

COMMITTEE OF THE WHOLE MEETING AGENDA
OCTOBER 7, 2025 7:00PM
COUNCIL CHAMBERS, BERLIN CITY HALL, 2ND FLOOR
MEETING IS OPEN TO THE PUBLIC AND IS HANDICAPPED ACCESSIBLE
CITY MEETINGS CAN BE WATCHED LIVE OR RECORDED
ON THE CITY OF BERLIN YOUTUBE PAGE @CITYOFBERLIN5623

1. Call to order/Roll Call
2. Seat Virtual Attendees (if necessary)
3. General Public Comments. Registration card required (located at podium in Council Chambers). Comments will be limited to **3 minutes** per registrant.
4. Approval of Minutes. RECOMMENDATION: Approve the minutes from the September 2, 2025 Committee of the Whole meeting.
5. Introduction of Interim Lakeside Municipal Court Judge Troy Damsteegt. RECOMMENDATION: Listen to presentation.
6. Discussion of Uniform Deposit Schedule. RECOMMENDATION: Review the Police Chief's recommended updates to the Uniform Deposit Schedule (list of the fees and bonds for all municipal citations.) Discussion and action as appropriate.
7. Resolution #25-10 Designating Waushara County as the Collecting Official for the Issuance of Dog Licenses for the City of Berlin or Waushara County Residents. RECOMMENDATION: Review and recommend adoption of Resolution #25-10 Designating Waushara County as the Collecting Official for the Issuance of Dog Licenses for the City of Berlin or Waushara County Residents.
8. Resolution #25-11 Intention to Join the Statewide Public Safety Interoperable Communication System For the City of Berlin. RECOMMENDATION: Review and recommend adoption of Resolution #25-11 Intention to Join the Statewide Public Safety Interoperable Communication System For the City of Berlin to allow Berlin EMS to apply for an EMS Radio grant.
9. Budget preparation discussion. RECOMMENDATION: Provide direction to staff regarding general budget preparation and Capital project annual borrowing, employee wage increases, implementation of a recycling fee and short-term borrowing.
10. Review Wage and Compensation Study. RECOMMENDATION: Discussion and action as appropriate.
11. Capital Improvement Plan discussion. RECOMMENDATION: Provide direction to staff regarding the projects to be included, amended or removed from the draft CIP (including, but not limited to, the Berlin Aquatic Center) and determine the planned annual borrowing for Capital projects. Review and recommend adoption of the Capital Improvement Plan.
12. Amend Ordinance Chapter 54 Solid Waste and Recycling. RECOMMENDATION: Discussion and action as appropriate.
13. Amend Fee Schedule to reflect implementation of Recycling Fee and 2026 updates. RECOMMENDATION: Discussion and action as appropriate.
14. 2025 Emergency Medical and Ambulance Service Contract with the Town of Aurora. RECOMMENDATION: Discussion and action as appropriate.

15. Motion to convene into closed session pursuant to *Wis. Stats. 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.* (Purchase of 169 Ripon Road).
16. Reconvene into open session and take appropriate action as a result of closed session discussion.
17. Adjourn.

Note: In adherence to the City of Berlin Public Meeting Participation Policy, public participation will be allowed under each agenda item at the discretion of the presiding officer, with the exception of the Consent Agenda. Attendees must register their intention to participate on either a general comments section or a specific agenda item prior to the meeting by filling out a Registration Card, which can be obtained from the Internet, City Clerk's office or in the City Hall Council Chambers at the podium. Registration Cards should be turned in prior to the meeting to either the presiding officer or City Clerk.

Please note, upon reasonable notice, efforts will be made to accommodate the needs of the disabled individuals through appropriate aids and services. For additional information to request services, contact the municipal Clerk at 920-361-5400.

Note: It is possible that members of and possibly a quorum of members of other governmental bodies of the municipality may be in attendance in the above stated meeting to gather information; no action will be taken by any other governmental body except by the governing body notified above.

