



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 September 1st 2026**, at 6:00 P.M. at the Village Office (2990 South Pine Tree Road). NOTICE OF POSTING: Posted August 28th 2026, at the Hobart Village Office and on the village website.

MEETING NOTICE – VILLAGE BOARD (Regular)

Date/Time: Tuesday September 1st 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. All agendas and meeting packets can be found on-line at <https://www.hobartwi.gov/village-board>.

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

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 3); B. VILLAGE BOARD: Minutes of August 18th 2026 (Regular) (Page 6); C. SITE REVIEW COMMITTEE: Minutes of July 15th 2026 (Page 9); D. PARK AND RECREATION COMMITTEE: Minutes of May 18th 2026 (Page 10) E. APPOINTMENT: Rob Zittlow to the Site Review Committee (Alternate) to a term ending May 1st 2029

6. ITEMS REMOVED FROM CONSENT AGENDA

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

A. SWEARING IN – Hobart-Lawrence Police Officer Kyle O'Kimosh

8. VILLAGE ADMINISTRATOR'S REPORT/COMMUNICATIONS

A. INFORMATION

1. 2026 Village Population Report (Page 11) – The most recent estimate of the Village's population shows Hobart has an estimated population of 11,885, as of January 1st 2026. This is a one-year increase of 327 residents (3 percent) and 1,674 residents (16.4 percent) over the 2020 census. Approximately 9,153 of the estimated population for the Village of Hobart are of voting age, 254 more than last year (8,888), a three (3) percent increase. The Hobart-Lawrence Police Department now provides public safety services to a population of 19,010, 351 more than the 2025 estimate of 18,569, a 2.3 percent increase, and 2,493 more than the 2020 census (16,517).
2. Associated Bank Investment Report (Page 13)

9. COMMITTEE REPORTS AND ACTIONS

A. INFORMATION - 575 Centerline Dr., HB-524-4; 4,310 SF Commercial Building with Associated site Improvements (Page 3) (Site Review Committee) (Page 19)

Bayland Buildings is proposing to construct a new 4,310 square foot commercial building to be located at 575 Centerline Dr. (Parcel HB-524-4) along with the required associated site improvement including access and parking. The proposed building will be single story in height and utilized as a financial institution (Stephenson National Bank and Trust).

B. DISCUSSION AND ACTION - Hillcrest Elementary School, 4193 Hillcrest Dr.; HB-712; Signage (Site Review Committee) (Page 23)

The Village Site Review Committee requested an update from Village Staff relating to the wall signage that was installed at the Hillcrest Elementary School, located at 4193 Hillcrest Drive.

10. OLD BUSINESS

11. NEW BUSINESS

A. DISCUSSION AND ACTION – Retirement of Fire Chief Jerry Lancelle (Page 26)

Fire Chief Lancelle has announced his intention to retire from the Hobart Fire Department as Fire Chief, effective December 31st, 2026. Chief Lancelle has served for more than forty (40) years on the Department and 15 years as Fire Chief.

B. DISCUSSION AND ACTION - POLICY 2026-07 (LICENSE POLICY) (Page 27)

The purpose of this policy is to establish procedures and guidelines for collecting license information for Village of Hobart employees that may have an opportunity to drive a Village-owned vehicle.

C. DISCUSSION AND ACTION - 2027 Cost-of-Living Adjustment (COLA) and Performance Pay Adjustment (PPA) (Page 29)

The proposal from the Village Administrator is for a Cost-of-Living Adjustment (COLA) of three (3) percent and Performance Pay Adjustment (PPA) of up to one (1) percent for Village employees for FY2027.

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

1. OCTOBER 6 – Pulaski School District Referendum Presentation

E. ADJOURN to CLOSED SESSION:

1. 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: Possible Trail Agreement with the Oneida Nation; Tax Increment District Development Agreement; Sale of Village Land
2. 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

F. CONVENE into open session.

G. ACTION from closed session.

12. ADJOURN

Aaron Kramer, Village Administrator

UPCOMING BOARD MEETINGS

Tuesday September 15th 2026 (6:00 PM) – Regular Board Meeting at Village Office (2990 South Pine Tree Road)

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

Tuesday October 20th 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.

8/26/2026 10:18 AM

Check Register - Quick Report - Regular

Page: 1

ALL Checks

ACCT

CHECKING

Dated From: 9/01/2026

From Account:

Thru: 9/01/2026

Thru Account:

Check Nbr	Check Date	Payee	Amount
71412	9/01/2026	4M BUILDING SOLUTIONS INC MONTHLY CLEANING - AUGUST	1,578.00
71413	9/01/2026	ABIGAIL STONE REFUND PARK DEPOSIT FOR 8-14-26	175.00
71414	9/01/2026	ASHWAUBENON AUTO REPAIR LLC MULTIPLE INVOICES SQUAD WORK	214.31
71415	9/01/2026	BAY EAST ANIMAL HOSPITAL MEDICATIONS JAX 6/24/2026	83.90
71416	9/01/2026	BRIAN RUECHEL ACCOUNTING AUGUST	4,620.00
71417	9/01/2026	BROWN COUNTY CLERK OF COURTS RE:26TR3194 E. BIEBEL	295.80
71418	9/01/2026	BROWN COUNTY PORT & RESOURCE RECOVERY REFUSE & RECYCLING JULY 2026	12,706.44
71419	9/01/2026	CONWAY OLEJNICZAK & JERRY SC MUNICIPAL ATTORNEY	2,250.50
71420	9/01/2026	DAN VANLANEN UNIFORM REIMBURSEMENT	237.38
71421	9/01/2026	DANIEL SKALESKI REFUND PARK DEPOSIT FROM 8-16-2026	175.00
71422	9/01/2026	DIVERSIFIED BENEFIT SERVICES INC 125-FSA AUGUST	105.00
71423	9/01/2026	FAIR MARKET ASSESSMENTS AUGUST 26 ASSESSMENT SERVICES	5,402.00
71424	9/01/2026	FEDEX STATE CRIME LAB & CANVAS SPECIALTIES	47.45
71425	9/01/2026	GREGG E. SCHREIBER REIMBURSEMENT - CONFERENCE MILEAGE	133.60
71426	9/01/2026	JAMES BURNS REFUND OVERPAYMENT OF FINAL UTILITY	31.28
71427	9/01/2026	LISA VANDEN HEUVEL REIMBURSEMENT ELECTION & CONFERENCE EXPE	45.00
71428	9/01/2026	LOGAN KROPP REFUND PARK DEPOSIT FROM 8-17-2026	175.00
71429	9/01/2026	MICHAEL RENKAS REFUND CONF REISTRATION FEE 6/15/26	275.00
71430	9/01/2026	OCCUPATIONAL HEALTH SERVICES OFFICER EXAMS	191.00

8/26/2026 10:18 AM

Check Register - Quick Report - Regular

Page: 2

ALL Checks

ACCT

CHECKING

Dated From: 9/01/2026

From Account:

Thru: 9/01/2026

Thru Account:

Check Nbr	Check Date	Payee	Amount
71431	9/01/2026	PERSONNEL EVALUATION INC	25.00
		PEP BILLING 7-1-26 THRU 7-31-26 K. O'KIM	
71432	9/01/2026	PSYCHOLOGIE CLINIQUE S.C.	650.00
		CANDIDATE REVIEW	
71433	9/01/2026	SCHROEDER'S FLOWERS INC	114.00
		MEMORIAL WREATH - ETTER / MARKINS	
71434	9/01/2026	TONYA WAGNER	192.40
		REFUND OVERPAYMENT UTILITY	
71435	9/01/2026	UNIFORM SHOPPE	93.95
		VANLANEN - UNIFORM - NAVY TROUSER	
Grand Total			29,817.01

8/26/2026 10:18 AM

Check Register - Quick Report - Regular

Page: 3

ALL Checks

ACCT

CHECKING

Dated From: 9/01/2026

From Account:

Thru: 9/01/2026

Thru Account:

Amount

Total Expenditure from Fund # 001 - General Fund	12,427.99
Total Expenditure from Fund # 002 - Water Fund	845.83
Total Expenditure from Fund # 003 - Sanitary Sewer Fund	917.85
Total Expenditure from Fund # 006 - K-9 Fund	83.90
Total Expenditure from Fund # 007 - Storm Water Fund	770.00
Total Expenditure from Fund # 008 - TID 1 Fund	770.00
Total Expenditure from Fund # 009 - TID 2 Fund	770.00
Total Expenditure from Fund # 010 - Parks & Recreation	525.00
Total Expenditure from Fund # 014 - Garbage & Recycling Program	12,706.44
Total Expenditure from all Funds	29,817.01



VILLAGE BOARD MINUTES (Regular)

Date/Time: Tuesday August 18th 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.** The meeting was called to order by Rich Heidel at 6:01 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 as presented. MOTION: Heidel SECOND: Zittlow. VOICE VOTE: 5-0.
- 3. Pledge of Allegiance** - Those present recited the Pledge of Allegiance.

President Heidel and all wished a Happy Birthday to Trustee Dillenburg.

4. PUBLIC HEARINGS – None.

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; B. VILLAGE BOARD: Minutes of August 4th 2026 (Regular); C. POLICE COMMISSION: Minutes of April 8th 2026.

ACTION: To approve the consent agenda to include manual checks. MOTION: Koepke SECOND: Dillenburg. VOICE VOTE 5-0.

6. ITEMS REMOVED FROM CONSENT AGENDA – None.

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

No one spoke.

8. VILLAGE ADMINISTRATOR'S REPORT/COMMUNICATIONS

- Site Review meets Wednesday, August 19. The new Stevenson National Bank is on the agenda.
- Park & Recreation meets Wednesday, August 26.
- Planning & Zoning meets September 8.
- The Clerk's department will be attending their conference this week. They each received a scholarship to attend the conference.
- Jerry Lancelle delivered a letter of resignation from the position of Fire Chief. This will be formally accepted at the first September meeting.

- Fire Commission will meet in September.

A. INFORMATION

1. 2026 Village Equalized Valuation – The Village of Hobart experienced another significant increase in its Equalized Value (“value”). The 2026 overall value of the Village is \$1,788,241,500, seven (7) percent more than 2025’s value (\$1,677,209,000). The Village’s \$69.63 million of net new construction is a record. The percentage increase (4.16%) is also more than twice that of Brown County’ (1.98%).
2. July 31st Village Account Balances

Administrator Kramer reviewed the 2026 Equalized Value of the Village and the Account Balances.

9. COMMITTEE REPORTS AND ACTIONS

HALO was held today in Ashwaubenon. Our Village Board did not attend.

10. OLD BUSINESS

A. DISCUSSION AND ACTION - ORDINANCE 2026-11 (AN ORDINANCE TO CREATE ARTICLE VI (BICYCLES, ELECTRIC BICYCLES, SCOOTERS, AND ELECTRIC SCOOTERS) OF CHAPTER 264 (VEHICLES AND TRAFFIC) OF THE MUNICIPAL CODE OF THE VILLAGE OF HOBART, BROWN COUNTY, WISCONSIN)

The purpose is to promote the safe and lawful operation of bicycles, electric bicycles, scooters, and electric scooters upon public streets, sidewalks, trails, parks, parking lots, and other public property; to protect pedestrians and other lawful users of public ways; to reduce conflicts between users of public facilities; and to supplement applicable provisions of the Wisconsin Statutes. The Board postponed action on the ordinance at its August 4th meeting.

ACTION: To suspend the rules of regular meeting order. MOTION: Heidel SECOND: Dillenburg. VOICE VOTE: 5-0.

Lori Cleaver, 1260 S Pine Tree Rd. Public Notification of Ordinance 2026-11.

ACTION: To return to the rules of regular meeting order. MOTION: Heidel SECOND: Tanke. VOICE VOTE: 5-0.

ACTION: To approve ORDINANCE 2026-11 (AN ORDINANCE TO CREATE ARTICLE VI (BICYCLES, ELECTRIC BICYCLES, SCOOTERS, AND ELECTRIC SCOOTERS) OF CHAPTER 264 (VEHICLES AND TRAFFIC) OF THE MUNICIPAL CODE OF THE VILLAGE OF HOBART, BROWN COUNTY, WISCONSIN) as presented. MOTION: Koepke SECOND: Heidel. VOICE VOTE 5-0.

11. NEW BUSINESS

A. DISCUSSION AND ACTION – Village Engineering Services

The Village Board, earlier this year, issued a Request for Proposals (RFP) for the Village’s engineering services. Ten (10) firms submitted RFPs; four (4) were interviewed. The recommendation of the interview committee will be presented to the Board tonight.

ACTION: To approve contracts with Robert E. Lee and Cedar Corporation on future Public Works projects. The recommendation of which firm will get future specific projects to be made by the Public Works Director and Village Administrator, with advice and input from the PWUAC. The Village Board will ultimately award any engineering contracts per project. MOTION: Heidel SECOND: Tanke. ROLL CALL VOTE: 5-0.

B. DISCUSSION AND ACTION - Fire Department Automatic Aid Agreement

This updated agreement, part of the reporting system requirement to the National Emergency Response Information System (NERIS), is required by the state for all fire incidents. The agreement has several procedural changes, and adds three more departments to the FRFD: Morrisons, Greenleaf, and Wrightstown. Staff are seeking authorization to sign and return.

ACTION: To authorize staff to sign and return the Fire Department Automatic Aid Agreement. MOTION: Heidel SECOND: Zittlow. VOICE VOTE: 5-0.

C. DISCUSSION AND ACTION – Authorization to Negotiate the Addition of the Town of Freedom to the Hobart-Lawrence Police Department in 2027

The Hobart-Lawrence Police Department (HLPD) was recently approached by the Town of Freedom to develop a proposal for contracted law enforcement services. As Freedom plans for future growth, Town officials requested a service model that provides professional police services while remaining fiscally responsible. The addition of the Town of Freedom to Police Department would be the first change in the structure and service area of HLPD since it was created more than twenty (20) years ago.

ACTION: To authorize staff to Negotiate the Addition of the Town of Freedom to the Hobart- Lawrence Police Department in 2027. MOTION: Heidel SECOND: Tanke. VOICE VOTE: 5-0.

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

Budget

Road Projects

ACTION: To recess at 7:07 pm prior to going into closed session. MOTION: Heidel SECOND: Dillenburg. VOICE VOTE: 5-0.

