

THREE PARTY DESIGN ENGINEERING SERVICES CONTRACT
SIGNATURE PAGES

ENGINEERING SERVICES CONTRACT

BETWEEN THE WISCONSIN DEPARTMENT OF TRANSPORTATION,

VILLAGE OF HARRISON (MUNICIPALITY)

AND McMAHON ASSOCIATES, INC. (CONSULTANT) FOR

Project ID 4479-06-00
V Harrison, Old Highway Road Trail
Lake Park Road – STH 114
Non-Highway, Calumet County

This CONTRACT made and entered into by and between the DEPARTMENT, MUNICIPALITY and the CONSULTANT provides for those SERVICES described in the Scope of Services and Special Provisions and is generally for the purpose of providing the SERVICES solicited by the MUNICIPALITY in November 2025 and described as follows:

The project scope includes the design and engineering of a 10-foot wide trail extending 1.8 miles from Lake Park Road to STH 114, connecting to the existing 10-foot wide paved trail that is known as the Friendship Trail, in the Village of Harrison, Calumet County. This contract is for services necessary for preliminary and final design through PS&E package.

This Qualification Based Selection was made based on the CONSULTANT'S Notice of Interest response and any interviews conducted.

The DEPARTMENT and MUNICIPALITY deem it advisable to engage the CONSULTANT to provide certain engineering SERVICES and has authority to contract for these SERVICES under sec. 84.01(13), Wis. Stats.

The DEPARTMENT REPRESENTATIVE is: Michael J. Cohen, Local Program Project Manager

Street Address: 944 Vanderperren Way, Green Bay, WI 54304

Telephone: (920) 492-4136

Email: michael.cohen@dot.wi.gov

The MUNICIPALITY REPRESENTATIVE is: Chad Pelishek, Village Manager

Street Address: W5298 HWY 114, Menasha, WI 54952

Telephone: (920) 989-1062

Email: cpelishek@harrison.wi.gov

The CONSULTANT REPRESENTATIVE is: Michael R. Simon, PE, Project Manager

Street Address: 1445 McMahan Drive, Neenah, WI 54956

Mailing Address: P.O. Box 1025, Neenah, WI 54957-1025

Telephone: (920) 751-4200

Email: msimon@mcmgrp.com

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The CONSULTANT SERVICES will be performed for the DEPARTMENT's Northeast Region office located in Green Bay, WI and will be completed by April 1, 2027. Deliver PROJECT DOCUMENTS to 944 Vanderperren Way, Green Bay, WI 54304, unless other directions are given by the DEPARTMENT.

Compensation for all SERVICES provided by the CONSULTANT under the terms of the CONTRACT will be from the:

DEPARTMENT MUNICIPALITY

Actual Cost Plus Fixed Fee:

For all contract services, actual costs to the CONSULTANT up to \$133,104.47, plus a fixed fee of \$9,838.76, not to exceed \$142,943.23.

For environmental database services subcontracted to Environmental Data Resources, Inc., the CONSULTANT'S actual cost to Environmental Data Resources, Inc. not to exceed \$350.00 for units delivered based on rates in the table below.

Item Description	Quantity	Unit Type	Unit Cost
Standard Package	1	Lump Sum	\$350.00

Compensation for all SERVICES provided by the CONSULTANT under the terms of the CONTRACT shall be for an amount not to exceed \$143,293.26.

The CONSULTANT does and will comply with the laws and regulations relating to the profession of engineering and will provide the desired engineering SERVICES.

This CONTRACT incorporates and the parties agree to all of the standard provisions of the Three Party Design Engineering Services Contract, dated June 18, 2025 and referenced in Procedure 8-15-1 of the State of Wisconsin Department of Transportation Facilities Development Manual. CONSULTANT acknowledges receipt of a copy of these standard provisions.

This CONTRACT incorporates all of the MANUALS defined in the CONTRACT.

The parties also agree to all of the Special Provisions which are annexed and made a part of this CONTRACT, consisting of 5 pages.

Nothing in this CONTRACT accords any third party beneficiary rights whatsoever on any non-party that may be enforced by any non-party to this contract.

