiatives have laid a solid foundation for meaningful engagement and approachability.

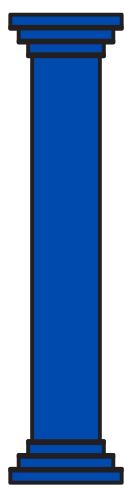
As we move forward, our goal is to build upon that foundation by expanding how we communicate and connect. Through new and accessible platforms — from digital media and podcast-style updates to enhanced storytelling within our quarterly reports — we will continue to meet residents where they are, ensuring transparency, trust, and connection remain at the heart of everything we do.

Objective	Action Steps	Timeline	Responsibility	Funding Source	Success Measure
Strengthen community connection through engagement	Continue and enhance signature outreach programs (Coffee with a Cop, Citizen Academy, Neighborhood Watch, school engagement)	2026-2030	Field Operations / Technical Operations	General Fund	Program participation and positive public feedback
Expand communication platforms	Develop multimedia outreach (social media series, podcast-style updates, visual data summaries) and develop new website	2026-2028	Field Operations / Technical Operations	General Fund	Launch of new communication channels and engagement metrics
Integrate transparency into quarterly reporting	Enhance existing Quarterly Report with visual metrics, trend analysis, and community storytelling	2026-2030	Administration	General Fund	Report publication and distribution reach

STRATEGIC GOALS & OBJECTIVES (2026-2030)



Pillar 2: Traffic Safety & Enforcement



Traffic safety remains one of the most visible and consistent concerns in our community. Every crash affects lives, families, and confidence in roadway safety. Preventing these tragedies requires more than enforcement — it demands education, presence, and collaboration. The Hobart-Lawrence Police Department will continue using proactive enforcement, public awareness, and data-driven strategies to reduce crashes and improve safety. As our infrastructure grows, we will respond with precision, visibility, and accountability to keep major corridors like US 41 and HWY 29 safe.

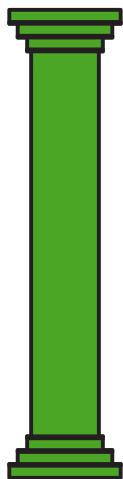
We also recognize that neighborhood speeding, stop sign violations, and other quality-of-life issues influence how safe residents feel where they live. To address these concerns, we will launch a Community Resource Officer (CRO) program in 2026 as a seasonal detail focused on neighborhood traffic safety, code enforcement, and community engagement — with the goal of expanding it into a full-time position based on measurable outcomes and community impact.

Objective	Action Steps	Timeline	Responsibility	Funding Source	Success Measure
Enhance roadway safety	Implement quarterly, data-driven enforcement focused on high-risk corridors (US 41 & HWY 29)	2026-2030	Patrol Supervisors	General Fund	Year-over-year crash and severity reduction
Improve neighborhood livability	Deploy targeted patrols and collaborate with Public Works on signage and speed mitigation	2026-2030	Patrol Section & CRO	General Fund	Fewer complaints; improved resident feedback
Launch Community Resource Officer (CRO)	Establish seasonal CRO detail focused on traffic, code enforcement, and outreach; evaluate for full-time expansion	2026-2028	Administration	General Fund	CRO program implemented and annual evaluation completed

STRATEGIC GOALS & OBJECTIVES (2026-2030)



Pillar 3: Training, Development & Wellness



Our people are our greatest strength. Every success of the Hobart-Lawrence Police Department is built on the dedication, professionalism, and compassion of the officers and staff who serve our communities. The launch of the Career Development Program in 2025 marked a major step forward in investing in our team — providing a structured path for growth, recognition, and personal achievement.

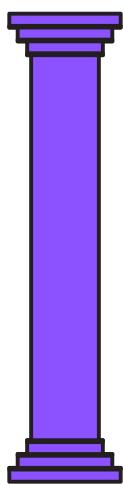
As we look ahead, we will continue to refine that program and expand our commitment to officer wellness. By focusing on leadership development, continuous training, and holistic wellness initiatives, we are investing in the long-term health and performance of our people. When our team thrives, our communities thrive — and that remains at the heart of our mission.

Objective	Action Steps	Timeline	Responsibility	Funding Source	Success Measure
Sustain career development program	Evaluate and evolve the point-based Career Development Program annually	2026-2030	Administration	General Fund	Annual review and participation rate
Expand leadership and mentorship training	Offer targeted supervisor and command development opportunities	2027-2030	Training Division	General Fund	Leadership program completions
Implement wellness and fitness initiatives aligned with new facility	Develop and launch officer wellness and physical fitness resources with facility completion	2028-2029	Administration / Wellness Committee	Capital Funds / Donation Funds	Program launch and participation metrics

STRATEGIC GOALS & OBJECTIVES (2026-2030)



Pillar 4: Operational Excellence & Innovation



Excellence is achieved through systems, not slogans. The Hobart-Lawrence Police Department remains committed to building and maintaining structures that ensure consistency, accountability, and quality in everything we do. From policy development to performance review, we are intentional about creating processes that strengthen our service and reinforce public trust.

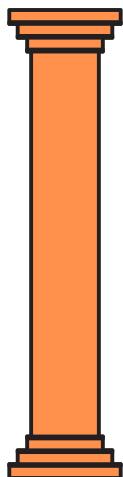
Looking forward, our focus on accreditation, data-driven decision-making, and the thoughtful use of technology will continue to drive innovation within the organization. These efforts ensure that we are not only meeting professional standards but exceeding them — doing the right things, the right way, every time. Operational excellence is a reflection of discipline, adaptability, and a shared commitment to continuous improvement.

Objective	Action Steps	Timeline	Responsibility	Funding Source	Success Measure
Achieve WILEAG Accreditation	Complete standards and audit for full accreditation	2029	Administration	General Fund	Accreditation awarded
Enhance data-driven decision making	Deploy command dashboards and performance analytics	2027-2028	Technical Ops / Field Operations	Capital / General Fund	Dashboard implementation and utilization
Modernize internal policies	Conduct rolling three-year review and modernization process	2026-2030	Command Staff	General Fund	Annual review completion and compliance audit

STRATEGIC GOALS & OBJECTIVES (2026-2030)



Pillar 5: Future Growth & Infrastructure



With the future police facility site secured, our focus now turns to design, construction, and transition — but our investment in the future extends beyond bricks and mortar. The new Municipal Center represents a modern, purpose-built space that enhances efficiency, supports technology, and strengthens collaboration across departments.

At the same time, we must prepare our workforce for continued community growth. We will implement a phased staffing plan that aligns personnel levels with population trends, service demand, and workload analysis. Through targeted recruitment and partnerships with educational institutions, we aim to attract and retain quality officers who reflect the values and professionalism of the Hobart-Lawrence Police Department.

Objective	Action Steps	Timeline	Responsibility	Funding Source	Success Measure
Design and construct new police facility	Finalize design, complete construction, and manage phased transition to new building	2026-2029	Administration & Village Board	Capital Fund	Facility completed and operational by 2029
Plan phased staffing growth	Develop and implement staffing model tied to population growth, service demand, and workload analysis	2026-2030	Administration & Command Staff	General Fund	Staffing plan approved and implemented
Enhance recruitment and retention	Launch targeted recruitment efforts; strengthen partnerships with local colleges and academies	2026-2030	Administration & Command Staff	General Fund	Increased applicant pool and retention rate

Implementation & Evaluation

Annual Review Cycle

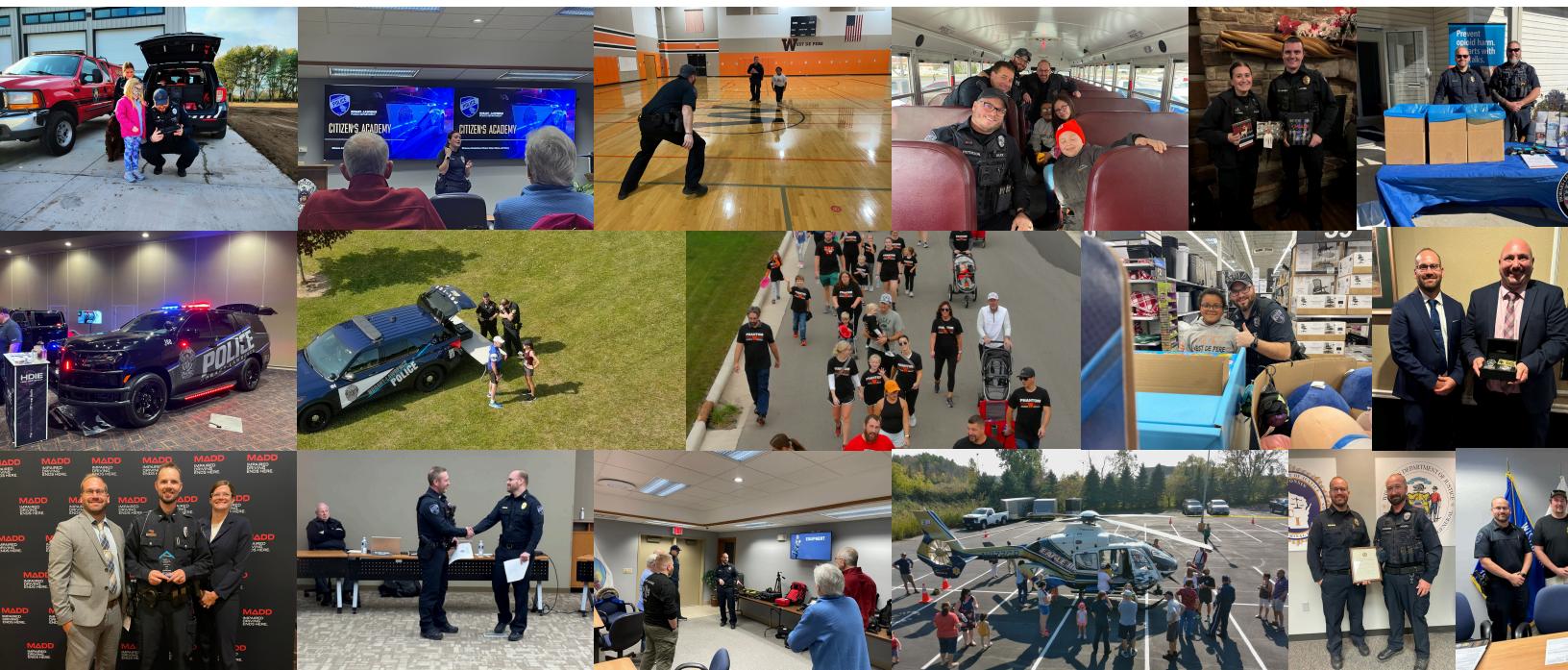
Each pillar and its objectives will undergo an annual review to measure progress, identify challenges, and recalibrate strategies as needed. This process ensures the plan remains active and relevant—guided by data, feedback, and real-world outcomes. Progress will be shared with governing boards and the community to maintain transparency and trust.