E. ADJOURN to CLOSED SESSION (7:24 PM): ACTION: To go into closed session 1) 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: Possible Trail Agreement with the Oneida Nation, and 2) 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: Zittlow. ROLL CALL VOTE: 5-0.

F. CONVENE into open session (9:34 PM) - MOTION: Heidel SECOND: Zittlow. ROLL CALL VOTE: 5-0.

G. ACTION from closed session – None

12. ADJOURN (9:35 PM) - MOTION: Heidel SECOND: Koepke. VOICE VOTE: 5-0.

Respectfully submitted by Lisa A. Vanden Heuvel, Village Clerk



Village of Hobart Site Review Committee Minutes
Hobart Village Office; 2990 S. Pine Tree Rd, Hobart, WI
Wednesday, July 15, 2026 – 5:30 pm

MEETING MINUTES – SITE REVIEW COMMITTEE

ROUTINE ITEMS TO BE ACTED UPON:

1. **Call to order/Roll Call.** The meeting was called to order by Dave Dillenburg at 5:30 pm. Roll call: Dave Baranczyk, Rick Nuetzel, Tom Tengowski, Peter Zobro, and Dave Dillenburg were present. *Excused:* Steve Riley *Absent:* Tammy Zittlow
2. **Certification of the open meeting law agenda requirements and approval of the agenda.** ACTION: To certify the open meeting law agenda requirements and approval of the agenda. MOTION: Tengowski SECOND: Baranczyk MOTION APPROVED BY VOICE VOTE: 5-0.
3. **Approve Minutes of June 17, 2026.** ACTION: To approve the June 17, 2026 Site Review Meeting Minutes. MOTION: Nuetzel SECOND: Baranczyk MOTION APPROVED BY VOICE VOTE: 5-0.

4. **Public Comment on Non-Agenda Items.** – None.

5. DISCUSSION AND ACTION – Freestanding ground sign Oneida Apostolic Church, 118 W. Meadow Drive (HB-631-2)

Oneida Apostolic Church, located at 118 W. Meadow Drive, is proposing the construction of a new freestanding ground sign on their property located at the corner of W. Meadow Drive and N. County Line Road. This sign is proposed with the address on the sign as required by Village Code, but the sign will require a landscape bed around the perimeter of the sign base.

ACTION: Approval of the proposed 31 square foot (per face) in the same location as the former freestanding ground sign subject to the following conditions:

1. Planting of a landscape bed extending a minimum of 5 feet from base of sign
2. Maintain a minimum of 10 feet setback from property lines and driveways

MOTION: Nuetzel SECOND: Zobro MOTION APPROVED BY VOICE VOTE: 5-0

7. ADJOURN (5:37 pm) MOTION: Tengowski SECOND: Baranczyk MOTION APPROVED BY VOICE VOTE: 5-0.

Respectfully submitted by Amanda Wangerin, Village Deputy Clerk



Hobart Parks & Recreation Committee Minutes - Monday May 18th 2026

ROUTINE ITEMS TO BE ACTED UPON:

1. Call to order/Roll Call (5:00 PM) – Mary Jane Hemmy (Chairperson), Laura Lear (Vice-Chairperson), Kassie Freckmann, Jane Jerzak and Cynthia Silvers were present. Tammy Zittlow was absent.
2. Certification of the open meeting law agenda requirements and approval of the agenda – ACTION: To certify the open meeting law agenda requirements and approval of the agenda MOTION: Jerzak SECOND: Silvers VOTE: 4-0
3. Public Comment on Non-Agenda Items – None
4. Approval of March 23rd 2025 minutes - MOTION: Silvers SECOND: Jerzak VOTE:4-0

ACTION ITEMS

5. DISCUSSION AND ACTION – Election of Committee Chairperson and Vice Chairperson – Both Hemmy and Lear indicated they would continue in their positions if that was the Committee's wish. ACTION: To appoint Mary Jane Hemmy as chairperson MOTION: Freckmann SECOND: Jerzak VOTE: 4-0 ACTION: To appoint Laura Lear as vice-chairperson MOTION: Silvers SECOND: Jerzak VOTE: 4-0

6. DISCUSSION AND ACTION – Updating 2019 Village Pedestrian and Bicycle Master Plan - Jeff Kussow (Senior Planner) attended the meeting, representing the Brown County Planning and Land Services Department, which has approached the Village about updating the 2019 Pedestrian and Bicycle Master Plan. The Committee will serve in an advisory capacity to help guide priorities and recommendations during the updating process. Topics of discussion included: 1)a. Discussion regarding the role and responsibilities of the Committee, 2) Overview of the project schedule for the Pedestrian and Bicycle Master Plan update, 3) Discussion on public outreach and engagement for the Pedestrian and Bicycle Master Plan update; identification of key stakeholders, and 4) Discussion on issues and opportunities to address in the Pedestrian and Bicycle Master Plan update. No formal action was taken on this agenda item.

7. DISCUSSION AND ACTION - Items for Future Agendas/Scheduling of Next Committee Meeting – Kramer said the Village will be meeting with the Oneida Tribe on May 26th to discuss the future and possibility of a pedestrian trail on the former railroad bed.

8. ADJOURN (6:08 PM) – MOTION: Freckmann SECOND: Lear VOTE: 4-0

Submitted by Village Administrator Aaron Kramer

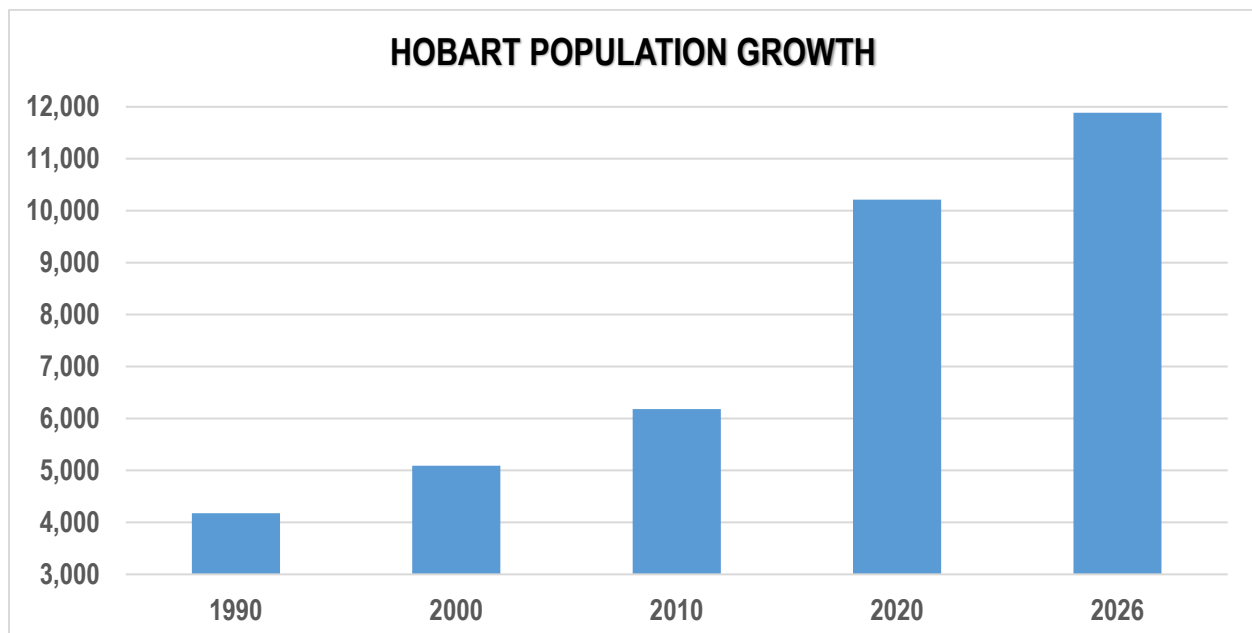
V I L L A G E O F
HOBART
 GREATNESS IS GROWING
MEMORANDUM