COMMITTEE OF THE WHOLE MEETING MINUTES
SEPTEMBER 2, 2025 7:00PM
COUNCIL CHAMBERS, BERLIN CITY HALL, 2ND FLOOR

1. Call to order/Roll Call at 7:00 by Mayor Burgess. Present were Alderpersons Boeck, Hill, Przybyl, Sorenson, and Stobbe. Alderperson Nigbor was absent. Also present were City Administrator, Jessi Balcom; Deputy Clerk-Treasurer, Debra Theil; EMS Director, Evan VandenLangenberg; and Senior Assistant Programming Coordinator, Jill Dittman.
2. Seat Virtual Attendees (if necessary) – None.
3. General Public Comments – None.
4. Approval of Minutes. **RECOMMENDATION:** Approve the minutes from the August 5, 2025 Committee of the Whole meeting. Alderperson Hill made a motion to approve the minutes from the August 5, 2025 Committee of the Whole meeting as presented, with a second made by Alderperson Sorenson. Voice vote carried.
5. Email conversion to cloud-based system versus in house server. **RECOMMENDATION:** Recommend approval of quote from Corporate Network Solutions to implement Microsoft 365 email services. City Administrator explained that emails are not getting through to intended recipients and that email service was difficult to restore in a timely manner after a recent outage. Alex Welch of Corporate Network Solutions was present to answer technical questions and presented the advantages of upgrading to Microsoft 365. Welch explained using Microsoft 365 would provide employees familiarity of use, the service would be hosted by Microsoft instead of being hosted by the City and agents, provides availability of speaking to a human-being if there is a problem, and provides increased security. Discussion on switching to Google. Welch confirmed that Corporate Network Solutions does not support users with Google. Alderperson Hill made a motion to recommend to the Common Council to approve the quote from Corporate Network Solutions to implement Microsoft 365 email services, with a second by Alderperson Stobbe. Voice vote carried.
6. October 1, 2025 – September 30, 2026 Employee Health Insurance and Employee Dental Insurance provider determination and plan selection. **RECOMMENDATION:** Approve provider, plan selections and employee contribution for Employer (City of Berlin) provided health insurance and dental insurance. Present for discussion were Mark Henschel and Stacy Clark of Robin Health Partners and Jeff Luedke of Vizance. City Administrator discussed quotes from Vizance for WPS and Robin. Administrator Balcom recommends offering Robin Broad and Focused insurances as both are a cost savings from what the City is currently paying and covers most services currently being used by employees. Henschel discussed the providers in the Robin Broad, Focused, and Select insurance plans and confirmed deductibles would continue through the remainder of this year and start over in 2026. Discussion on helping employees through conversion. Discussion on employer share of 92.5% and employee share of 7.5% , and to start this January 1, 2026. Alderperson Hill made a motion to recommend to the Common Council to move forward with Robin Health Partners proposal for employee health insurance for the October 1, 2025 to September 30, 2026 plan year, including an option for both the Broad network plan and Focused network plan with a \$3,500/\$7,000 and 100% deductible. Total plan costs to be shared by the employer at 92.5% and employee at 7.5% of the employee chosen plan (employee to select Broad or Focused network and single, employee + spouse, employee +

children or family plan) with a second by Alderperson Sorenson. Motion passed by roll call vote: Aye (5) Boeck, Hill, Pryzbyl, Sorenson, and Stobbe; Absent (1) Nigbor; No (0). Discussion on Delta Dental quotes from Vizance. Discussion on Delta Dental network coverage and employee usage. Decision to table dental insurance decision to allow research into the local providers that accept Delta.