Performance Reporting

Quarterly internal updates and an annual public summary will communicate measurable results tied directly to our mission and vision. By consistently tracking and reporting outcomes, we reinforce accountability at every level and ensure our community sees the tangible impact of their investment in public safety.

Accountability Model

Command staff will oversee progress through documented benchmarks, quarterly reviews, and clear lines of responsibility. This framework transforms our strategic plan from a static document into a living system—one that evolves as our community grows and our department advances.



Thank You

At the heart of this plan is a simple promise: to serve our communities with compassion, integrity, and a relentless pursuit of excellence. We believe trust is earned one interaction at a time — and through purpose-driven policing, we will continue to build that trust every day.

This Strategic Framework is the product of collaboration — shaped by the voices of our residents, officers, and community leaders. The Hobart-Lawrence Police Department extends sincere appreciation to the members of the Strategic Planning Ad Hoc Committee whose insight and commitment guided this process: Brian Pavlovich, Kristina Crabb, Michael Fietz, Margene Marcantonio, Lorie Francar, Lieutenant Randy Radloff, Lieutenant Timothy Allen, Captain Nicole Crocker, Officer Sam Schroeder, and Sharon Diedrick.

Their dedication ensured this plan reflects not just a departmental vision, but a shared commitment to the future of both communities.

Purpose. Performance. People.

The Hobart-Lawrence Police Department — Policing with Purpose.



VILLAGE OF
HOBART
 GREATNESS IS GROWING
MEMORANDUM

TO: Village Board
FROM: Aaron Kramer, Village Administrator
RE: Tax Increment Districts #1 and #2 Amended FY2025 and FY2026 Budgets
DATE: January 6th 2026

TAX INCREMENT DISTRICT #1

Tax Increment District #1 has entered a “dormancy” phase of its development, with no additional expenditures other than pre-existing developer payments and the conclusion of existing infrastructure projects. The amended budget for 2025 accurately reflects changes throughout the year.

INCENTIVE PAYMENTS: The TID will pay \$1,380,454.58 in incentive payments, leaving the balance of future payments at \$5,265,388.99 at the conclusion of the fiscal year.

LOAN PAYMENTS: The TID will realize \$299,766.58 in loan repayments, leaving a balance of \$1,847,228.81 at the conclusion of the fiscal year.

LOAN PAYMENTS: The TID will receive \$176,250.00 from Bayland Buildings as part of the 2020 development agreement for the Highway 29 Business Park component of the TID, leaving a balance of \$955,000 at the conclusion of the fiscal year, with the final payment to be received in 2030.

LAND PAYMENT: The TID will make a \$628,568.26 payment on the land purchased from the Sorenson family in 2020, leaving a balance of \$2,514,273.04 at the conclusion of the fiscal year. The final payment is scheduled for 2030.

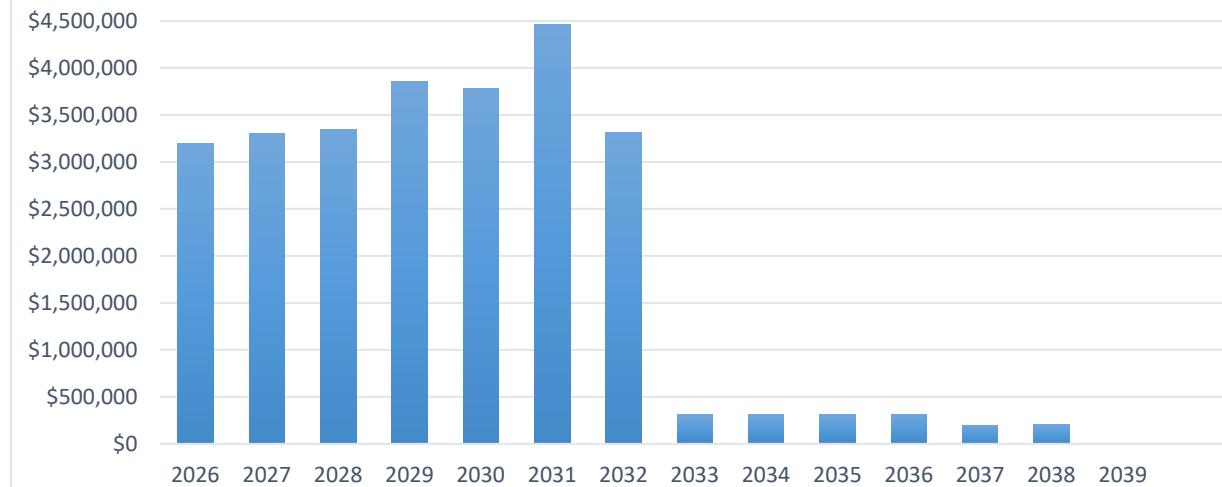
DEBT SERVICE: The TID will pay off \$2,898,885.79 in debt in 2025 (\$2,158,423.49 in principal) and \$3,192,615.18 (\$2,519,743.22 in principal in 2026). The remaining debt obligations for the TID, after the 2026 payments are made, is projected to be \$23,719,076.84 (\$21,469,942.34 in principal)

EXISTING TID #1 DEBT				
Debt Issue	Issuance	Interest Rate	Final Year of Payments	Principal Remaining (as of January 1st 2026)
G.O. Refunding Bonds (\$3,780,000)	1-28-14	3.000-3.800%	3-1-29	\$1,061,970.00
G.O. Refunding Bonds (\$1,090,000)	6-15-15	2.300-3.250%	3-1-29	515,000.00
G.O. Refunding Bonds (\$1,790,000)	8-8-16	2.150-2.800%	3-1-32	275,000.00
State Trust Fund Loan (\$1,500,000)	8-26-16	3.500%	3-15-36	997,715.56
G.O. Promissory Notes, Series 2017A (\$4,065,000)	8-1-17	2.000-2.250%	3-1-27	1,200,000.00
Water System Revenue Bonds, Series 2018A (\$2,715,000)	8-17-18	3.250-3.500%	5-1-38	2,065,000.00
Taxable G.O. Promissory Notes, Series 2018B (\$1,105,000)	8-28-18	3.000-3.400%	5-1-28	375,000.00
G.O. Corporate Purpose Bonds, Series 2020 (\$1,190,000)	7-14-20	1.000-2.000%	3-1-35	590,000.00
* Taxable G.O. Promissory Notes, Series 2020 (\$2,965,000)	7-14-20	1.250-1.450%	3-1-29	620,000.00

G.O. Promissory Notes, Series 2021A (\$4,425,000)	5-11-21	1.050-2.000%	3-1-31	2,705,000.00
Taxable G.O. Promissory Notes, Series 2021B (\$2,340,000)	5-11-21	0.150-2.000%	3-1-31	240,000.00
G.O. Promissory Notes, Series 2022 (\$8,460,000)	4-27-22	2.750-3.000%	3-1-32	6,995,000.00
** G.O. Promissory Notes, Series 2024A (\$10,000,000)	3-5-24	2.96%	3-1-32	5,050,000.00
G.O. Taxable Promissory Notes, Series 2024B (\$1,450,000)	3-5-24	4.65%	3-1-32	1,300,000.00
TOTAL				\$23,989,685.56

* - TID #1 is liable for \$620,000 of the initial principal ** - TID is liable for \$5,330,000 of the initial principal

HOBART TID #1 FUND - FUTURE DEBT PAYMENTS (2026-2039)



TAX INCREMENT DISTRICT #2

Tax Increment District #2 has entered the final stages of its expenditure period. The amended budget for 2025 accurately reflects changes throughout the year.

INCENTIVE PAYMENTS: The TID will pay \$540,426.46 in incentive payments, leaving the balance of future payments at \$6,553,604.32 at the conclusion of the fiscal year.