For the CONSULTANT

For the DEPARTMENT

By: _____

By: _____

Michael R. Simon, PE

Title: Project Manager _____

Contract Manager, WisDOT

Date: _____

Date: _____

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For the MUNICIPALITY

By: _____

Scott Handschke

Title: Village President

shandschke@harrison.wi.gov

Date: _____

VI. SPECIAL PROVISIONS

A. SCOPE OF SERVICES

- (1) Services under the CONTRACT shall be performed in accordance with the DEPARTMENT'S "Sponsor's Guide to Non-Traditional Transportation Project Implementation", January 2025 edition.
- (2) The PROJECT shall be locally let.
- (3) The CONTRACT incorporates the design of a 1.8-mile long, 10' wide asphalt multi-use trail, along the south side of realigned Old Highway Road, all located within the Hwy 10 & 114 right-of-way, beginning at Firelane 8 and ending at the intersection with Hwy 114, where the trail will connect with the existing off-road Friendship Trail.
- (4) Design files shall be completed in 2022 Civil 3D format.

B. DESIGN REPORTS

- (1) Design Study Report:

A Design Study Report will be prepared for the PROJECT with applicable sections completed aligning with the project type-bike ped trail.

- (2) Traffic Management Plan:

The CONSULTANT shall prepare a Type 1 Transportation Management Plan to reflect construction staging concepts in accordance with the WisDOT Guidelines for developing Work Zone Management Plans. The report shall be submitted to the DEPARTMENT for approval via the online Wisconsin TMP System LIVE Site.

C. ENVIRONMENTAL DOCUMENTATION

By its execution of this CONTRACT, the CONSULTANT does hereby specify in accordance with the disclosure statement requirements of 40 CFR 1506.5(c) that CONSULTANT has no financial or other interest in the outcome of this PROJECT.

Prepare a Categorical Exclusion Checklist (CEC) document for the PROJECT as specified in the MANUAL and Chapter TRANS 400, Wisconsin Administrative Code. Furnish the required number to the DEPARTMENT for approval.

Prepare an environmental document that evaluates reasonable alternatives to the PROJECT and consider other reasonable actions or activities that may achieve the same or similar goals of the proposed highway PROJECT, including other or additional transportation alternatives and intermodal opportunities and the alternative of taking no action. Evaluate alternative courses of action based

upon a balanced consideration of the environment, public comments, and the need for safe and efficient transportation consistent with local, state, and national environmental goals. Prepare environmental documents that are concise and emphasize significant environmental issues and plausible alternatives. Comply with requirements specified in the MANUAL and TRANS 400, Wisconsin Administrative Code. In the event of a conflict between the MANUAL and TRANS 400, Wisconsin Administrative Code, the administrative rule supersedes.

- (1) Hazardous Materials/Contamination Assessments
 - (a) Conduct a Phase 1 investigation for the PROJECT in accordance with the MANUAL.
 - (b) Obtain direction from the Project Manager and the Region environmental coordinator prior to conducting further evaluation studies when Phase 1 indicates further work is needed.
 - (c) The MUNICIPALITY acknowledges that the CONSULTANT is not, by virtue of this CONTRACT, the owner or generator of any waste materials generated as a result of the Hazardous Materials/ Contamination Assessments services performed by the CONSULTANT under this CONTRACT. Dispose of investigative waste in accordance with the MANUAL.

D. AGENCY COORDINATION

- (1) Permits:
 - (a) WisDNR Wetland Disturbance: Recreational Facilities General Permit WDNR GP4 2023.

The CONSULTANT shall prepare the necessary documentation as required by WisDNR to approve any wetland filling. It is assumed that any wetland fill will be under the 10,000 square foot level and not require any wetland banking or other supplemental coordination. All permit fees will be paid by the MUNICIPALITY.

- (b) WPDES Construction Site Storm Water Runoff Permit.

The CONSULTANT shall prepare the Wisconsin DNR storm water runoff permit application in accordance with Chapter 283, Wis. Statutes; Chapter 216, Wis. Administrative Code; and in accordance with Wisconsin Pollutant Discharge Elimination System (WPDES).

E. UTILITY INVOLVEMENTS

- (1) Utility Coordination:
 - (a) The CONSULTANT shall follow the procedures of the GUIDE and the Local Project Utility Coordination Task List in accordance with a Non-Trans 220 Project.

- (b) The CONSULTANT shall review documentation received from the utility companies related to the trail project. This includes as-builts, utility work plans, and utility special provisions.