TO: Village Board
FROM: Aaron Kramer, Village Administrator
RE: 2026 Village Estimated Population
DATE: September 8th 2026

HOBART POPULATION APPROACHES 12,000

The most recent estimate of the Village's population from the Department of Administration shows Hobart has an estimated population of 11,885, as of January 1st 2026. This is a one-year increase of 327 residents (3 percent) and 1,674 residents (16.4 percent) over the 2020 census. Wisconsin's total population is estimated at 6,064,500 which is a change of 170,782 persons and 2.90%.

	Population	Change from Previous Census	Percent Change
2026 (Estimated)	11,885	+ 1,674	16.4 %
2020 Census	10,211	+ 4,029	65.2 %
2010 Census	6,182	+ 1,092	21.5 %
2000 Census	5,090	+ 914	21.9 %
1990 Census	4,176		



VOTING POPULATION

Approximately 9,153 of the estimated population for the Village of Hobart are of voting age, 254 more than last year (8,888), a three (3) percent increase. The 2026 estimate is a seventeen (17) percent increase in

the voting population since the 2020 census (7,796). The voting age population was calculated by applying the census proportion of persons over 18 to the preliminary January 1 estimate and then multiplying the result by a state-wide factor to account for the general aging of the population.

HOBART-LAWRENCE POLICE DEPARTMENT

The Hobart-Lawrence Police Department now provides public safety services to a population of 19,010, 351 more than the 2025 estimate of 18,569, a 2.3 percent increase, and 2,493 more than the 2020 census (16,517).

OTHER BROWN COUNTY MUNICIPALITIES

Brown County has an estimated 2026 population of 280,064, one (1) percent more than the 2025 estimate of 278,217. The county has seen a 4.21 percent increase, or 11,324 residents, over the 2020 census (268,740).

Municipality	1-1-2026 Estimate	2020 Census	Numeric Change	Percent Change
Green Bay	108,526	107,395	1,131	1.05 %
<i>De Pere</i>	<i>25,546</i>	<i>25,410</i>	<i>136</i>	<i>0.54 %</i>
* Howard	22,355	19,950	2,405	12.06 %
Ashwaubenon	18,598	16,991	1,607	9.46 %
Bellevue	17,029	15,935	1,094	6.87 %
<i>Allouez</i>	<i>14,010</i>	<i>14,156</i>	<i>-146</i>	<i>- 1.03 %</i>
<i>Suamico</i>	<i>13,462</i>	<i>12,820</i>	<i>642</i>	<i>5.01 %</i>
HOBART	11,885	10,211	1,674	16.39 %
Ledgeview	9,924	8,820	1,104	12.52 %
Lawrence	7,125	6,306	819	12.99 %
* Pulaski	4,221	3,870	351	9.07 %
* Wrightstown	4,194	3,179	1,015	31.93 %
Denmark	2,684	2,408	276	11.46 %

Italics indicates a decrease in population over 2025.

* - Located in more than one county

VILLAGE OF HOBART INVESTMENT AGENCY

Account Number:
Statement Period:

07/01/26 - 07/31/26

VILLAGE OF HOBART
STACY BELL
2990 SOUTH PINE TREE ROAD
HOBART WI 54155

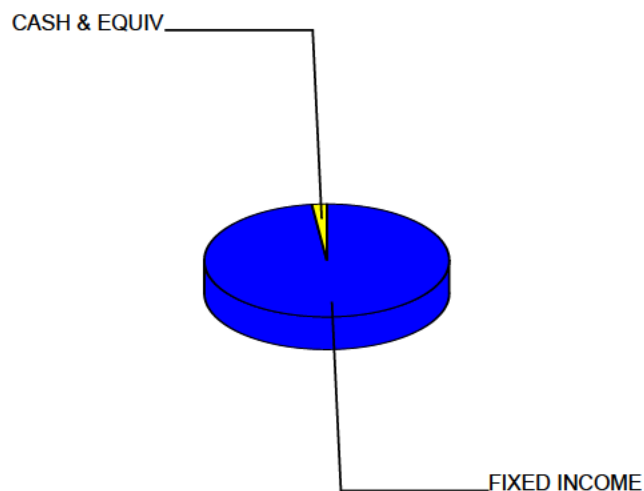
Relationship Manager

Eric Wied 920-433-3275
Eric.Wied@associatedbank.Com

Investment Manager

Pat Fry 920-433-7703
Pat.Fry@associatedbank.Com

Portfolio Summary



Value of Portfolio

Description	Market Value	% of Account
Cash & Equiv	42,813.14	2.1%
Fixed Income	1,977,717.00	97.9%
Total Portfolio	\$ 2,020,530.14	100.0%
Accrued Income	26,006.27	
Total Valuation	\$ 2,046,536.41	

Market Reconciliation

	Current Period	Year To Date
Beginning Market Value	\$ 2,045,734.00	\$ 2,026,023.08
Income		
Interest.....	1,658.02	41,958.56
Purchased Income.....	-976.21	-3,964.48
Disbursements		
Fees/Expenses.....	-607.53	-4,234.00
Non-Cash Activity.....	967.00	5,654.01
Realized Gains/(Losses).....	0.00	0.00
Change In Accrued Income.....	6,071.35	7,598.83
Unrealized Appreciation/(Depreciation).....	-6,310.22	-26,499.59
Ending Market Value	\$ 2,046,536.41	\$ 2,046,536.41

VILLAGE OF HOBART INVESTMENT AGENCY

Account Number:
Statement Period:

07/01/26 - 07/31/26

Portfolio Investments

Asset Description	Units	Market Value Cost	Est. Annual Income Accruals	Current Yield
Cash and Equivalent				
Principal Cash		-204,195.97 -204,195.97	0.00	0.00%
Income Cash		204,195.97 204,195.97	0.00	0.00%
Goldman Sachs Treasury Instruments Portfolio Fund 506	42,813.140	42,813.14 42,813.14	1,533.00 190.70	3.58%
Total Cash and Equivalent		\$ 42,813.14 \$ 42,813.14	1,533.00 190.70	3.58%
Fixed Income				
Abilene TX Isd Txbl 5.000 02/15/2029	50,000.000	50,631.50 51,831.00	2,500.00 1,152.77	4.94%
Alphabet Inc 3.700 02/15/2029	50,000.000	48,973.50 49,301.00	1,850.00 863.32	3.78%
Apple Inc 3.000 11/13/2027 Callable 8/13/2027 @ 100	50,000.000	49,234.00 49,362.50	1,500.00 325.00	3.05%
Cleveland Cnty OK Isd 2 Moore Txbl 5.000 03/01/2028	50,000.000	50,474.00 50,569.00	2,500.00 1,041.66	4.95%
Cottage Grove Vlg WI Prom Nts Txbl A 5.000 04/01/2028	50,000.000	50,561.00 50,473.00	2,500.00 833.33	4.94%
Dane Cnty WI Txbl Prom Nts B 4.000 06/01/2029	50,000.000	49,370.50 50,281.00	2,000.00 333.33	4.05%
Depere WI Prom Nts Txbl Ser B 4.950 09/01/2026	50,000.000	50,026.50 50,000.00	2,475.00 1,031.25	4.95%
Exxon Mobil Corp 2.275 08/16/2026	50,000.000	49,964.50 49,391.50	1,137.00 521.35	2.28%
FHLB 4.500 06/29/2029 Callable 06/29/2027 @ 100	50,000.000	49,809.00 50,000.00	2,250.00 200.00	4.52%
FHLB 4.250 10/22/2029 Callable 10/22/2026 @ 100	50,000.000	49,622.00 50,000.00	2,125.00 584.37	4.28%
FHLB 3.800 10/02/2028 Callable 10/02/2026 @ 100	50,000.000	49,553.00 50,020.00	1,900.00 628.05	3.83%