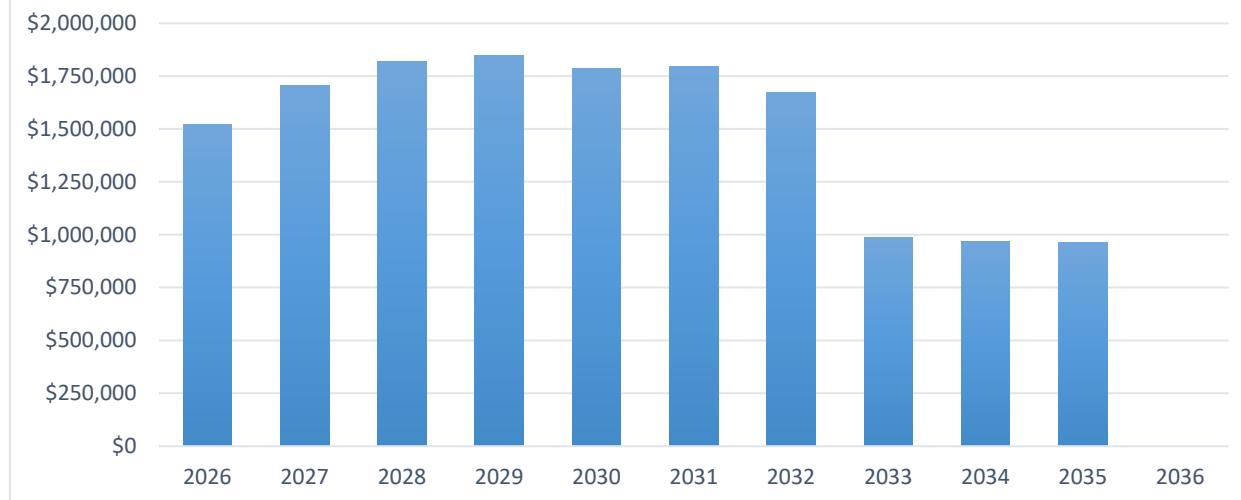
DEBT SERVICE: The TID will pay off \$1,517,560.46 in debt in 2025 (\$1,089,940.00 in principal) and \$1,519,908.55 (\$1,126,188.00 in principal) in 2026. The remaining debt obligations for the TID, after the 2026 payments are made, is projected to be \$13,551,069.25 (\$12,081,842.00 in principal).

EXISTING TID #2 DEBT				
Debt Issue	Issuance	Interest Rate	Final Year of Payments	Principal Remaining (as of January 1 st 2026)
General Obligation Refunding Bonds (\$3,780,000)	1-28-14	2.700-3.800%	3-1-29	\$758,030.00
Taxable G.O. Refunding Bonds (\$2,540,000)	6-15-15	3.000-4.200%	3-1-32	855,000.00
G.O. Refunding Bonds (\$1,790,000)	8-8-16	2.150-2.800%	3-1-32	735,000.00
G.O. Promissory Notes, Series 2017A (\$4,065,000)	8-1-17	2.000-2.250%	3-1-27	370,000.00
G.O. Corporate Purpose Bonds, Series 2020 (\$2,965,000)	7-14-20	1.000-2.000%	3-1-35	1,835,000.00
Taxable G.O. Promiss. Notes, Series 2021B (\$2,340,000)	5-11-21	0.15-2.000%	3-1-29	995,000.00
G.O. Bond (\$3,500,000)	4-11-23	3.50 – 3.75%	3-1-35	3,500,000.00

** G.O. Promissory Notes, Series 2024A (\$10,000,000)	3-5-24	2.96%	3-1-32	4,160,000.00
TOTAL				\$13,208,030.00

* - TID is liable for \$5,330,000 of the initial principal

HOBART TID #2 FUND - FUTURE DEBT PAYMENTS (2026-2036)



RECOMMENDED MOTION

To approve the proposed amended 2025 budgets for Tax Increment Districts #1 and #2 and the proposed 2026 budgets for Tax Increment Districts #1 and #2.

2026 TAX INCREMENT DISTRICT #1 FUND (008)								
ACCOUNT	2022	2023	2024	2025 ORIGINAL	2025 AMENDED	2026 BUDGET	Change from Original 2025	Change from Amend 2025
REVENUES								
Taxes (Fund 41)								
Taxes 008-00-41111-000-000	3,076,603.96	3,530,617.61	4,275,756.44	4,293,777.83	4,293,777.83	4,202,399.11	(91,378.72)	(91,378.72)
Intergovernmental Revenue (Fund 43)								
Personal Prop State Aid 008-00-43410-000-000	0.00	0.00	0.00	0.00	17,294.77	17,294.77	17,294.77	0.00
Exempt Computer Aid 008-00-43430-000-000	1,434.78	1,434.78	1,434.78	1,434.78	1,434.78	1,434.78	0.00	0.00
FUND 43 TOTAL	1,434.78	1,434.78	1,434.78	1,434.78	18,729.55	18,729.55	17,294.77	0.00
CHANGE	0.00	0.00	0.00	0.00	17,294.77	17,294.77		
Licenses and Permits (Fund 44)								
Reimbursements 008-00-44941-000-000	0.00	0.00	261,077.71	0.00	0.00	0.00	0.00	0.00
Miscellaneous Revenues (Fund 48)								
Interest on Accounts 008-00-48110-000-000	61,306.69	95,736.93	369,467.81	125,000.00	294,207.00	125,000.00	0.00	(169,207.00)
Land Sales 008-00-48300-000-000	5,000.00	39.92	0.00	0.00	0.00	0.00	0.00	0.00
FUND 48 TOTAL	66,306.69	95,776.85	369,467.81	125,000.00	294,207.00	125,000.00	0.00	(169,207.00)
CHANGE	63,423.04	29,470.16	273,690.96	(244,467.81)	169,207.00	0.00		
Other Financing Sources (Fund 49)								
Note Proceeds 008-00-49140-000-000	7,565,000.00	0.00	6,780,000.00	0.00	0.00	0.00	0.00	0.00
Note Premium 008-00-49150-000-000	237,713.60	0.00	149,105.17	0.00	0.00	0.00	0.00	0.00
Marketplace Loan #1 008-00-49160-000-000	110,851.26	110,851.26	110,851.26	110,851.26	110,851.26	110,851.26	0.00	0.00
Marketplace Loan #2 008-00-49161-000-000	15,000.00	15,000.00	15,000.00	107,812.20	107,812.20	107,812.20	0.00	0.00
Hobart Crossing 4 Loan 008-00-49162-000-000	3,000.00	2,900.00	42,066.56	31,549.92	31,549.92	31,549.92	0.00	0.00
Team 1848 Loan 008-00-49163-000-000	0.00	0.00	0.00	0.00	0.00	22,492.39	22,492.39	22,492.39
Scott's Subs Loan 008-00-49164-000-000	0.00	0.00	0.00	0.00	0.00	27,060.81	27,060.81	27,060.81
Bayland Builders Payment 008-00-49165-000-000	0.00	0.00	0.00	166,250.00	166,250.00	176,250.00	10,000.00	10,000.00
FUND 48 TOTAL	7,931,564.86	128,751.26	7,097,022.99	416,463.38	416,463.38	476,016.58	59,553.20	59,553.20
CHANGE	4,320,198.60	(7,802,813.60)	6,968,271.73	(6,680,559.61)	0.00	59,553.20		
TOTAL REVENUE	11,075,910.29	3,756,580.50	12,004,759.73	4,836,675.99	5,023,177.76	4,822,145.24	(14,530.75)	
CHANGE	4,134,848.22	(7,319,329.79)	8,248,179.23	(7,168,083.74)	186,501.77	(14,530.75)		

EXPENSES								
Debt Service (Fund 58)								
2010-1,895,000 Principal 008-00-58220-010-000	0.00	0.00	586,276.96	0.00	0.00	0.00	0.00	0.00
2010-1,895,000 Interest 008-00-58220-012-000	0.00	0.00	42,291.30	0.00	0.00	0.00	0.00	0.00
2012-5,000,000 GORB Prin 008-00-58225-010-000	1,640,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2012-5,000,000 GORB Int 008-00-58225-012-000	31,797.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2014-1,110,000 GOPN Prin 008-00-58228-010-000	247,890.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2014-1,110,000 GOPN Int 008-00-58228-012-000	4,970.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2014-3,780,000 GORB Prin 008-00-58229-010-000	105,030.00	110,865.00	204,225.00	210,060.00	210,060.00	218,812.00	8,752.00	8,752.00
2014-3,780,000 GORB Int 008-00-58229-012-000	56,285.87	52,776.12	47,832.41	41,409.53	41,409.54	34,490.67	(6,918.86)	(6,918.87)