7. Creation and Posting of Senior Center and Recreation Facility Director Position. RECOMMENDATION: Discussion and action as appropriate. City Administrator presented the Senior Center and Recreation Facility Director Position as a position that staffs both the Parks and Rec Commission and the Committee on Aging, and reported both committees discussed the position needs and title. Both committees recommend a full-time position, and a director position title. Alderperson Sorenson made a motion to move forward with the posting of the attached position description as a full-time benefitted salary, with a second by Alderperson Stobbe.
8. Approval of City of Berlin EMS Policies & Procedures. RECOMMENDATION: Discussion and action as appropriate. EMS Director Evan VandenLangenberg presented EMS Policies and Procedures. The last policies and procedures were written when EMS was mostly volunteers. The newly presented policies and procedures include full time status, the removal of outdated policies, and are a combination of current policies, Waushara Co. and Marquette Co. policies. One highlighted change is a change from a 10 minute response time to a 3 minutes response time. EMS Physical fitness guidelines refer to the current City handbook policies. Alderperson Pryzbyl made a motion to recommend to the Common Council approval of the EMS policies as presented, with a second by Alderperson Stobbe.
9. Motion to convene into closed session pursuant to Wis. Stats. 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. (Purchase of 169 Ripon Road). Alderperson Boeck made a motion to convene into closed session pursuant to Wis. Stats. 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, with a second by Alderperson Przybyl. Motion passed with 5 ayes. One absent: Nigbor. Closed session commenced at 8:08PM.
10. Reconvene into open session and take appropriate action as a result of closed session discussion. Motion to reconvene into open session made by Alderperson Hill with a second by Alderperson Sorenson at 8:27PM. Motion passed by roll call vote: Aye (5) Boeck, Hill, Pryzbyl, Sorenson, and Stobbe; Absent (1) Nigbor; No (0).

Motion by Alderpeson Hill to direct staff to prepare a purchase agreement that accepts the terms offered by the property owner, for the Council to act on at a future meeting, with a second by Alderperson Przybyl. Motion passed by roll call vote: Aye (5) Boeck, Hill, Pryzbyl, Sorenson, and Stobbe; Absent (1) Nigbor; No (0).
11. Adjourn. Motion to adjourn made by Alderperson Sorenson with a second by Alderperson Hill. Motion passed by roll call vote: Aye (5) Boeck, Hill, Pryzbyl, Sorenson, and Stobbe; Absent (1) Nigbor; No (0). Meeting Adjourned at 8:29PM.

Respectfully submitted by Brittani Majeskie, Deputy Clerk-Treasurer

Berlin Police Department



11-29-25

To: City of Berlin Common Council

From: Brian Pulvermacher
Chief of Police

Council Members:

I am recommending the attached modifications to the existing Bond Fee Schedule. Some of my recommendations are based upon consistency with other (similar) violations. Other suggestions are the result of consideration following review of the fee schedules from other communities. Specifically, I compared our current schedule to that of Oshkosh and Ripon (as other polled communities indicated their schedule had not changed since I last reviewed them in 2023).

Please understand that higher citation prices likely equate to a higher percentage of contested citations and therefore increased legal expense. A review of the last three months of municipal citations reveals an average of 104 municipal citations were written each month with less than an average of seven being contested. Furthermore, for the majority of traffic related citations, the deposit cannot be adjusted as it is set by the State.

The entire schedule is about 26 pages in length and is mostly without any recommended change. I have condensed my suggestions on the following pages. Please see the notes near the specific ordinances for more clarity.

Thank you,

A handwritten signature in black ink, appearing to read "Brian Pulvermacher".

Brian Pulvermacher
Chief of Police

Ord #	Description	Deposit	w/costs	New Dep.	New Tot.
6-138	Open Intoxicants in Public Place (1st)	\$ 50.00	\$124.00	70	149.2
6-138	Open Intoxicants in Public Place (2nd)	\$ 100.00	\$187.00	100	187
6-138	Open Intoxicants in Public Place (3rd)	\$ 200.00	\$313.00	200	313
6-139	Possession of Intoxicants in Park (1st)	\$ 50.00	\$124.00	70	149.2
6-139	Possession of Intoxicants in Park (2nd)	\$ 100.00	\$187.00	100	187
6-139	Possession of Intoxicants in Park (3rd+)	\$ 200.00	\$313.00	200	313
The increased fine amount for these violations brings us closer to those of other jurisdictions.					