F. PUBLIC INVOLVEMENT

(1) Public Involvement Plan

Prepare a Public Involvement Plan and submit one (1) electronic copy in pdf format to the DEPARTMENT/MUNICIPALITY for review and approval.

(2) Public Involvement Meetings

- (a) Conduct one (1) public involvement meeting and explain to the public concepts and probable impacts of this project.
- (b) The public involvement meeting is anticipated to be in-person and be open house format.
- (c) The public involvement meeting will be attended by the CONSULTANT'S Project Engineer.
- (d) Prepare exhibit and provide the equipment necessary to conduct the public involvement meeting.
 - a. The CONSULTANT will provide drawings including a plan view of the trail alignment and typical section for display.
 - b. The CONSULTANT will provide the FAQ document for the project.
 - c. The CONSULTANT will print all displays.
 - d. The CONSULTANT will provide comment sheets, sign-in sheets, and cover letter for mailing.
- (e) Discuss with the MUNICIPALITY the comments received and recommend the possible disposition of these comments and suggestions after the public involvement meeting.
- (f) Coordinate with the MUNICIPALITY for scheduling the public involvement meeting. The MUNICIPALITY shall arrange the meeting location. The CONSULTANT shall provide notices for the MUNICIPALITY'S and DEPARTMENT'S review and use.
- (g) The MUNICIPALITY will notify all adjacent and affected property owners.
- (h) Provide the MUNICIPALITY with copies of all public involvement correspondence and file notes.

G. MEETINGS

- (1) Hold one (1) in-person, Kick-Off and Operational Planning Meeting to discuss the organization and processing of the SERVICES under this CONTRACT and the utilities on the PROJECT.
- (2) Attend two (2) site visits to the PROJECT corridor with the MUNICIPALITY.

- (3) Attend three (3) in-person meetings with the MUNICIPALITY for design review at 30/60/90 percent completion stages.
- (4) Attend the pre-construction conference.

H. SURVEYS

- (1) Re-establish horizontal and vertical control after the completion of the Village roadway construction project.

I. ROAD PLANS

- (1) Road Plans are the compilation of documents, reproducible drawings, depicting the location, character, dimensions, and relevant data necessary to the layout and construction of the prescribed work.
- (2) Road Plans led by the CONSULTANT will consist of the following:
 - (a) Title Sheet
 - (b) Project Overview
 - (c) General Notes
 - (d) Typical Cross Sections
 - (e) Construction Details
 - (f) Standard Details
 - (g) Alignment Detail
 - (h) Signing and Marking Plans
 - (i) Curb Ramp Details
 - (j) Traffic Control Plan-This plan will be based on the road being closed to thru traffic with local access maintained.
 - (k) Erosion Control Plan
 - (l) Miscellaneous Quantities with Earthwork Data
 - (m) Plan and Profile Sheets
 - (n) Cross Sections

J. STRUCTURES

Based upon the preliminary design of the roadway, modular block retaining walls with heights varying from 2 to 4-ft will be necessary. Plans will identify location, length, height and typical section of retaining walls for CONTRACTOR design.

K. PLANS, SPECIFICATIONS & ESTIMATES (PS&E)

- (1) The CONSULTANT shall prepare a complete PS&E as specified in the GUIDE.
- (2) The PROJECT shall be locally let by the MUNICIPALITY.

L. SERVICES PROVIDED BY THE MUNICIPALITY

- (1) The MUNICIPALITY will provide to the CONSULTANT the following for the PROJECT:
 - (a) Sending mailings to adjacent property owners.
 - (b) Arranging meeting location and mailing property owner notification letters for the PIM.
 - (c) Provide the wetland delineation report for the PROJECT.
 - (d) Provide soil and subsurface investigations for the trail and retaining walls.
 - (e) Provide topographic surveys for trail design.

M. PROSECUTION AND PROGRESS

- (1) The following items shall be completed and submitted to the MUNICIPALITY by the indicated dates if CONSULTANT has received the Notice to Proceed by the end of April 2026.