2014-1,090,000 GORB Prin 008-00-58233-010-000	110,000.00	115,000.00	120,000.00	120,000.00	120,000.00	125,000.00	5,000.00	5,000.00
2014-1,090,000 GORB Int 008-00-58233-012-000	26,025.00	22,396.25	18,577.50	15,247.50	15,247.50	12,305.00	(2,942.50)	(2,942.50)
2016-1,790,000 GORB Prin 008-00-58236-010-000	60,000.00	60,000.00	65,000.00	65,000.00	65,000.00	65,000.00	0.00	0.00
2016-1,790,000 GORB Int 008-00-58236-012-000	12,862.50	11,242.50	9,538.75	7,735.00	7,735.00	5,915.00	(1,820.00)	(1,820.00)
2016-1,500,000 STF Prin 008-00-58237-010-000	66,173.12	68,489.18	70,776.81	73,363.49	73,363.49	75,931.22	2,567.73	2,567.73
2016-1,500,000 STF Int 008-00-58237-012-000	44,678.14	42,362.08	40,074.45	37,487.77	37,487.77	34,920.04	(2,567.73)	(2,567.73)
2017A-4,065,000 GOPN Pr 008-00-58239-010-000	200,000.00	200,000.00	300,000.00	550,000.00	550,000.00	550,000.00	0.00	0.00
2017A-4,065,000 GOPN Int 008-00-58239-012-000	50,000.00	46,000.00	41,000.00	32,500.00	32,500.00	20,812.50	(11,687.50)	(11,687.50)
2018A-2,715,000 Bonds Pr 008-00-58241-010-000	105,000.00	110,000.00	115,000.00	120,000.00	120,000.00	125,000.00	5,000.00	5,000.00
2018A-2,715,000 Bonds Int 008-00-58241-012-000	82,043.75	78,550.00	74,893.75	71,075.00	71,075.00	67,093.75	(3,981.25)	(3,981.25)
2018B-1,015,000 Bonds Pr 008-00-58242-010-000	105,000.00	110,000.00	110,000.00	115,000.00	115,000.00	120,000.00	5,000.00	5,000.00
2018B-1,015,000 Bonds Int 008-00-58242-012-000	24,810.00	21,530.00	18,065.00	14,436.25	14,436.25	10,587.50	(3,848.75)	(3,848.75)
2020-2,965,000 GO Prin 008-00-58243-010-000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2020-2,965,000 GO Int 008-00-58243-012-000	7,750.00	7,750.00	7,750.00	7,750.00	7,750.00	7,750.00	0.00	0.00
2020-1,190,000 GOPN Pr 008-00-58244-010-000	0.00	150,000.00	150,000.00	155,000.00	155,000.00	155,000.00	0.00	0.00
2020-1,190,000 GOPN Int 008-00-58244-012-000	13,462.50	12,525.00	10,650.00	8,743.75	8,743.75	6,806.25	(1,937.50)	(1,937.50)
2021-4,425,000 GOPN Prin 008-00-58245-010-000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2021-4,425,000 GOPN Int 008-00-58245-012-000	47,466.74	36,357.50	36,357.50	36,357.50	36,357.50	36,357.50	0.00	0.00
2021-2,340,000 GOPN Pr 008-00-58246-010-000	120,000.00	120,000.00	120,000.00	120,000.00	120,000.00	120,000.00	0.00	0.00
2021-2,340,000 GOPN Int 008-00-58246-012-000	5,393.33	3,870.00	3,480.00	2,850.00	2,850.00	1,920.00	(930.00)	(930.00)
2022-8,460,000 GOPN Prin 008-00-58247-010-000	0.00	175,000.00	195,000.00	200,000.00	200,000.00	205,000.00	5,000.00	5,000.00
2022-8,460,000 GOPN Int 008-00-58247-012-000	0.00	296,867.09	215,106.25	209,675.00	209,675.00	204,106.25	(5,568.75)	(5,568.75)
2022 GOPN Issuance Costs 008-00-58247-099-000	151,192.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2024A-10000000 GOPN Pr 008-00-58249-010-000	0.00	0.00	0.00	280,000.00	280,000.00	600,000.00	320,000.00	320,000.00
2024A-10000000 GOPN Int 008-00-58249-012-000	0.00	0.00	81,977.77	184,800.00	184,800.00	167,200.00	(17,600.00)	(17,600.00)
2024A GOPN Issuance Costs 008-00-58249-099-000	0.00	0.00	81,858.81	0.00	0.00	0.00	0.00	0.00
2024B-1450000 GOPN Pr 008-00-58250-010-000	0.00	0.00	0.00	150,000.00	150,000.00	160,000.00	10,000.00	10,000.00
2024B-1450000 GOPN Int 008-00-58250-012-000	0.00	0.00	31,939.69	70,395.00	70,395.00	62,607.50	(7,787.50)	(7,787.50)
2024 B Tax GOPN Iss Costs 007-00-58250-099-000	0.00	0.00	54,731.82	0.00	0.00	0.00	0.00	0.00
FUND 58 TOTAL	3,317,831.19	1,851,580.72	2,852,403.77	2,898,885.79	2,898,885.80	3,192,615.18	293,729.39	293,729.38
CHANGE	1,648,304.48	(1,466,250.47)	1,000,823.05	46,482.02	0.01	293,729.39		

TID #1

Admin Salary/Wage 009-00-69000-001-003	19,400.36	18,464.64	24,741.36	27,226.52	27,226.52	60,523.75	33,297.23	33,297.23
TID #1 Hourly 008-00-68000-001-004	1,699.46	2,015.06	931.82	0.00	0.00	0.00	0.00	0.00
Admin WRS 008-00-68000-003-003	1,086.29	1,231.00	1,660.03	1,813.26	1,813.26	3,962.88	2,149.62	2,149.62
TID #1 Hourly WRS 008-00-68000-003-004	71.65	78.15	0.00	0.00	0.00	0.00	0.00	0.00
Admin FICA/Medicare 008-00-68000-004-003	1,186.32	1,304.20	1,752.16	2,082.83	2,082.83	4,630.07	2,547.24	2,547.24

TID #1 Hourly FICA/Med								
008-00-68000-004-004	124.05	157.25	71.80	0.00	0.00	0.00	0.00	0.00
Admin Fringe Benefits								
008-00-68000-005-003	3,456.68	4,081.14	4,776.76	5,650.71	5,650.71	10,352.96	4,702.25	4,702.25
TID #1 Hourly Fringe Ben								
008-00-68000-005-004	173.02	1.19	0.00	0.00	0.00	0.00	0.00	0.00
Marketing/Supply								
008-00-68000-006-000	1,613.33	1,189.50	2,208.00	5,000.00	21,887.00	5,000.00	0.00	(16,887.00)
TID #1 Audit								
008-00-68000-009-000	31,173.53	4,448.33	7,334.25	9,000.00	1,750.88	9,000.00	0.00	7,249.12
Outside Services								
008-00-68000-014-000	16,510.50	18,086.63	31,882.72	30,000.00	17,000.00	30,000.00	0.00	13,000.00
Ins-Health Reimburse								
008-00-68000-033-000	291.72	395.30	289.00	363.00	500.00	450.00	87.00	(50.00)
Capital Outlay								
008-00-68000-047-000	1,252.22	1,857.75	1,133.00	0.00	0.00	0.00	0.00	0.00
29VV Interch 2320-20-02								
008-00-68000-047-202	1,461,324.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Blackb Ridge 2320-20-07								
008-00-68000-047-207	(11,635.36)	(30,317.14)	(14,548.84)	0.00	(6,717.98)	0.00	0.00	6,717.98
21 St & Drain 2320-21-02								
008-00-68000-047-212	(558.48)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 St & Dr 2320-22-02								
007-00-64000-047-222	0.00	(1,633.00)	0.00	0.00	0.00	0.00	0.00	0.00
22 Centerl Con 2320-22-03								
008-00-68000-047-223	3,840,151.94	472,848.73	23,041.35	0.00	0.00	0.00	0.00	0.00
Sunlite Drive 2320-24-02								
008-00-68000-047-242	0.00	0.00	1,170,954.92	0.00	105,537.44	0.00	0.00	(105,537.44)
Increment Payment								
008-00-68000-053-000	1,172,385.45	1,344,050.81	1,405,731.88	1,211,663.59	1,211,663.59	1,380,454.58	168,790.99	168,790.99
Developer Payment								
008-00-68000-057-000	663,568.26	628,568.26	3,207.13	628,568.26	1,352,568.26	628,568.26	0.00	(724,000.00)
Engineering								
008-00-68000-078-000	506.04	53.00	36,468.48	0.00	117,828.82	0.00	0.00	(117,828.82)
N Overland Util 2320-20-01								
008-00-68000-078-201	454.75	34.00	0.00	0.00	0.00	0.00	0.00	0.00
Blackb Ridge 2320-20-07								
008-00-68000-078-207	104.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 St & Drain 2320-21-01								
008-00-68000-078-211	0.00	91.50	0.00	0.00	0.00	0.00	0.00	0.00
2021 Ornamental Lighting								
008-00-68000-078-214	12,797.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Centerline 2320-22-02								
008-00-68000-078-222	0.00	(0.33)	898.75	0.00	0.00	0.00	0.00	0.00
Sunlite/Founders 2320-24-02								
008-00-68000-078-242	0.00	3,570.25	109,841.76	0.00	3,902.55	0.00	0.00	(3,902.55)
2025 Founders Terr Ext								
008-00-68000-078-255	0.00	0.00	0.00	0.00	22,288.60	0.00	0.00	(22,288.60)
FUND 64 TOTAL	7,217,137.44	2,470,576.22	2,812,376.33	1,921,368.17	2,884,982.48	2,132,942.50	211,574.33	(752,039.98)
CHANGE	(262,118.50)	(4,746,561.22)	341,800.11	(891,008.16)	963,614.31	211,574.33		
TOTAL EXPENSES	10,534,968.63	4,322,156.94	5,664,780.10	4,820,253.96	5,783,868.28	5,325,557.68	505,303.72	(458,310.60)
CHANGE	1,412,588.63	(6,212,811.69)	1,342,623.16	(844,526.14)	963,614.32	505,303.72		

TID #1 NET	540,941.66	(565,576.44)	6,339,979.63	16,422.03	(760,690.52)	(503,412.44)		
------------	------------	--------------	--------------	-----------	--------------	--------------	--	--