10-3(a)	Dog License Required (1st)	\$ 25.00	\$92.50	70	149.2
10-3(a)	Dog License Required (2nd)	\$ 50.00	\$124.00	100	187
10-3(a)	Dog License Required (3rd+)	\$ 100.00	\$187.00	125	218.5
10-5(c)	Limit on Dogs/Cats/Residential Zone (1st)	\$ 50.00	\$124.00	70	149.2
10-5(c)	Limit on Dogs/Cats/Residential Zone (2nd)	\$ 100.00	\$187.00	100	187
10-5(c)	Limit on Dogs/Cats/Residential Zone (3rd+)	\$ 200.00	\$313.00	200	313
10-7(b)(2)	Kennel Licenses Required (1st)	\$ 25.00	\$92.50	100	187
10-7(b)(2)	Kennel Licenses Required (2nd)	\$ 50.00	\$124.00	125	218.5
10-7(b)(2)	Kennel Licenses Required (3rd+)	\$ 100.00	\$187.00	150	250
10-10(b)(1)	Animals Running at Large 1st	\$ 25.00	\$92.50	70	149.2
10-10(b)(1)	Animals Running at Large 2nd	\$ 50.00	\$124.00	100	187
10-10(b)(1)	Animals Running at Large 3rd+	\$ 100.00	\$187.00	125	218.5
10-10(b)(2)a	Damage to/ Attempts to Damage Property b	\$ 25.00	\$92.50	70	149.2
10-10(b)(2)a	Damage to/ Attempts to Damage Property b	\$ 50.00	\$124.00	100	187
10-10(b)(2)a	Damage to/ Attempts to Damage Property b	\$ 100.00	\$187.00	125	218.5
10-10(b)(2)b	Dog Barks/Whines/Howls Excessive 1st	\$ 25.00	\$92.50	70	149.2
10-10(b)(2)b	Dog Barks/Whines/Howls Excessive 2nd	\$ 50.00	\$124.00	100	187
10-10(b)(2)b	Dog Barks/Whines/Howls Excessive 3rd+	\$ 100.00	\$187.00	125	218.5
10-10(b)(2)c	Dog Bites/ Attempts to Bite a Person or Dom	\$ 25.00	\$92.50	70	149.2
10-10(b)(2)c	Dog Bites/ Attempts to Bite a Person or Dom	\$ 50.00	\$124.00	100	187
10-10(b)(2)c	Dog Bites/ Attempts to Bite a Person or Dom	\$ 100.00	\$187.00	125	218.5
10-10(b)(2)d	Dog Attempts to Scratch/Harm/or Accost a h	\$ 25.00	\$92.50	70	149.2
10-10(b)(2)d	Dog Attempts to Scratch/Harm/or Accost a h	\$ 50.00	\$124.00	100	187
10-10(b)(2)d	Dog Attempt to Scratch/Harm/or Accost a hu	\$ 100.00	\$187.00	125	218.5
10-10(c)(1)	Dangerous Dog Prohibited 1st	\$ 25.00	\$92.50	200	313
10-10(c)(1)	Dangerous Dog Prohibited 2nd	\$ 50.00	\$124.00	300	439
10-10(c)(1)	Dangerous Dog Prohibited 3rd+	\$ 100.00	\$187.00	400	565
10-10(c)(2)(a)1	Vicious Dog Premises w/o Proper Leash 1st	\$ 25.00	\$92.50	100	187
10-10(c)(2)(a)1	Vicious Dog Premises w/o Proper Leash 2nd	\$ 50.00	\$124.00	150	250
10-10(c)(2)(a)1	Vicious Dog Premises w/o Proper Leash 3rd+	\$ 100.00	\$187.00	200	313
10-10(c)(2)(a)2	Vicious Dog off Premises With Unqualified Ha	\$ 25.00	\$92.50	100	187
10-10(c)(2)(a)2	Vicious Dog off Premises With Unqualified Ha	\$ 50.00	\$124.00	150	250
10-10(c)(2)(a)2	Vicious Dog off Premises With Unqualified Ha	\$ 100.00	\$187.00	200	313
10-10(c)(2)(b)1	Vicious Dog Outdoor Confinement Requirem	\$ 25.00	\$92.50	100	187
10-10(c)(2)(b)1	Vicious Dog Outdoor Confinement Requirem	\$ 50.00	\$124.00	150	250
10-10(c)(2)(b)1	Vicious Dog Outdoor Confinement Requirem	\$ 100.00	\$187.00	200	313
10-10(c)(2)(b)2	Vicious Dog Indoor Confinement Requiremer	\$ 25.00	\$92.50	100	187
10-10(c)(2)(b)2	Vicious Dog Indoor Confinement Requiremer	\$ 50.00	\$124.00	150	250