VILLAGE OF HOBART INVESTMENT AGENCY

Account Number:
Statement Period:

07/01/26 - 07/31/26

Portfolio Investments				
Asset Description	Units	Market Value Cost	Est. Annual Income Accruals	Current Yield
FHLB 3.790 03/30/2028 Callable 03/30/2027 @ 100	50,000.000	49,516.00 49,875.00	1,895.00 636.93	3.83%
FFCB 4.470 03/05/2030 Callable 03/05/2027 @ 100	50,000.000	49,437.00 50,000.00	2,235.00 906.41	4.52%
FFCB 4.520 05/14/2030 Callable 05/14/2026 @ 100	50,000.000	49,391.00 49,951.00	2,260.00 483.38	4.58%
FHLMC 3.500 09/16/2027 Callable 09/16/2025 @ 100	50,000.000	49,660.00 49,781.50	1,750.00 656.24	3.52%
FHLMC 3.925 10/01/2027 Callable 04/01/2026 @ 100	50,000.000	49,852.00 50,000.00	1,962.00 654.16	3.94%
FNMA 4.200 09/18/2030 Callable 03/18/2026 @ 100	50,000.000	48,458.00 50,000.00	2,100.00 775.83	4.33%
FNMA 4.000 10/10/2028 Callable 04/10/2026 @ 100	50,000.000	49,733.50 49,988.00	2,000.00 616.66	4.02%
Johnson & Johnson 4.700 03/01/2030	50,000.000	50,303.00 51,194.50	2,350.00 979.16	4.67%
King Cnty WA Txbl 4.819 12/01/2029	45,000.000	45,531.45 45,564.30	2,168.00 361.42	4.76%
Madison WI Txbl Prom Nts Ser B 3.400 10/01/2026 Callable 10/01/2025 @ 100	50,000.000	49,938.00 49,676.50	1,700.00 566.66	3.40%
Nvidia Corp 4.500 06/15/2031 Callable 05/15/2031 @ 100	50,000.000	48,934.50 49,588.00	2,250.00 268.75	4.60%
Oklahoma Cnty OK Isd Deer Creek Txbl 4.200 09/01/2027	50,000.000	49,957.00 50,183.00	2,100.00 1,924.99	4.20%
Olmsted Cnty MN Txbl Ref Ser A 1.050 02/01/2027	50,000.000	49,254.00 48,073.50	525.00 262.49	1.07%
Salt Lake City UT Txbl A 3.172 06/15/2027 Callable 10/23/2025 @ 100	75,000.000	74,424.00 74,619.75	2,379.00 303.98	3.20%
US Treasury Notes 4.125 10/31/2027	75,000.000	74,935.50 74,675.83	3,093.00 781.84	4.13%
US Treasury Bonds 3.875 11/30/2029	75,000.000	73,887.00 74,679.68	2,906.00 492.31	3.93%

VILLAGE OF HOBART INVESTMENT AGENCY

Account Number:
Statement Period:

07/01/26 - 07/31/26

Portfolio Investments

Asset Description	Units	Market Value Cost	Est. Annual Income Accruals	Current Yield
US Treasury Notes 4.375 08/15/2026	75,000.000	75,003.00 74,891.17	3,281.00 1,513.72	4.37%
US Treasury Notes 4.625 10/15/2026	75,000.000	75,115.50 74,879.24	3,468.00 1,023.56	4.62%
US Treasury Bonds 4.875 10/31/2028	75,000.000	75,908.25 75,599.85	3,656.00 923.99	4.82%
US Treasury Notes 4.625 04/30/2029	75,000.000	75,579.00 75,451.17	3,468.00 876.61	4.59%
US Treasury Notes 4.000 03/31/2030	75,000.000	74,055.75 75,303.25	3,000.00 1,008.19	4.05%
US Treasury Notes 3.500 11/30/2030	75,000.000	72,328.50 74,481.68	2,625.00 444.67	3.63%
US Treasury Notes 3.875 03/31/2031	75,000.000	73,302.75 74,865.23	2,906.00 976.69	3.96%
West St Paul MN Txbl A 3.750 01/15/2029 Callable 02/13/2026 @ 100	45,000.000	44,992.80 44,874.45	1,687.00 862.50	3.75%
Total Fixed Income		\$ 1,977,717.00 \$ 1,989,425.60	80,501.00 25,815.57	4.07%
Total Market Value		\$ 2,020,530.14 \$ 2,032,238.74	82,034.00 26,006.27	4.06%
Total Market Value Plus Accruals		\$ 2,046,536.41		

Income Activity

	Date	Income Cash	Principal Cash
Interest Income			
FFCB 4.625 07/17/2026 Int To 07/17/26 on 50,000	07/17/26	1,156.25	
FHLMC 0.8300 07/22/2026 Callable 10/22/2023 @ 100 Int To 07/22/26 on 50,000	07/22/26	207.50	

VILLAGE OF HOBART INVESTMENT AGENCY

Account Number:
Statement Period:

07/01/26 - 07/31/26

Income Activity

	Date	Income Cash	Principal Cash
Goldman Sachs Treasury Instruments Portfolio Fund 506 Int To 06/30/26	07/01/26	294.27	
Total Interest Income		\$ 1,658.02	\$ 0.00
Purchased Income			
Nvidia Corp 4.500 06/15/2031 Callable 05/15/2031 @ 100 Accrued Int To 07/16/26 Paid on Purchase of 50,000	07/16/26	-175.00	
US Treasury Notes 4.625 04/30/2029 Accrued Int To 07/24/26 Paid on Purchase of 75,000	07/24/26	-801.21	
Total Purchased Income		\$ -976.21	\$ 0.00
Total Income		\$ 681.81	\$ 0.00

Disbursement Activity

	Date	Income Cash	Principal Cash
Fees/Expenses			
Monthly Fee To 06/30/26	07/17/26		-607.53
Total Fees/Expenses		\$ 0.00	\$ -607.53
Total Disbursements		\$ 0.00	\$ -607.53

Purchase Activity

	Date	Income Cash	Principal Cash
Goldman Sachs Treasury Purchases (3) 07/01/26 To 07/31/26	07/31/26		-101,658.02
Nvidia Corp 4.500 06/15/2031 Callable 05/15/2031 @ 100 Purchased 50000 07/15/26 @ 99.176	07/16/26		-49,588.00