2026 TAX INCREMENT DISTRICT #2 FUND (009)								
ACCOUNT	2022	2023	2024	2025 ORIGINAL	2025 AMENDED	2026 BUDGET	Change from Original 2025	Change from Amend 2025
REVENUES								
Taxes (Fund 41)								
Taxes 009-00-41111-000-000	1,635,404.67	2,106,259.99	2,242,657.34	2,047,954.86	2,047,954.86	2,408,267.63	360,312.77	360,312.77
Intergovernmental Revenue (Fund 43)								
Personal Prop State Aid 009-00-43410-000-000	0.00	0.00	0.00	0.00	15,164.11	15,164.11	15,164.11	0.00
Exempt Computer Aid 009-00-43430-000-000	326.90	326.90	326.90	326.90	326.90	326.90	0.00	0.00
FUND 43 TOTAL	326.90	326.90	326.90	326.90	15,491.01	15,491.01	15,164.11	0.00
CHANGE	0.00	0.00	0.00	0.00	15,164.11	15,164.11		
Licenses and Permits (Fund 44)								
Reimbursements 009-00-44941-000-000	7,858.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Miscellaneous Revenues (Fund 48)								
Interest on Accounts 009-00-48110-000-000	2,676.46	128,305.61	299,778.90	100,000.00	201,556.84	125,000.00	25,000.00	(76,556.84)
Land Sales 009-00-48300-000-000	53,235.90	0.00	0.00	0.00	2.00	0.00	0.00	(2.00)
FUND 48 TOTAL	55,912.36	128,305.61	299,778.90	100,000.00	201,558.84	125,000.00	25,000.00	(76,558.84)
CHANGE	55,495.18	72,393.25	171,473.29	(199,778.90)	101,558.84	25,000.00		
Other Financing Sources (Fund 49)								
Bond Proceeds 009-00-49120-000-000	0.00	3,500,000.00	0.00	0.00	0.00	110,851.26	110,851.26	110,851.26
Bond Premium 009-00-49130-000-000	0.00	48,141.25	0.00	0.00	0.00	107,812.20	107,812.20	107,812.20
Note Proceeds 009-00-49140-000-000	0.00	0.00	4,670,000.00	0.00	0.00	0.00	0.00	0.00
Note Premium 009-00-49150-000-000	0.00	0.00	103,470.43	0.00	0.00	0.00	0.00	0.00
FUND 48 TOTAL	0.00	3,548,141.25	4,773,470.43	0.00	0.00	0.00	0.00	0.00
CHANGE	(1,626,949.80)	3,548,141.25	1,225,329.18	(4,773,470.43)	0.00	0.00		
TOTAL REVENUE	1,699,502.30	5,783,033.75	7,316,233.57	2,148,281.76	2,265,004.71	2,548,758.64	400,476.88	283,753.93
CHANGE	1,388,157.39	4,083,531.45	1,533,199.82	(5,167,951.81)	116,722.95	400,476.88		

EXPENSES								
Debt Service (Fund 58)								
2014-1110000 GOPN Prin 009-00-58228-010-000	52,110.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2014-1110000 GOPN Int 009-00-58228-012-000	1,044.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2014-3780000 GORB Prin 009-00-58229-010-000	74,970.00	79,135.00	145,775.00	149,940.00	149,940.00	156,188.00	6,248.00	6,248.00
2014-3780000 GORB Int 009-00-58229-012-000	40,176.62	37,671.38	34,142.59	29,557.96	29,557.96	24,619.30	(4,938.66)	(4,938.66)
2015-2540000 TAX GO Pr 009-00-58234-010-000	100,000.00	100,000.00	75,000.00	70,000.00	70,000.00	70,000.00	0.00	0.00
2015-2540000 TAX GO Int 009-00-58234-012-000	42,882.50	39,882.50	37,201.25	34,882.50	34,882.50	32,502.50	(2,380.00)	(2,380.00)
2016-1790000 GORB Prin 009-00-58236-010-000	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00	0.00	0.00
2016-1790000 GORB Int 009-00-58236-012-000	19,075.00	18,535.00	17,990.00	17,435.00	17,435.00	16,875.00	(560.00)	(560.00)
2017A-4065000 GOPN Pr 009-00-58239-010-000	170,000.00	170,000.00	175,000.00	180,000.00	180,000.00	185,000.00	5,000.00	5,000.00
2017A-4065000 GOPN Int 009-00-58239-012-000	20,525.00	17,125.00	13,675.00	10,125.00	10,125.00	6,243.75	(3,881.25)	(3,881.25)
2020-2965000 GO Prin 009-00-58243-010-000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2020-2965000 GO Int 009-00-58243-012-000	36,700.00	36,700.00	36,700.00	36,700.00	36,700.00	36,700.00	0.00	0.00

2021-2340000 GOPN Pr 009-00-58246-010-000	150,000.00	155,000.00	160,000.00	160,000.00	160,000.00	160,000.00	0.00	0.00
2021-2340000 GOPN Int 009-00-58246-012-000	22,251.66	16,711.25	16,197.50	15,357.50	15,357.50	14,117.50	(1,240.00)	(1,240.00)
2023A-4900000 GOCDB Pr 009-00-58248-010-000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2023A-4900000 GOCDB Int 009-00-58248-012-000	0.00	0.00	176,059.02	126,762.50	126,762.50	126,762.50	0.00	0.00
2023A GOCDB Iss Costs 009-00-58248-099-000	0.00	109,566.25	0.00	0.00	0.00	0.00	0.00	0.00
2024A-10000000 GOPN Pr 009-00-58249-010-000	0.00	0.00	0.00	510,000.00	510,000.00	535,000.00	25,000.00	25,000.00
2024A-10000000 GOPN Int 009-00-58249-012-000	0.00	0.00	71,902.79	156,800.00	156,800.00	135,900.00	(20,900.00)	(20,900.00)
2024A GOPN Issuance Costs 008-00-58249-099-000	0.00	0.00	71,722.44	0.00	0.00	0.00	0.00	0.00
FUND 58 TOTAL	749,735.58	800,326.38	1,051,365.59	1,517,560.46	1,517,560.46	1,519,908.55	2,348.09	2,348.09
CHANGE	(1,401,574.13)	50,590.80	251,039.21	466,194.87	0.00	2,348.09		

TID #1

Admin Salary/Wage 007-00-69000-001-003	19,400.36	18,464.64	24,741.36	27,226.52	27,226.52	60,523.75	33,297.23	33,297.23
TID #2 Hourly 009-00-69000-001-004	1,699.94	2,016.36	932.61	0.00	909.92	0.00	0.00	(909.92)
Admin WRS 009-00-69000-003-003	1,086.29	1,231.00	1,659.99	1,804.22	1,804.22	3,962.88	2,158.66	2,158.66
TID #2 Hourly WRS 009-00-69000-003-004	71.65	78.15	0.00	0.00	0.00	0.00	0.00	0.00
Admin FICA/Medicare 009-00-69000-004-003	1,186.32	1,304.20	1,752.12	2,080.94	2,080.94	4,630.07	2,549.13	2,549.13
TID #2 Hourly FICA/Med 009-00-69000-004-004	124.08	157.37	71.86	0.00	71.20	0.00	0.00	(71.20)
Admin Fringe Benefits 009-00-69000-005-003	3,456.68	4,081.14	4,776.68	5,650.72	5,800.00	10,352.96	4,702.24	4,552.96
TID #2 Hourly Fringe Ben 009-00-69000-005-004	173.02	1.19	0.00	0.00	0.00	0.00	0.00	0.00
Marketing/Supply 009-00-69000-006-000	1,613.35	1,189.50	2,208.00	3,000.00	2,000.00	3,000.00	0.00	1,000.00
TID #2 Audit 009-00-69000-009-000	11,071.87	3,648.33	7,334.25	10,000.00	1,750.88	5,000.00	(5,000.00)	3,249.12
TID #2 Outside Services 009-00-69000-014-000	13,102.50	22,008.78	11,015.63	10,000.00	32,000.00	20,000.00	10,000.00	(12,000.00)
Ins-Health Reimburse 009-00-69000-033-000	291.73	395.30	288.99	363.00	500.00	450.00	87.00	(50.00)
Capital Outlay 009-00-69000-047-000	97,295.16	402.38	0.00	0.00	0.00	0.00	0.00	0.00
Southw Estates 2320-20-06 009-00-69000-047-206	(114,934.25)	69,854.39	0.00	0.00	0.00	0.00	0.00	0.00
Autumn Joy 2320-22-01 009-00-69000-047-221	330,386.11	52,155.87	0.00	0.00	0.00	0.00	0.00	0.00
Gatew (Volante) 2320-23-02 009-00-69000-047-232	0.00	2,015,925.55	1,034,006.08	0.00	52,409.96	0.00	0.00	(52,409.96)
S Pine Tree 2320-24-03 009-00-69000-047-243	0.00	0.00	0.00	0.00	2,500,000.00	0.00	0.00	(2,500,000.00)
Enclave Est 2320-25-02 008-00-68000-047-252	0.00	0.00	0.00	0.00	622,000.00	0.00	0.00	(622,000.00)
Increment Payment 009-00-69000-053-000	651,799.99	720,421.11	606,439.64	540,426.46	540,246.46	637,560.84	97,134.38	97,314.38
Developer Payment 009-00-69000-057-000	100,000.00	50,000.00	46,900.00	0.00	812,800.00	0.00	0.00	(812,800.00)
Engineering 009-00-69000-078-000	226.00	282.50	3,711.25	0.00	1,000.00	0.00	0.00	(1,000.00)
Southw Estates 2320-20-05 009-00-69000-078-205	2,232.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Southw Estates 2320-20-06 009-00-69000-078-206	2,777.33	3,625.56	2,455.25	0.00	0.00	0.00	0.00	0.00
Autumn Joy 2320-22-01 009-00-69000-078-221	49,987.09	4,501.46	385.75	0.00	0.00	0.00	0.00	0.00
Gatew (Volante) 2320-23-02 009-00-69000-078-232	0.00	167,753.72	35,892.23	0.00	20,135.63	0.00	0.00	(20,135.63)
S Pine Tree 2320-24-03 009-00-69000-078-243	0.00	8,451.52	202,985.41	0.00	192,187.16	0.00	0.00	(192,187.16)