Item	Date
Kick-Off Meeting & OPM	May 15, 2026
30% Plan Submittal	June 15, 2026
PIM	June 30, 2026
Environmental Document (CEC) Submittal	August 1, 2026
60% Plans/Design Study Report Submittal	August 15, 2026
Permit Applications Submittal	August 31, 2026
Permit Approval	October 15, 2026
Draft PS&E	November 1, 2026
Final PS&E	December 1, 2026
Project Bids Due	February 10, 2027
Village \ WisDOT Approval to Award	February 23, 2027
Pre-Construction Meeting	April 1, 2027

Mike Simon

Subject: FW: Request for Quote and Rate Sheet
Attachments: LBX EDR Fee Schedule - V4.pdf

From: Tina Frates <tfrates@lightboxre.com>
Sent: Wednesday, April 8, 2026 1:07 PM
To: Stuart Boerst <SBoerst@mcmgrp.com>
Subject: RE: Request for Quote and Rate Sheet

Good afternoon, Stuart,

I see that Amanda recommended slightly shortening your target property to meet our online ordering parameters. To place an order as a standard package online, all sites must be under 640 acres

and no longer than 1.5 miles. This package is priced at \$350. We can then adjust the search distance to ASTM + ¼ mile to ensure the entire site is fully covered. There is no additional fee for increasing the search distance.

I've gone ahead and started the order for you. Please review the details below to confirm that everything looks correct.

Property Location

Site Name:

Address:

City:

State:

ZIP Code:

SEARCH

Coordinates:

Latitude:

Longitude:

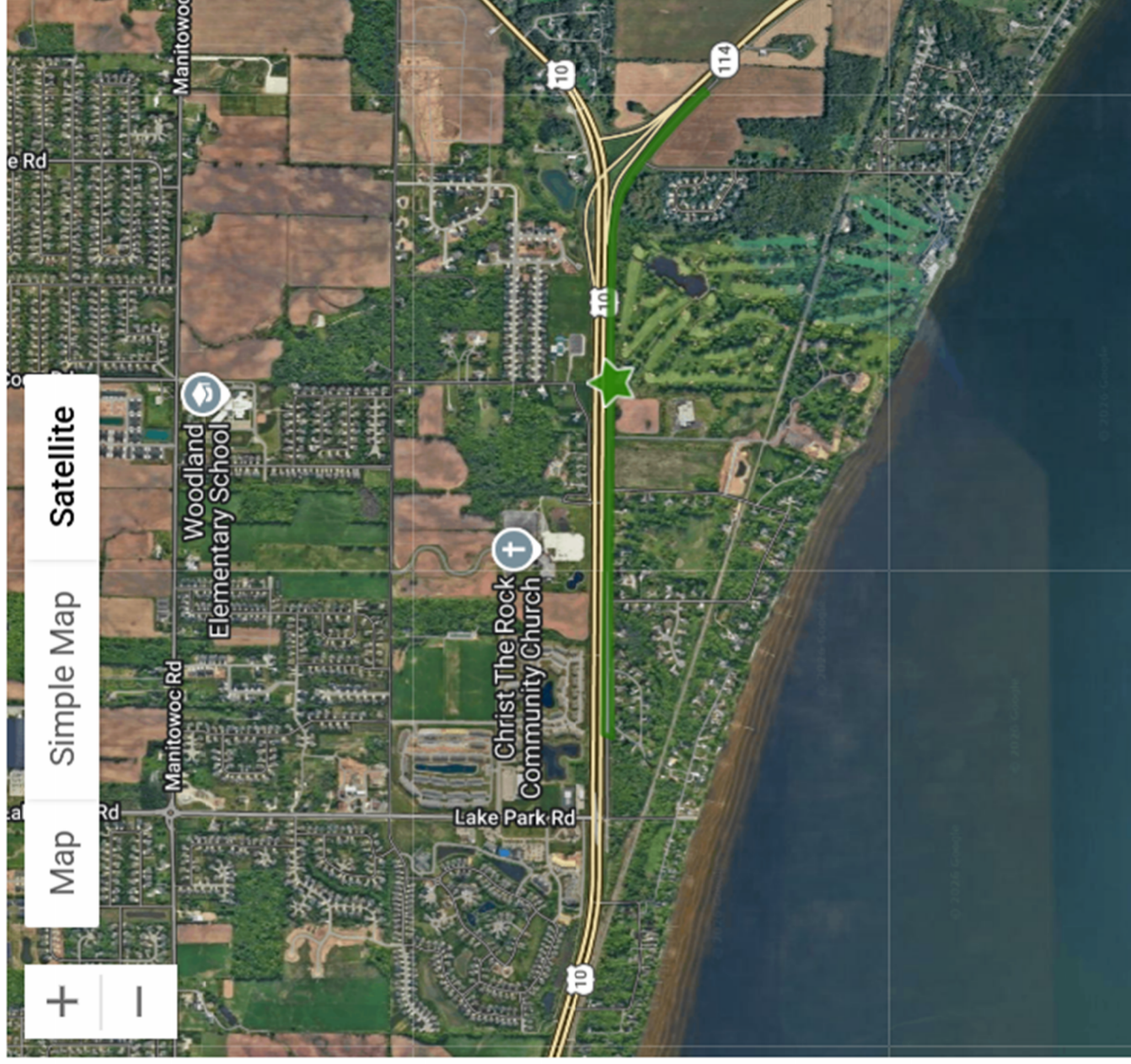
SEARCH

FIND BY TAX ID

Draw Property Boundary

EDIT

UPLOAD



If all looks good, you can proceed with placing the order using the link below. Please be sure to update the site name and address fields as this information will appear on the cover page of your reports.

<https://www.web.edrnet.com/ordering/webgeocoder/webgeocoder.aspx?lssessguid=a83a73c7-e250-42a0-b272-b39f5f69515d&oguid=d5a61de4-145b-43df-b8a6-487b5237157d&pguid=340c2ac9-1ffe-4579-ba48-832538bc3cd0&geoguid=ea6ab16a-d510-4574-a4dc-fba5bef9a248&wgspguid=cc5de9f2-4f68-4998-a43e-fe4268454151>

You also have the option to place the order as an area study, in which case pricing would be à la carte per report. I have included pricing below for the custom Area/Corridor Study Reports, along with pricing for optional well data and GIS deliverables. The well data will provide the location of public, state, and federal water wells and oil/gas wells. The GIS deliverables will allow you to import the map finding locations and well data into a GIS application. The GIS deliverable for the area study will also include shapefiles of the project boundary and search buffer.

For the aerials and topos, you have the option of multiple file types. The pdfs are the standard pdf deliverable you typically receive. The georeferenced tiff images are high-resolution files meant to be viewed in a GIS application or Google Earth. Each year will have all aerial images seamed together to make one large image, which is overlaid on your site location. The database report will be available in LightBox but the well data and historical reports are not currently compatible with the Lightbox application. Also, the aerials and topos will not have the project boundary outlined. However, if you order the georeferenced files, you can overlay a kmz or shapefile of the project boundary over the images.

REPORT	COST	TURNAROUND TIME
2 mi. AREA/CORRIDOR STUDY	\$225	2-3 business days
AREA/CORRIDOR STUDY GIS DELIVERABLE	\$56	2-3 business days
AREA/CORRIDOR STUDY WELL DATA	\$56	2-3 business days
AREA/CORRIDOR STUDY WELL GIS	\$28	2-3 business days
AERIAL PHOTOS – pdf only	\$230	3-5 business days
AERIAL PHOTOS – georeferenced tiff images only	\$34	4-7 business days
AERIAL PHOTOS – pdf and georeferenced tiff images	\$575	4-7 business days
TOPOS – pdf only	\$115	3-5 business days
TOPOS – georeferenced tiff images only	\$173	4-7 business days
TOPOS – pdf and georeferenced tiff images	\$288	4-7 business days

CITY DIRECTORY REPORT – 1 street included, \$25 per each additional street (please provide street range for each street requested)	\$115	3-5 business days
SANBORN MAP REPORT- No Coverage Document	\$65	3-5 business days

If you would like to proceed with an order, please confirm the following:

Site Name:

Address:

Requested Reports:

Format for aerials and topo maps:

Project Number:

Search Distance for Database: ASTM Standard

City Directory Street. Package includes one street; (please provide the street name and full address ranges for the City Directory Report):

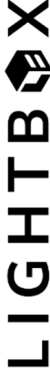
Please let me know if you have any questions or need further assistance.

Thank you

Tina Frates

Account Manager

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LOCATE. ANALYZE. ACT.