VILLAGE OF HOBART INVESTMENT AGENCY

Account Number:
Statement Period:

07/01/26 - 07/31/26

Purchase Activity

	Date	Income Cash	Principal Cash
US Treasury Notes 4.625 04/30/2029 Purchased 75000 07/23/26 @ 100.60156	07/24/26		-75,451.17
Total Purchases		\$ 0.00	\$ -226,697.19

Sale Activity

	Date	Proceeds	Realized Gain/Loss
FFCB 4.625 07/17/2026 Recd Proceeds on Maturity of 50,000 Par Value	07/17/26	50,000.00	
FHLMC 0.8300 07/22/2026 Callable 10/22/2023 @ 100 Recd Proceeds on Maturity of 50,000 Par Value	07/22/26	50,000.00	
Goldman Sachs Treasury Sales (3) 07/01/26 To 07/31/26	07/31/26	126,622.91	
Total Sales		\$ 226,622.91	\$ 0.00

Non-Cash Activity

	Date	Cost
FFCB 4.625 07/17/2026 Amortization of Premium	07/17/26	-11.00
FHLMC 0.8300 07/22/2026 Callable 10/22/2023 @ 100 Accretion of Discount	07/22/26	978.00
Total Non-Cash Transactions		\$ 967.00



TO: Site Review Committee

RE: 575 Centerline Dr., HB-524-4; 4,310 SF Commercial Building w/
Associated site Improvements

FROM: Todd Gerbers, Director of Planning and Code Compliance

DATE: August 19, 2026

ISSUE: Discussion and action to consider a new 4,310 SF commercial building with associated site improvements

RECOMMENDATION: Staff recommends conditional approval based on staff recommendations along with any conditions the Committee may identify.

GENERAL INFORMATION

1. Developer: Bayland Buildings
2. Applicant: Bayland Building / Robert E. Lee & Associates
3. Address/Parcel: 575 Centerline Dr. / HB-524-4
4. Zoning: PDD #1: Centennial Centre at Hobart District
5. Use: Financial Institution

BACKGROUND

Bayland Buildings is proposing to construct a new 4,310 square foot commercial building to be located at 575 Centerline Dr. (Parcel HB-524-4) along with the required associated site improvement including access and parking. The proposed building will be single story in height and utilized as a financial institution.

SITE REVIEW DEVELOPMENT AND DESIGN STANDARDS CHECKLIST

Section 1, Site Plan Approval

- A. Zoning:** PDD #1: Centennial Centre at Hobart District
- B. Green Space:** 57.26% after development
- C. Setbacks:** This development complies with all applicable setbacks (proposed 120' (front/Centerline Dr.), 97' (side/west), 47' (side/east), and 168' (rear/south))
- D. Parking:** The requirements for a "bank" are "One space for each 200 square feet of gross floor area, plus one parking space per employee on the maximum shift". Thus 32 parking stalls are required (estimating 10 employees on the maximum shift), with 34 being provided on site.
- E. Fire Dept. and Police Dept.:** The plans have been reviewed by both Police Chief and Fire Chief with their comments and conditions being included in this document.
- F. Storm Water:** Storm water from this development will be collected by internal catch basins throughout the site and discharge to the regional storm water pond on the parcel immediately to the south that is owned by the Village.

- G. Refuse Collection:** Refuse / recycling enclosure to be located towards the rear of the developed area (southwest corner).

Section 2, Architectural Plan Approval

A. Exterior Construction Information:

- 1. Materials:** Metal frame building.
- 2. Exterior Materials:** All four building elevations will be similar with cultured stone veneer with LP smart siding (engineered wood-based lap siding) above.
- 3. Height:** Anticipated at 23' to top of parapet wall
- 4. Overhead doors:** None
- 5. Mechanical equipment:** Roof mounted HVAC equipment is shown to be screened from view by materials that are similar to that of the principal building.

Section 3, Landscaping Plan: Landscape plan shall be submitted to Village Staff for review with final review being brought back to the SRC for approval at a later date, but prior to implementation.

Section 4, Lighting: There are 8 wall mounted lighting fixtures proposed and mounted around the proposed building with 4 pole mounted lighting fixtures to be located near the four corners of the building. No lighting shall create a glare to adjoining properties or public roadways. Only the proposed wall packs and pole lights are part of this lighting approval. Any other future lighting will require review and approval by the SRC.

Section 5, Signage: Sign location is noted on the front elevation of the proposed building. No other signage is noted on the submitted plans. Signage details are required to be submitted to Village Staff for approval prior construction of signage and permitting.

Section 6, Driveway-Curb Cut: Access to this site will be through two new ingress/egress locations from Centerline Dr (24' driveway width and 30' curb cut).

RECOMMENDATION/CONDITIONS

Staff recommends conditional approval of this site plan, subject to the following and in addition to any conditions the Site Review Committee may identify:

1. Lock box location(s) shall be approved by the Village Fire Chief
2. Any and all mechanical equipment shall be screened from view with materials to match those of the principal structure or with landscaping, and all exterior exhaust/intake vents shall be colored to blend with the principal structure.
3. Detailed landscape plan for development and including foundation plantings shall be submitted to Village Staff and SRC for review and approval prior to plan implementation.
4. No lighting shall create a glare to adjoining properties or public roadways. Only the proposed wall packs and pole lights are part of this lighting approval. Any other future lighting will require review and approval by the SRC.
5. The proposed wall sign, as noted on the building elevations drawing in this submittal, shall be submitted to Village Staff for review and approval prior to permitting and installation. Any other proposed signage will require review and approval by the SRC prior to permitting and installation.
6. Municipal utility connections and locations shall be approved by the Village Department of Public Works prior to commencement of utility construction.



SITE PLAN - PROPOSED

1 / C1.0 SCALE = 1" = 20'-0"



SITE CALCULATIONS & INFORMATION

VILLAGE OF HOBART ZONING
ZONING DISTRICT = PDD #1

PROPOSED SETBACKS
FRONT = 30'-0" (10'-0" PAVING)
SIDE = 10'-0"
REAR = 10'-0"

LOT COVERAGE = 90-75% MAX. (BLDG & PAVING)

PARKING REQUIREMENTS
ONE SPACE FOR EACH 200 SQ. FT. OF GROSS FLOOR AREA,
PLUS ONE PARKING SPACE PER EMPLOYEE ON MAX. SHIFT

TOTAL LOT AREA =	73,585 SQ. FT. (APPROX.) 1.6 ACRES
BUILDING AREA (PROPOSED) =	4,310 SQ. FT.
ASPHALT AREA (PROPOSED) =	23,506 SQ. FT.
CONCRETE AREA (PROPOSED) =	1,924 SQ. FT.
TOTAL IMPERVIOUS SURFACE =	29,740 SQ. FT.
GREENSPACE AREA =	43,845 SQ. FT. (APPROX.) 59 %
TOTAL PARKING STALL COUNT =	31 STALLS (2 ADA)



BAYLAND BUILDINGS

P.O. BOX 13571 GREEN BAY, WI 54307
(920) 498-9300 FAX (920) 498-3033
www.baylandbuildings.com