Packerland 2320-24-04 008-00-68000-078-244	0.00	0.00	0.00	0.00	1,465.00	0.00	0.00	(1,465.00)
Packerland Sewer Extens 008-00-68000-078-251	0.00	0.00	27,523.02	0.00	4,725.25	0.00	0.00	(4,725.25)
Enclave Est 2320-25-02 008-00-68000-078-252	0.00	0.00	0.00	0.00	47,586.43	0.00	0.00	(47,586.43)
FUND 64 TOTAL	1,173,047.99	3,147,950.02	2,015,080.12	600,551.86	4,868,699.57	745,480.50	144,928.64	(4,123,219.07)
CHANGE	(70,226.20)	1,974,902.03	(1,132,869.90)	(1,414,528.26)	4,268,147.71	144,928.64		
TOTAL EXPENSES	1,922,783.57	3,948,276.40	3,066,445.71	2,118,112.32	6,386,260.03	2,265,389.05	147,276.73	(4,120,870.98)
CHANGE	(1,471,800.33)	2,025,492.83	(881,830.69)	(948,333.39)	4,268,147.71	147,276.73		
TID #1 NET	(223,281.27)	1,834,757.35	4,249,787.86	30,169.44	(4,121,255.32)	283,369.59		



POLICY 2026-01

(VILLAGE SOCIAL MEDIA POLICY)

PURPOSE: The purpose of this policy is to establish guidelines for the formation and use by the Village of social media sites as a means of conveying information to the public about the Village's mission, meetings, activities, and current issues. The Village has an overriding interest and expectation in protecting the integrity of the information posted on its social media sites and the content that is attributed to the Village and its officials.

A. INTENT

The Village of Hobart ("the Village") recognizes that the internet provides unique opportunities to participate in interactive discussions and share information on various topics using the ever-growing amount of social media sites including, but not limited to, Facebook, LinkedIn, X, Instagram, Tumblr, Pinterest, and YouTube. Unfortunately, the use of sites like these can pose risks to the Village. To reduce these risks, avert distraction and loss of productivity, and to ensure all IT resources are being used appropriately, the Village expects and requires its employees to adhere to the following rules and guidelines regarding such social media use. This policy governs the use, administration, management, monitoring, and retention of social media and social media content, consistent with state, federal, and local laws and regulations, and in line with the Village's mission, vision, and core values.

B. DEFINITIONS

The definitions related to this policy include:

ALTERNATIVE PUBLIC USER

Any person or entity utilizing a non-personal, alias, additional, or some other alternative social media account that is not acting in their capacity as the Social Page Administrator and/or their designee.

EMPLOYEE

Any person who performs services for wages or salary under a contract of employment, express or implied, for the Village.

ELECTED OFFICIAL

Any person who has been chosen by election to the Village Board, or any other elected Village body, or has been appointed to fill a vacancy on the same.

FORUM

An online discussion group where the public can post comments, information, images, or other electronic content, either anonymously or with personal identity.

INTERACTIVE COMMUNICATION

A dynamic flow of information where users or participants can engage in two-way communication rather than simply passive observation of information.

LIMITED PUBLIC FORUM

A public forum created by the government voluntarily for expressive activity that may be restricted as to subject matter or class of speaker.

LINK OR HYPERLINK

A hypertext file or document which connects a user to another location or file, typically activated by clicking on a highlighted word or image on the screen.

MALWARE

Software that is intended to damage or disable computers and computer systems or electronic communication devices.

PERSONAL IDENTIFICATION INFORMATION

Information and documents as defined under Wisconsin Statute Sections 943.201(1)(a) and(b) (Unauthorized use of an individual's personal identifying information or documents).

PERSONAL SOCIAL MEDIA ACCOUNTS

Any blog, chat room, forum, social media site and/or website created or configured by an individual or entity for individual, social, or entertainment purposes. (Examples include, but are not limited to, Facebook, Foursquare, X, and YouTube).

POSTS

Comments, information, images, or other electronic content left by a user/person on a blog, social media site, or other website.

PUBLIC USER

Any person or entity utilizing a personal social media account that is not acting in their capacity as the Social Page Administrator and/or their designee.

PUBLISH

Comments, information, images, or other electronic content that is made or disseminated via social media, websites, or other publicly open electronic forum.

SITE OPERATOR

The entities that manage or control each social media platform (e.g. Facebook, Google, Instagram, LinkedIn, etc.)

SOCIAL MEDIA

Internet technologies that facilitate and promote interactive communication, participation, and collaboration. Examples of social media include, but are not limited to, the web sites and applications Facebook, LinkedIn, X, Instagram, Tumblr, Pinterest, and YouTube, and the interactive tools and functions they provide to users.

SOCIAL MEDIA CONTENT

Any messages, materials, documents, photographs, videos, graphics, and other information that is created, posted, distributed, transmitted, or published using Social Media internet sites or Social Media tools.

SOCIAL PAGE ADMINISTRATOR

The Village employee designated with oversight of Village social media sites with authority to create, use, publish, post, administer, manage, monitor, and/or retention of Social Media, Social Media tools or web sites, and/or Social Media Content, in the name of or on behalf of the Village. The Social Page Administrator has the authority to authorize a designee, who shall all have the same authority as the Social Page Administrator.

VILLAGE-RELATED CONTENT

Content created and distributed on behalf of the Village and will be determined based on the substance of the information or materials posted rather than the identity of the poster, the equipment used, or the site on which it is posted.

VILLAGE SOCIAL MEDIA SITES

Social media sites, pages, and/or accounts which the Village establishes and maintains, by the Social Page Administrator and/or their designee and used for the purpose of posting Village-Related Content, and over which it has control over all posting, except for advertisements or hyperlinks by the social media site's owners, vendors, or partners. Village Social Media Sites shall supplement, and not replace, the Village's required notices and standard methods of communication. All official Village presence on social media sites is an extension of the Village's existing information systems and networks.

VISITOR

Any person or entity who is not acting in the name of or on behalf of the Village or any Village officers, departments, boards, commissions, committees and authorities, volunteers and employees, that uses, posts, views, or otherwise utilizes a Village Social Media Site.

VOLUNTEER

A person recognized and authorized by the Village to perform services for the Village without promise, expectation, or receipt of compensation for services rendered. The receipt of reimbursement for authorized expenses does not constitute compensation as used herein.

WORK SHIFT

The assigned or designated period of time that the Social Page Administrator and/or their designee engages in Village employment-related activities for arranged or negotiated compensation.

C. OWNERSHIP OF SOCIAL MEDIA ACCOUNTS, DATA, AND INFORMATION

1. OWNERSHIP. Any and all social media and other online accounts and profiles created or used on behalf of the Village or otherwise for the purpose of promoting or marketing the Village or similar business purposes, including such accounts and profiles featuring or displaying the Village's name and trademarks ("Village Social Media Site"), belong solely to the Village. The Village owns all Village Social Media Sites regardless of the employee who opens the account or uses, manages, or accesses it. Village Social Media Sites include any and all log-in information, data, passwords, trademarks, and content related to the profile or account, including all followers, subscribers, and contacts.

2. NON-OWNERSHIP. Village Social Media Sites do not include any social media accounts or profiles that are created or used by an employee exclusively for an employee's own personal use. Individuals shall not create, develop, or maintain any Village Social Media Sites without following this Policy's Authorization and Access process. All approved Village Social Media Sites shall, where possible, be registered, in whole or in part, using the Village's name and contact information. After registration, the log-in and password

information for each of the Village's Social Media Sites shall be kept by the Social Page Administrator and/or their designee and Village Clerk and any password changes must be recorded by the next business day with Village Clerk. The Social Page Administrator will ensure that a minimum of two administrators (including themselves) with full management rights and appointed by the Village are in place on each Village Social Media Site at all times for security and access purposes.

3. If you have any questions about creating or managing a social media account on behalf of the Village, please review the Village's Social Media Policy in its entirety for guidelines and restrictions related to the creation, development, and maintenance of any Village Social Media Site and all business use of social media or contact the Village Administrator.

4. Upon the Village's request at any time during the course of employment or immediately upon and after a Social Page Administrator and/or their designee's separation of employment from the Village for any reason, they agree to cease accessing, using, updating, and modifying the Village Social Media Sites. The current Social Page Administrator shall change passwords or remove page access within 48 hours following termination of their predecessor or designee. Upon the Social Page Administrator and/or their designee's separation of employment from the Village for any reason, the Village will retain ownership and control of all Village Social Media Sites created or used during the course of their employment, including all related data and information. Prior to their separation of employment, they agree to provide to the Village the log-in information, including usernames and passwords when they exist, for each Village Social Media Site that they created, used, or managed. The Social Page Administrator and/or their designee also agree to assist the Village, both prior to and after their employment (as may be necessary), with the transition and maintenance of each Village Social Media Site created or used by them during the course of their employment, including providing all information that may be necessary to ensure that the Village is able to access and control the Village Social Media Sites. Administrative accounts shall be tied to a Village email account where possible.