Ord #	Description	Deposit	w/costs	New Dep.	New Tot.
10-10(c)(2)(b)2	Vicious Dog Indoor Confinement Requirements	\$ 100.00	\$187.00	200	313
10-10(c)(2)c	Vicious Dog Warning Signage Requirements	\$ 25.00	\$92.50	100	187
10-10(c)(2)c	Vicious Dog Warning Signage Requirements	\$ 50.00	\$124.00	150	250
10-10(c)(2)c	Vicious Dog Warning Signage Requirements	\$ 100.00	\$187.00	200	313
10-10(c)(2)d	Vicious Dog Spay and Neuter Requirements	\$ 25.00	\$92.50	100	187
10-10(c)(2)d	Vicious Dog Spay and Neuter Requirements	\$ 50.00	\$124.00	150	250
10-10(c)(2)d	Vicious Dog Spay and Neuter Requirements	\$ 100.00	\$187.00	200	313
10-10(c)(2)e	Vicious Dog Insurance/Special Licensing Requirements	\$ 25.00	\$92.50	100	187
10-10(c)(2)e	Vicious Dog Insurance/Special Licensing Requirements	\$ 50.00	\$124.00	150	250
10-10(c)(2)e	Vicious Dog Insurance/Special Licensing Requirements	\$ 100.00	\$187.00	200	313
10-10(c)(2)f	Vicious Dog Multifamily Building Violation 1st	\$ 25.00	\$92.50	100	187
10-10(c)(2)f	Vicious Dog Multifamily Building Violation 2nd	\$ 50.00	\$124.00	150	250
10-10(c)(2)f	Vicious Dog Multifamily Building Violation 3rd+	\$ 100.00	\$187.00	200	313
10-10(c)(2)g	Vicious Dog Notifications Requirements 1st	\$ 25.00	\$92.50	100	187
10-10(c)(2)g	Vicious Dog Notifications Requirements 2nd	\$ 50.00	\$124.00	150	250
10-10(c)(2)g	Vicious Dog Notifications Requirements 3rd+	\$ 100.00	\$187.00	200	313
10-10(c)(2)h	Limit on Number of Vicious Dogs 1st	\$ 25.00	\$92.50	100	187
10-10(c)(2)h	Limit on Number of Vicious Dogs 2nd	\$ 50.00	\$124.00	150	250
10-10(c)(2)h	Limit on Number of Vicious Dogs 3rd+	\$ 100.00	\$187.00	200	313
10-10(c)(2)i	Violation of Court Order or Agreement 1st	\$ 25.00	\$92.50	100	187
10-10(c)(2)i	Violation of Court Order or Agreement 2nd	\$ 50.00	\$124.00	150	250
10-10(c)(2)i	Violation of Court Order or Agreement 3rd+	\$ 100.00	\$187.00	200	313
10-13	Duty of Owner - Dog Bite (1st)	\$ 25.00	\$92.50	100	187
10-13	Duty of Owner - Dog Bite (2nd)	\$ 50.00	\$124.00	150	250
10-13	Duty of Owner - Dog Bite (3rd+)	\$ 100.00	\$187.00	200	313

The increased fine amount for these violations brings us closer to those of other jurisdictions and considers the City's volume of problems and complaints concerning irresponsible pet ownership.