EDR Fee Schedule 2026

PACKAGES WITH LIGHTBOX™

Premium Package – 1980	\$695
Premium Package	\$520
Standard Package	\$350
Basic Package	\$250

LAND TITLE REPORTS

Chain of Title (COT) Search	\$360
• Additional APN	\$360
• Additional Deed/Split	\$190
• COT with Premium Pack	\$160
Env Lien and AUL Search Report	\$260
• Additional APN	\$100
Env Lien and AUL Search Report 1980	\$375
• Additional APN	\$350

A LA CARTE RESOURCES

Radius Map w/ GeoCheck	\$170
Radius Map w/o GeoCheck	\$145
GeoCheck Well Report	\$250
NEPASearch Report	\$155
Certified Sanborns (no cov/coverage)	\$65 / \$145
Certified Sanborns (ordered w/Radius Map)	\$15 / \$95
Additional Certified Sanborn Tiles	\$65
Aerial Photo Decade Package	\$155
City Directory (no cov/coverage)	\$65 / \$115
Historical Topographic Maps	\$115

INDUSTRIAL REPORTS

AuditCheck Facility Report	\$275
AuditCheck Facility Corporate Report	\$425
AuditCheck Destination Report	\$525
AuditCheck Risk Sharing Report	\$525
Industrial Addendum	\$115
NJ McRaes Industrial Directory Report	\$205
Offsite Receptor Report	\$425

STATE-SPECIFIC REPORTS

NJ Preliminary Assessment Package	\$800
TX Oil/Gas or Water Well Report	
• 1/4 Mile	\$105
• 1/2 Mile	\$155
• 1 Mile	\$300
• > 1 Mile	custom

REPORT AUTHORIZING & PROJECT MANAGEMENT

PARCEL Phase I ESA	\$150
PARCEL PCA	\$150
PARCEL FastTrack	\$100
PARCEL ASTM Transaction Screen	\$100

Proposals & Questionnaires also available
Many more project scopes supported!

RUSH CHARGES

Super Rush - Per Product (1-2 days)	\$150
Rush - Per Product (2-3 days)	\$75



EDR PACKAGES

Data Collection Analysis

	Radius Map	Basic	Standard	Premium	Premium 1980
LightBox Live	⬢	⬢	⬢	⬢	⬢
Mobile App	⬢	⬢	⬢	⬢	⬢
VEC App	⬢	⬢	⬢	⬢	⬢

Reports and Data

Radius Map Report	⬢	⬢	⬢	⬢	⬢
Recovered Govt. Archives (exclusive)	⬢	⬢	⬢	⬢	⬢
Single File for Historical Reports		⬢	⬢	⬢	⬢
Certified Sanborn Maps		⬢	⬢	⬢	⬢
Historical Aerials		⬢ (select one)	⬢	⬢	⬢
Historical City Directories			⬢	⬢	⬢
Historical Topos			⬢	⬢	⬢
Property Tax Map Report				⬢	⬢
Building Permit Report (PDF)				⬢	⬢
EDR Lien and AUL Report				⬢	
EDR Lien and AUL Report – 1980					⬢
Free Historical Report Reworks				⬢	⬢
1-3 Day TAT (except Lien Search)				⬢	⬢

CUSTOM PROJECTS OR SERVICES. CALL FOR A QUOTE.

LightBoxRE.com



**EXHIBIT A-2 - Project ID. 4479-06-00 Design
Direct Expenses By Item For Design Services**
Prepared For The Wisconsin Department Of Transportation

Item	Unit Amount	Unit Type	Rate	Total Expenses
Vehicle: Company Owned/Leased (mileage) or Vehicle: Employee Owned (mileage)	1000	Mile	\$0.725	\$725.00
Printing/Reproduction - (photocopy black & white)	1000	Each	\$0.08	\$80.00
Printing/Reproduction - (photocopy color)	300	Each	\$0.45	\$135.00
Postage	1	LS	\$50.00	\$50.00
Survey Equipment - Global Positioning System GPS	16	Hours	\$21.00	\$336.00
Survey Supplies - Lath	200	Each	\$1.00	\$200.00
Survey Supplies - Paint	6	Each	\$7.75	\$46.50
Total				\$1,572.50



**EXHIBIT A-3 - Project ID. 4479-06-00 Design
 Fee Computation Summary By Engineering Task**
 Prepared For The Wisconsin Department Of Transportation