D. GENERAL PRACTICES

1. Village Social Media Sites shall contain the following information in a prominent place on the site:

- (a) Clearly state that such sites are maintained by the Village and that the sites comply with the Village's Social Media Policy. This will contain a link to the policy which will be on the Village's website.
- (b) The comment policy for the site will be listed.
- (c) Stated purpose of the page/site.
- (d) Notification that violations of comment policy will result in blocking the user
- (e) Official Contact (i.e., the Social Page Administrator)

2. Village Social Media Sites shall link back to the Village's official website for forms, documents, online services, and other information necessary to conduct business with the Village.

3. Village Social Media Sites are considered Limited Public Forums that the Village may disable all comments if possible. If comments are allowed or unable to be disabled, the Village may moderate comments according to this Policy's User Responsibilities.

4. The Village's Social Media Policy shall be displayed to users and made available by hyperlink.

E. AUTHORIZATION AND ACCESS

1. In order for any Village department to establish a Village Social Media Site, a request must first be provided to the Village Administrator and approved by the Village Board. Requests for Village Social Media Sites must include a plan to utilize the site and assign a Social Page Administrator and their designees to regularly update and periodically monitor the sites.
2. To ensure consistency of Village-related messages, the Social Page Administrator and/or their designee are the sole Village employees authorized to post to their approved Village Social Media Site(s). The Social Page Administrator and/or their designee must also ensure that any and all contractors, vendors, or agents of the Village who may represent the Village in postings to social media sites will comply with all policies, rules, and requirements regarding such actions.
3. The Village reserves the right to deny access to post information on Village's Social Media Sites to any employee or representative of the Village who violates this Policy. Any reference in this document to "employee" or "Village employee" shall be considered to include any contractor, vendor, or agent working for or representing the Village but not in the Village's employment.
4. Notwithstanding other provisions of this Policy, the Policy does not intend in any way to limit or restrict the ability of Village employees to speak as private citizens on matters relating to Village business. Village employees may post comments, questions, or opinions on social media sites, including any Village Social Media Sites, so long as they make clear that they are acting as private citizens and that their statements in no way represent the official position of the Village.

F. TRAINING

The Social Page Administrator and/or their designee, as well as all employees, representatives and elected officials of the Village, will receive training that, at a minimum, addresses legal issues concerning the appropriate use of social media sites, as well as privacy, civil rights, dissemination and retention of information posted.

G. OFFICIAL AND ACCEPTABLE USE

1. Only information that pertains to Village business or operations shall be posted to Village Social Media Sites for informational use only. Such examples include but are not limited to:
 - (a) Announcements.
 - (b) Tips and information related to safety and crime prevention.
 - (c) Investigative requests for information.
 - (d) Requests that ask the community to engage in projects that are relevant to the Village's mission.
 - (e) Real-time safety information related to in-progress crimes, geographical warnings or disaster information.
 - (f) Traffic information.

- (g) Press releases.
- (h) Recruitment of personnel.
- (i) Information shared for educational purposes surrounding local government.

2. The Village will not allow third party content on any Village Social Media Site unless it pertains to Village business or operations.

3. Information posted, when possible and appropriate, should include a link to the Village of Hobart website (www.hobartwi.gov) or a subdomain thereof. When appropriate, posts may include relevant contact information.

4. Village Social Media Sites are not constantly monitored. The Social Page Administrator and/or their designee may monitor sites when they are posting or updating information. The Village may take action if it's made aware of posts, comments, and other content that violate this Policy, in accordance with this Policy's User Responsibilities.

5. The Social Page Administrator and/or their designee must never post personal information to a Village's Social Media Site. Instead, the Social Page Administrator and/or their designee, or any Village employee who wishes to post personal information on social media sites must maintain separate personal pages on sites such as, but not limited to, Facebook, LinkedIn, X, Instagram, Tumblr, Pinterest, and YouTube. Personal messages and the like received on an "official" page must be referred to the owner's personal page. Messages relating to Village business sent to a personal page must be forwarded to an official Village page.

6. The same principles and policies that govern interactions with the public generally apply also to social media. The Social Page Administrator and/or their designee must, at all times, conduct themselves in accordance with all state and local laws and all existing Village policies. The Village requires the Social Page Administrator and/or their designee to adhere to and follow all existing work rules, the Village's Code of Ethics, and local, state, and federal laws.

7. Elected officials, however, hold unique positions in the operations of Village government. They must respond to the needs of and answer directly to the constituents who elected them. This requires elected officials to become knowledgeable about all aspects of Village government. It also creates expectations that they have the ability to speak on a wide range of Village issues and operations, across any and all functional and departmental boundaries. For these reasons, if elected officials and their representatives desire to maintain their own separate social media sites, they must be clearly identified as the elected official's personal social media site and not that of the Village. The elected official shall be solely responsible for the content posted and record retention and shall adhere to all local, state, and federal laws.

8. The Social Page Administrator and/or their designee representing the Village on social media sites must act responsibly in the posting of material and in their online demeanor. The Social Page Administrator and/or their designee must respond honestly to appropriate queries and should not become hostile or argumentative. They should always exercise good judgment regarding the content and potential need for confidentiality (omitting addresses, phone numbers, and other personal data) or posted information.

9. The Social Page Administrator and/or their designee may never use their access as Village representatives to social media sites for personal gain or to promote endeavors of relatives, friends, or associates. The Social Page Administrator and/or their designee may not post information on Village-sponsored social media sites that is protected under copyright, trade secret, or is proprietary in nature

without the express written permission from the lawful holder of the information, prior to posting on a Village-sponsored site. This applies to elected officials as well. Many social networking sites allow the installation of extra applications, programs, and skins to enhance the experience. Many of these extra applications contain Trojans, viruses, and other malware. Never install any extra applications on any social networking site.

10. If content is posted to someone else's social media website using an associated Village identity, the content is considered a public record. Village-hosted social media pages/websites and all content on those pages are public records. The Social Page Administrator and/or their designee must develop a method to record this public record information in a way that allows them to respond legally to public record requests.

11. The Social Page Administrator and/or their designee may spend monies on advertisements or features designed to increase the reach of a Social Media Site or post from funds budgeted for marketing or advertising.

H. USER RESPONSIBILITIES

1. The Village anticipates that Visitors may use such sites as a means of conveying useful information to the Village.

2. The Village expects that all participants on the Village's Social Media Sites, including the Social Page Administrator and/or their designee, and users will display respect and civility when posting comments or information. The Village reserves the right to remove comments and/or materials solely at its discretion if the Village deems those comments and/or materials:

(a) As abusive, discriminatory, inflammatory or sexually explicit. This includes content that promotes, fosters, or perpetuates discrimination on the basis of race, creed, color, age, religion, gender, marital status, status in regard to public assistance, national origin, mental or physical disability, or sexual orientation, or any other legally protected status.

(b) As violating individual rights, including confidentiality and/or privacy rights and those provided under state, federal or local laws.

(c) That could tend to compromise or damage the mission, function, reputation or professionalism of the Village, its members, affiliates, and agents.

(d) That could compromise the safety and security of Village operations, Village employees, members of the Village, victims, suspects, or the public.

(e) That include content posted for personal use or a private business or endeavor.

(f) That promote or endorse a specific financial or commercial entity.

(g) As containing language or content that is threatening, obscene, violent, abusive, pornographic in language or content, profane, or otherwise disorderly.

(h) To be harassing or contains threats, defamatory, fraudulent, or discriminatory content and/or the post contains a violation of federal or state laws, local ordinances, or regulations.

(i) Not releasable under public records laws or that may tend to compromise the security of the Village, its investigations, networks, or information systems.

- (j) Unlawfully defame or attack an individual or group.
- (k) Support or oppose a political campaign.
- (l) Violate any existing copyrights, trade secrets, or legal ownerships.
- (m) To contain links to websites that are intended to defraud, defame, or victimize the public or any financial, commercial, or non-governmental agency.
- (n) Are repetitive or off topic to the scope of the original post. Comments must be relevant to the topic of the original post created by the Village.

3. Any content removed based on these guidelines must be retained - including the time, date, identity of the poster, identity of the staff who removed it, and the reason for the removal.

I. LEGAL REQUIREMENTS

1. Public records laws of the State of Wisconsin and local ordinances may require retention of any information, materials, and/or discussions on social media sites that involve Village employees and elected officials and relate to official Village business. The Social Page Administrator and/or their designee will be responsible for ensuring proper retention of content posted to social media sites.
2. For purposes of complying fully with existing laws, retention of social media content as public records would likely include any comments, queries, information, or materials submitted by end users, including under certain circumstances, personal information submitted voluntarily such as the user's name and/or address. The Social Page Administrator and/or their designee will retain these records in an accessible and usable format that preserves the integrity of the original records for the period designated by appropriate records retention schedules.
3. The Village shall utilize a third-party archiving service to comply with applicable public records law and fulfill record retention requirements.
4. Communication among members of governmental bodies using social media may constitute a "meeting" under the Wisconsin Open Meetings Law. For this reason, members of these bodies are strongly discouraged from interactions with other members on social media sites.
5. Various social media sites adhere to their own policies regarding the privacy of site users. The Village makes no claim to protect or preserve the privacy of users who interact with employees or representatives of the Village via these sites beyond those protections which the site owner provides. Further, the Village retains the right to review all information or materials written or contributed by users on Village Social Media Sites, therefore, users should have no expectation of privacy when posting to Village Social Media Sites.
6. The content of all communications posted by the Social Page Administrator and/or their designee on Village Social Media Sites is the sole property of the Village. Unless prohibited or otherwise provided for by the terms of service enforced by social media sites used by the Village, postings made by other users may also be considered Village property.
7. Violation of this policy by any Village employee may result in discipline up to and including discharge.