DESIGN & BUILD GENERAL CONTRACTOR

PROPOSED BUILDING FOR:
**THE STEPHENSON
NATIONAL BANK & TRUST**
HOBART, WISCONSIN; COUNTY OF: BROWN

SCALE VERIFICATION

THIS BAR MEASURES 1" ON ORIGINAL.
ADJUST SCALE ACCORDINGLY



NOTICE OF COPYRIGHT
THESE PLANS ARE COPYRIGHTED AND ARE SUBJECT TO
COPYRIGHT PROTECTION AS AN "ARCHITECTURAL WORK" UNDER
SEC. 102 OF THE COPYRIGHT ACT, 17 U.S.C. AS AMENDED
DECEMBER 1990 AND KNOWN AS ARCHITECTURAL WORKS
COPYRIGHT PROTECTION ACT OF 1990. THE PROTECTION
INCLUDES BUT IS NOT LIMITED TO THE OVERALL FORM AS WELL
AS THE ARRANGEMENT AND COMPOSITION OF SPACES AND
ELEMENTS OF THE DESIGN. UNDER SUCH PROTECTION,
UNAUTHORIZED USE OF THESE PLANS, WORK OR BUILDING
REPRESENTED, CAN LEGALLY RESULT IN THE CESSATION OF
CONSTRUCTION OR BUILDINGS BEING SEIZED AND/OR MONETARY
COMPENSATION TO BAYLAND BUILDINGS, INC.

JOB NUMBER: 26-6491

PROJECT
EXECUTIVE: BRIAN PETERS
(920)362-7870

DRAWN BY: CAH / AGS

DATE: 07/20/2026

REVISIONS:

ISSUED FOR: CHECKED DATE:
BY:

- ☐ PRELIMINARY
- ☐ BID SET
- ☒ DESIGN REVIEW
- ☐ CHECKSET
- ☐ CONSTRUCTION

SITE PLAN

C1.0



BAYLAND BUILDINGS

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- ☐ BID SET
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- ☐ CHECKSET
- ☐ CONSTRUCTION

ELEVATION - EXTERIOR VIEWS

A2.1



TO: Site Review Committee

RE: Hillcrest Elementary School, 4193 Hillcrest Dr.; HB-712; Signage

FROM: Todd Gerbers, Director of Planning and Code Compliance

DATE: August 19, 2026

ISSUE: Discussion and possible action on existing wall signage located at 4193 Hillcrest Dr.

RECOMMENDATION: Staff recommends approval based on staff recommendation and any conditions the Committee may identify.

GENERAL INFORMATION

1. Owner/Developer: Pulaski School District
2. Applicant/Agent: Pulaski School District
3. Address/Parcel: 4193 Hillcrest Dr. / HB-712
4. Zoning: PI: Public / Institutional District
5. Use: Elementary School

BACKGROUND

The Village Site Review Committee requested an update from Village Staff relating to the wall signage that was installed at the Hillcrest Elementary School, located at 4193 Hillcrest Dr.

After reviewing the original plan submittal for the original building addition submittal from August 2023, it was noted by Village Staff that the channel letter signage stating "Hillcrest Elementary" was part of the original signage plan and was also shown on the building elevations from that original submittal. This sign was planned at 2' x 33.33' and of cast aluminum channel letters. These are new letters, but very similar to those that were on the school building prior to the renovation/addition.

Then in August 2025, a sign request for an Electronic Message Center (EMC) was submitted for review by the Village SRC. During this review, Village Staff misinterpreted that this EMC was going to be the only wall sign proposed, as the other wall sign was part of the original submittal.

Both signs are compliant with the Village Sign Code as they currently exist. The second sign situation was a misunderstanding by the Village Inspection Department, while the School District representative supplied the proper documentation.

RECOMMENDATION/CONDITIONS

Staff recommends approval of both signs as they currently exist with no further conditions from Staff.

RENDERED ELEVATION | Hillcrest Elementary

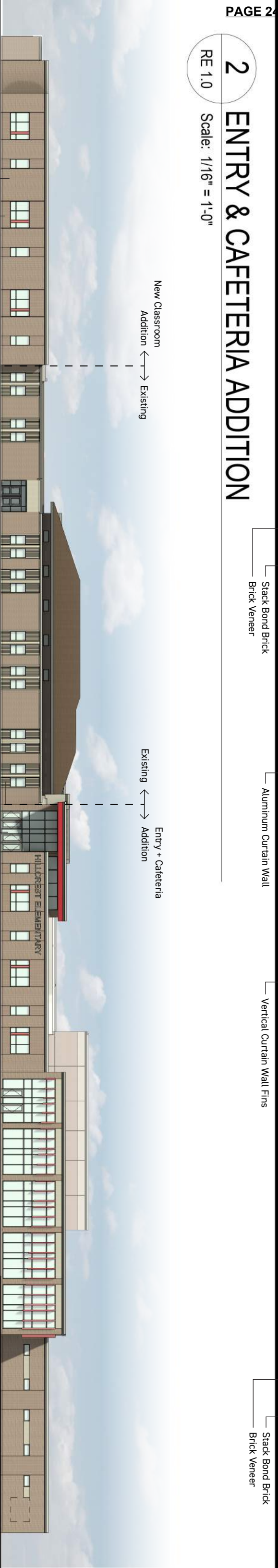


2 ENTRY & CAFETERIA ADDITION

RE 1.0 Scale: 1/16" = 1'-0"

New Classroom
Addition ↔ Existing

Existing ↔ Addition
Entry + Cafeteria

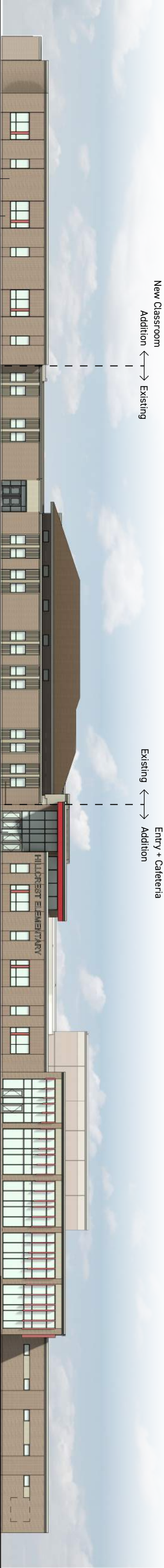


1 HILLCREST EAST ELEVATION

RE 1.0 Scale: 1/32" = 1'-0"

Stack Bond Brick
Brick Veneer

Public Entry



4193 Hillcrest Dr – Wall Sign





2990 S. Pine Tree Rd.
Hobart, WI 54155
Phone (920) 655-3719

Jerry Lancelle
Fire Chief
Email: ChiefL@hobartwi.gov

Subject: Notice of Retirement
To: Fire Commission, Village Board, and Village Administrator

08/01/2026

I have made the difficult decision to retire from the Hobart Fire Department as Fire Chief, effective December 31st, 2026.

This decision to retire was not an easy one but with over 40 years in the fire service and 15 years as Fire Chief, I have decided that it is time to close this chapter of my life and have the next generation of firefighters and officers lead the Hobart Fire Department into the future. We have made great strides in the growth of our department in the last 15 years, and I believe this will continue in the future.

I wish to extend my deepest gratitude to the present and past fire department staff for their support, loyalty, and dedication to our community. Their commitment has not only made my job as Chief more fulfilling but has also greatly contributed to the safety and well-being of the Village of Hobart.