Task	Activity Code	Direct Labor Costs	Indirect Costs	Fixed Fee	Direct Expenses		Total
Set Horizontal and Vertical Control for GPS	666.1	\$1,412.12	\$2,481.52	\$291.25	\$536.00	\$536.00	\$4,720.89
Manage Project Stakeholders	743	\$3,591.34	\$6,311.06	\$740.71	\$536.50	\$536.50	\$11,179.61
Coordinate Utilities	746	\$1,753.52	\$3,081.46	\$361.66	\$0.00	\$0.00	\$5,196.64
Perform Phase 1 hazardous materials assessment	765.1	\$2,077.92	\$3,651.53	\$428.57	\$0.00	\$0.00	\$6,158.02
Design Erosion Control and Landscaping	768	\$1,390.52	\$2,443.56	\$286.79	\$0.00	\$0.00	\$4,120.87
Environmental Documentation and Agency Coordination	769	\$9,989.40	\$17,554.37	\$2,060.31	\$0.00	\$0.00	\$29,604.08
Design Geometrics and Details	776	\$21,801.72	\$38,312.16	\$4,496.60	\$500.00	\$500.00	\$65,110.48
Develop Quantities and Estimates	786	\$1,958.88	\$3,442.34	\$404.02	\$0.00	\$0.00	\$5,805.24
Develop Traffic Control and Staging-TC Plan	788.1	\$639.92	\$1,124.53	\$131.98	\$0.00	\$0.00	\$1,896.43
Develop PSE Documents	856	\$3,087.84	\$5,426.26	\$636.87	\$0.00	\$0.00	\$9,150.97
		\$47,703.18	\$83,828.79	\$9,838.76	\$1,572.50	\$1,572.50	\$142,943.23

Indirect Costs Rate = 1.7573
 Fixed Fee = 8.25%

Note- Fixed Fee calculated using an overhead rate of 1.50



EXHIBIT A-4 - Project ID. 4479-06-00 Design Consultant Contract Total Fee Computation For Design Services
 Prepared For The Wisconsin Department Of Transportation

Project I.D. 4479-06-00	Total for Contract
Number Of Staff Hours	850
1. Total Direct Labor	\$47,703.18
2. Total Indirect Costs	\$83,828.79
Fixed Fee Amount	\$9,838.76
Direct Expenses	\$1,572.50
Subtotal	\$142,943.23
Subcontract 1 - Environmental Data Resources Inc.(EDR)	\$350.00
Subcontract Total	\$350.00
Total Cost	\$143,293.23

Indirect Costs Rate = 1.7573
 Fixed Fee = 8.25%

Note- Fixed Fee calculated using an overhead rate of 1.50



**EXHIBIT A-5 - Project ID. 4479-06-00 Design
 Consultant Contract Direct Labor Detail**
 Prepared For The Wisconsin Department Of Transportation

Employee Name	Classification	Current Pay Rate (2026)	Annual Pay Increase Percent	New Pay Rate (2027)	Date of Annual Increase	% Work At Current Rate	% Work At 2027 Rate	Weighted Average Hourly Rate
Mike R. Simon	Project Manager/Engineer	\$69.46	2.2%	\$70.99	1/1/2027	100%	0%	\$69.46
Lee R. Reibold	Engineer	\$61.60	2.2%	\$62.96	1/1/2027	90%	10%	\$61.74
Kyle J. Besaw	Engineer	\$50.85	2.2%	\$51.97	1/1/2027	100%	0%	\$50.85
Paul M. Magalski	Project Design Engineer	\$60.69	2.2%	\$62.03	1/1/2027	100%	0%	\$60.69
Shawn M. Jandrey	Storm Water Engineer	\$55.41	2.2%	\$56.63	1/1/2027	100%	0%	\$55.41
Karin P. Kools-Scheel	Engineering Tech	\$33.89	2.2%	\$34.64	1/1/2027	100%	0%	\$33.89
Marty J. Abing	Engineering Tech	\$45.26	2.2%	\$46.26	1/1/2027	100%	0%	\$45.26
Cindy A. Rowland	Admin. Assistant	\$32.99	2.2%	\$33.72	1/1/2027	90%	10%	\$33.06
Walter M. Sedlar	Environmental Tech	\$56.11	2.2%	\$57.34	1/1/2027	100%	0%	\$56.11
Stuart A. Boerst	Environmental Scientist	\$59.18	2.2%	\$60.48	1/1/2027	100%	0%	\$59.18
Mike J. Kaczmarzyk	Senior Surveyor	\$46.99	2.2%	\$48.02	1/1/2027	100%	0%	\$46.99
Anthony M. Kaczmarzyk	Surveyor assistant	\$35.61	2.2%	\$36.39	1/1/2027	100%	0%	\$35.61