8. Visitors should be aware that the information made available by the Village on social media sites may not be timely, accurate or complete. Any communication from or to the Village through these sites will not be considered legal or official notice for any purpose.

9. The Village reserves the right to revise or modify this Policy at any time, without prior notice.

J. PUBLIC USERS

1. Village Social Media Sites will be considered “limited public forums” under the First Amendment on accounts that allow visitors to post comments, publish content, or otherwise allow public electronic communication.

(a) If interactive communications are permitted on Village Social Media Sites, the terms of use for visitors to the social media page will be posted prominently on the Village Social Media Site page, unless prohibited by the terms of use governing the social media account and the site operator.

(b) Each discussion or thread with interactive communication capabilities must have a specific and declared topic or description of the topic which may be addressed by users in the comments or discussion section. Posts may be removed if they are not directly related to those topics or are determined to be an unacceptable use. See User Responsibilities of this Policy.

(c) Visitors to the Village’s Social Media Sites must comply with the terms of use and privacy policies of the site operator and are subject to the site operator’s practices regarding the collection and retention of passive information (e.g. cookies) and other information from and about visitors.

(d) All postings or publications on the Village’s Social Media Sites will be retained by the Village, regardless of whether the content is posted by a visitor, public user, or Social Page Administrator, as required by applicable law, Policy and/or procedure.

(e) All postings may be subject to public records and disclosure laws, as well as discovery in litigation.

(f) Visitors to any of the Village’s Social Media Site pages should have no expectation of privacy or confidentiality with respect to any content they post or publish to the site, and the Village has no responsibility for maintaining any such privacy or confidentiality.

(g) A comment posted or information published by a member of the public on any Village Social Media Site is the opinion of the commenter or poster only, and publication of a comment does not imply any endorsement or agreement by the Village, nor do such comments necessarily reflect the opinions or policies of the Village.

(h) Communications or publications that are unacceptable uses, as defined in User Responsibilities Section of this policy, may be removed by the Social Page Administrator and/or their designee and documented by them of why the post was removed. Any content removed based on these guidelines must be retained - including the time, date, identity of the poster, identity of the staff who removed it, and the reason for the removal.

K. COMPLIANCE WITH RELATED POLICIES AND AGREEMENTS

1. All of the Village’s other policies that might apply to social media use remain in full force and effect. Employees should always adhere to them when using social media. Social media should never be used in a way that violates any other Village policies or employee obligations. If your social media activity violates

any of the Village's policies in another forum, it will also violate them in an online forum. Employees who violate the Village's policies may be subject to disciplinary action.

This policy shall take effect immediately and supersedes Policy 2023-06 (Social Media Policy).

This policy has been approved by the Board of Trustees of the Village of Hobart, Brown County, Wisconsin, at a regular meeting of the Board, held on _____, 2026.

Richard Heidel, President, Hobart Village Board

Attest:

Lisa Vanden Heuvel, Village Clerk

Aaron Kramer, Village Administrator



POLICY 2026-02 (VILLAGE MEDIA POLICY)

PURPOSE: The purpose of this policy is to manage media communication with its residents, businesses and visitors by creating a Media Policy and to identify employees who are empowered to speak for the Village on significant communications in order to ensure the accurate dissemination of information. It is intended to reduce the likelihood of conflicting, unauthorized information from being released which may be inaccurate and misrepresentative. This policy applies to all employees while acting in the scope of their employment.

A. INTENT

It is the intent of the Village of Hobart (“the Village”) to foster and encourage an atmosphere of openness in dealing with the media. The release of (or dissemination of) accurate, timely information to the media and public is important not only in complying with the Open Meeting Law, but in maintaining good media relations and fostering an informed public. The policy is not intended to address public officials. Issues concerning any elected official’s contact with the media are exclusively within the purview of the Village Board and are presumed to restrict any and all information discussed in closed session pursuant to Wisconsin State Statute 19.85 until it can be released.

B. POLICY

1. **AUTHORITY.** The Village Administrator is the final authority for the Village’s media communications, with the exception of issues related to the Hobart-Lawrence Police Department. All Village employees should notify the Village Administrator about any non-routine media inquiry.

2. **RESPONSIVENESS.**

(a) Because the media often works on tight deadlines, it is important that all departments respond as soon as possible when a request is made. Inquiries from the news media are given a high priority by the Village.

(b) Requests for information should be responded to as effectively as possible. Every effort should be made to ensure that all information released is accurate. Designated Village staff should also assist the media to meet their deadlines.

3. **ROUTINE MEDIA INQUIRIES:**

(a) Any media inquiries received by other Village personnel should be referred immediately to the Department Head or Designee.

(b) An appropriate response to the media is "I'm sorry I don't have the full information regarding the issue. I will give your request to my Department Head, who will respond to you as soon as he/she is available." Obtain the reporter's name, phone number, topic of story and deadline. Inquire if the reporter has reached out to other departments at the Village.

(c) Before you respond, check with colleagues to see if they have received a similar call to coordinate your answer and provide the most accurate information.

4. SENSITIVE OR CONTROVERSIAL ISSUES.

(a) All television, radio, newspaper or other media inquiries regarding sensitive or controversial issues should always be referred immediately to the employee's Department Head or Designee who will contact the Village Administrator and coordinate a response. The Village Administrator and/or Department Head will designate a single spokesperson.

(b) The following are examples of potential sensitive issues, which should be reported immediately to the Village Administrator or Department Head:

(1) Controversial statements, accusations or debates occurring in meetings or advisory boards, committees, or commissions.

(2) Disruptions in Village services such as broken water mains, water distribution problems, power outages, transit system service delays, garbage collection, sewer system back-ups or lift station outages.

(3) Personnel issues such as misconduct, suspensions, employee work stoppages, or terminations.

(4) Emergencies such as fires, explosions or accidents that result in damage to Village or private property, or injury or death to Village personnel.

(5) Industrial accidents that involve injury or death to contractor's employees or vendors doing business with the Village.

(6) Accidents on Village property resulting in injury or death to citizens, i.e. a fall in a Village building, or drowning at a park or riverfront.

(7) Pending or resolved litigation

(8) Incidents involving Village personnel and injury or death, such as a police chase accident, work vehicle traffic accident, police shooting or allegations of a criminal nature

5. LITIGATION, PERSONNEL AND ELECTION ISSUES:

(a) Generally, the business conducted by the Village is public and therefore is public information. Inquiries regarding pending litigation, matters involving significant exposure to litigation and certain personnel related information are exceptions. Contact the Village Attorney with questions regarding public information or the Open Records Law.

(b) Inquiries regarding pending litigation or exposure to litigation should be referred to the Village Attorney and the Village Administrator.

- (c) Inquiries regarding personnel-related information should be referred to the Village Administrator or Village Clerk.
- (d) Inquiries regarding election and campaign issues should be referred to the Village Clerk or Deputy Village Clerk. The Village Clerk will contact the Village Administrator or Village Attorney as appropriate.
- (e) If it appears that other Village staff is likely to be interviewed as part of the same story, a post-interview briefing may be in order. Allow other staff members to be informed of what was covered in order to avoid conflicting statements.

C. PERSONAL POINTS OF VIEW

1. It is recognized that all employees have the right to their personal point of view regarding any issue. However, personal points of view may conflict with official Village policy.
2. Village employees who write letters to the editor of any newspaper may not use official Village stationery. If an employee chooses to identify himself or herself as a Village employee in any personal letter or e-mail to the editor, he or she must include a statement that the views set forth in the letter do not represent the view of the Village. The letter must clearly explain that it contains the employee's personally held opinion(s).
3. Similar disclaimers must be given if an employee addresses a public meeting, participates in a radio talk show, or is interviewed for a radio or television program, unless the employee is officially representing the Village under direction of the Village Board or the Village Administrator.
4. Employees who are representing the Village in any of the above formats must identify themselves as an Official Spokesperson for the Village. No employee shall speak as an Official Representative of a different Village Department than their own without the prior approval of that Department.
5. Village employees posting to social media sites must follow the same guidance and give the same disclaimers.

D. VILLAGE INITIATED INFORMATION

1. Village staff is encouraged to think of new and creative ways of engaging the news media, including proactively suggesting positive news coverage.
2. Proactive media contact is initiated through the Village Administrator and Department Heads. This includes issuing press releases and media advisories, and personal contacts with reporters and editors for non-routine news coverage.
3. Departments seeking publicity for events or activities should bring the issue to the Village Administrator as soon as practical to ensure the best media coverage of their activities. Departments should not initiate non-routine news media contacts before notifying the Village Administrator.
4. Construction or repair projects that require barricades, rerouting of traffic, detours and/or any other service interruptions should be discussed with the Department Head and passed on to the Village Administrator with enough lead time to get the message out and avoid any embarrassment to the Village or undue disruptions for the public.

E. EFFECTIVE DATE

This policy shall take effect immediately and supersedes all previous policies relating to media relations.

This policy has been approved by the Board of Trustees of the Village of Hobart, Brown County, Wisconsin, at a regular meeting of the Board, held on _____, 2026.

Richard Heidel, President, Hobart Village Board

Attest:

Lisa Vanden Heuvel, Village Clerk

Aaron Kramer, Village Administrator