Furthermore, I would like to thank the Village Board, Village Administrator, and the Fire Commission for your continued support in keeping the department a strong and well-equipped force to serve and protect the residents within the Village of Hobart.

Thank you once again for the opportunity to serve as your Fire Chief. Serving the citizens of Hobart has been a profound honor and privilege and I look forward to seeing all the future accomplishments our fire department will achieve.

Respectfully

Chief Jerry Lancelle



POLICY 2026-07 (LICENSE POLICY)

PURPOSE: To establish procedures and guidelines for collecting license information for Village of Hobart employees that may have an opportunity to drive a Village-owned vehicle.

A. INTENT AND APPLICABILITY

This License Policy ("Policy") establishes the procedures and guidelines to ensure all individuals employed by the Village of Hobart hold a valid driver's license.

B. DEFINITIONS

The following definitions shall apply to the Policy

REGULAR DRIVER'S LICENSE

A standard Class D license issued to allow full, unrestricted driving privileges for non-commercial personal vehicles, such as cars and light trucks. May include extra endorsements for motorcycles or non-commercial school buses.

COMMERCIAL DRIVER'S LICENSE

An official state Driver's license required to operate large, heavy, or placarded commercial motor vehicles including semi-trucks, large busses (16 or more passengers), delivery trucks or any vehicle carrying hazardous materials.

CLASS A: for combination vehicles with a gross combined weight rating over 26,000 pounds where the towed unit weighs over 10,000 pounds.

CLASS B: for single vehicles weighing over 26,000 pounds or towing another vehicle less than 10,000 pounds.

CLASS C: smaller vehicles not considered Class A or B, designated to carry sixteen or more people or hazardous materials.

FEDERAL MOTOR CARRIER SAFETY ADMINISTRATION (FMCSA)

Established January 1, 2000 within the Department of Transportation to prevent commercial motor vehicle-related fatalities and injuries. The Administration enforces safety regulations, targets high-risk carriers, and commercial motor vehicle drivers by working with Federal, State and local enforcement agencies to improve safety information systems, commercial motor vehicle technologies, equipment and operating standards and to increase safety awareness.

C. POLICY

(a) The Village of Hobart shall require all employees to provide proof of a valid Regular Driver's License in order to comply with insurance regulations.

(b) The FMCSA requires commercial driver's licenses based on vehicle weight and cargo. The Village of Hobart shall require employees to provide proof of Commercial Driver's License if their job duties require the operation of a FMCSA defined commercial vehicle.

D. PROCEDURES

1. Employees will be required to show proof of a valid Driver's License upon hire.
2. Employees must report a change in license status to their supervisor immediately.
3. Driver's License expirations will be reviewed annually. Employees shall notify the designated Human Resource representative upon reissuance or renewal of their Driver's License.
4. The Employee name, license expiration date, type and class of license shall be recorded.

E. REVIEW OF POLICY AND PROCEDURES

This policy will be reviewed as State or Federal regulations are revised and necessitate a change.

This policy shall take effect immediately.

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 September 1st 2026.

Richard Heidel, President, Hobart Village Board

Attest:

Lisa Vanden Heuvel, Village Clerk

Aaron Kramer, Village Administrator

V I L L A G E O F
HOBART
 GREATNESS IS GROWING
MEMORANDUM

TO: Hobart Village Board
FROM: Aaron Kramer, Village Administrator & Stacy Bell, Village Treasurer
RE: 2027 Cost of Living Adjustment
DATE: September 1st 2026

BACKGROUND

Since 2024, the Village's compensation plan includes the setting of a Cost-of-Living Adjustment (COLA):

An annual COLA base increase will be established by the Village Board, at its first meeting in September, following a recommendation from the Village Administrator. This recommendation will consider such factors as the Village's financial condition, the Consumer Price Index, and comparable wage increases of other municipalities and the State of Wisconsin.

The Board must also establish the Performance Pay Adjustment (PPA) each year as part of the formula:

In addition to the COLA, an employee's performance that exceeds standards will be eligible for a Performance Pay Adjustment (PPA)...The Village Board will establish the maximum PPA at its first meeting in September. Performance reviews will take place following the establishment of the COLA and PPA for the upcoming fiscal year.

COST OF LIVING ADJUSTMENT (COLA)

In trying to recommend the COLA, I have reviewed a number of potential metrics and believe we should use two:

COMPONENT	CHANGE
<u>Consumer Price Index, Midwest Region (July 2026)</u>	
The Consumer Price Index (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Midwest Region all items CPI-U rose 3.5 percent for the 12 months ending in July. The index for all items less food and energy rose 2.7 percent over the year, while the energy index advanced 14.2 percent. The index for food was up 2.8 percent. (Source: U.S. Bureau of Labor Statistics)	3.5 percent
<u>Midwest Economy - Employment Cost Index (June 2026)</u>	
The Employment Cost Index (ECI) is a quarterly measure of changes in total labor costs and their wage-and-salary and benefits components. Midwest-East North Central Division: Indiana, Illinois, Michigan, Ohio, and Wisconsin. (Source: U.S. Bureau of Labor Statistics)	3.0 percent

RECOMMENDED COLA: 3 percent (the average of the two components above is 3.25 percent)

RECOMMENDED PPA: Up to one percent – Same since start of current pay structure

TOTAL MAXIMUM INCREASE IN SALARY: 4 percent

NEW VILLAGE PAY PLAN AND PROGRAM ILLUSTRATIONS

The Village Board establishes the COLA for 2026 at three (3) percent. This means each employee who receives a satisfactory performance review (score of 2 or more) will receive a three percent increase. At the same time, the Board establishes that the maximum allowable PPA will be one (1) percent.

SCENARIO A: Employee A undergoes a performance review with their Department Head. The final score of the performance review is a 2. The Department Head recommends that Employee A receives no additional PPA in addition to the annual COLA.

EMPLOYEE: 2026 wage - \$20.00 per hour, 2027 wage - \$20.60 per hour (3 percent increase)

SCENARIO B: Employee A undergoes a performance review with their Department Head. The final score of the performance review is a 3. The Department Head recommends that Employee A receive an additional PPA of 1 percent in addition to the annual COLA, resulting in a total 3.5 percent increase for Employee A in 2026.

EMPLOYEE: 2026 wage - \$20.00 per hour, 2027 wage - \$20.80 per hour (4 percent increase)

SCENARIO C: Employee A undergoes a performance review with their Department Head. The final score of the performance review is a 3. The Department Head recommends that Employee A receives training in a certain field or skill related to their position by July 1st to receive an additional PPA of 1 percent in addition to the annual COLA, resulting in a 4 percent increase for Employee A in 2027, if the recommended training is completed by July 1st. This means Employee A would receive two (2) wage increases in 2026 – 3.0 percent on January 1st, then an additional 1.0 percent increase on July 1st.

EMPLOYEE: 2026 wage - \$20.00 per hour, Jan-Jun 2027 wage - \$20.60 per hour (3 percent increase), Jul – Dec 2027 - \$20.80 per hour (an additional 1 percent increase for a total 4 percent increase)

RECOMMENDED MOTION

To approve Cost of Living Adjustment (COLA) of three (3) percent and Performance Pay Adjustment (PPA) of up to one (1) percent, as presented, for FY2027.