10-20	Provide Food/Drink to Confined Animal (1st)	\$ 50.00	\$124.00	100	187
10-20	Provide Food/Drink to Confined Animal (2nd)	\$ 100.00	\$187.00	150	250
10-20	Provide Food/Drink to Confined Animal (3rd+)	\$ 200.00	\$313.00	200	313
10-21	Provide Shelter to Confined Animal (1st)	\$ 50.00	\$124.00	100	187
10-21	Provide Shelter to Confined Animal (2nd)	\$ 100.00	\$187.00	150	250
10-21	Provide Shelter to Confined Animal (3rd+)	\$ 200.00	\$313.00	200	313
10-22(a)	Abandoned Animals Prohibited (1st)	\$ 50.00	\$124.00	100	187
10-22(a)	Abandoned Animals Prohibited (2nd)	\$ 100.00	\$187.00	150	250
10-22(a)	Abandoned Animals Prohibited (3rd+)	\$ 200.00	\$313.00	200	313
10-22(b)	Neglected/Cruel Treatment Prohibited (1st)	\$ 50.00	\$124.00	100	187
10-22(b)	Neglected/Cruel Treatment Prohibited (2nd)	\$ 100.00	\$187.00	150	250
10-22(b)	Neglected/Cruel Treatment Prohibited (3rd+)	\$ 200.00	\$313.00	200	313
10-22(c)	Injured Animal - Medical Attn Req'd (1st)	\$ 50.00	\$124.00	100	187
10-22(c)	Injured Animal - Medical Attn Req'd (2nd)	\$ 100.00	\$187.00	150	250
10-22(c)	Injured Animal - Medical Attn Req'd (3rd+)	\$ 200.00	\$313.00	200	313
10-23(a)	Cruelty/Disturb Nest of Bird (1st)	\$ 50.00	\$124.00	100	187
10-23(a)	Cruelty/Disturb Nest of Bird (2nd)	\$ 100.00	\$187.00	150	250

Ord #	Description	Deposit	w/costs	New Dep.	New Tot.
10-23(a)	Cruelty/Disturb Nest of Bird (3rd+)	\$ 200.00	\$313.00	200	313
10-23(b)	Leading Animal from Motor Vehicle (1st)	\$ 50.00	\$124.00	100	187
10-23(b)	Leading Animal from Motor Vehicle (2nd)	\$ 100.00	\$187.00	150	250
10-23(b)	Leading Animal from Motor Vehicle (3rd+)	\$ 200.00	\$313.00	200	313
10-23(c)	Expose Animal to Poisonous Substance (1st)	\$ 50.00	\$124.00	100	187
10-23(c)	Expose Animal to Poisonous Substance (2nd)	\$ 100.00	\$187.00	150	250
10-23(c)	Expose Animal to Poisonous Substance (3rd+)	\$ 200.00	\$313.00	200	313
10-23(d)	Prohibited Devices for Animal Use (1st)	\$ 50.00	\$124.00	100	187
10-23(d)	Prohibited Devices for Animal Use (2nd)	\$ 100.00	\$187.00	150	250
10-23(d)	Prohibited Devices for Animal Use (3rd+)	\$ 200.00	\$313.00	200	313
10-23(e)	Shooting at Caged/Staked Animals (1st)	\$ 50.00	\$124.00	100	187
10-23(e)	Shooting at Caged/Staked Animals (2nd)	\$ 100.00	\$187.00	150	250
10-23(e)	Shooting at Caged/Staked Animals (3rd+)	\$ 200.00	\$313.00	200	313
10-24	Trapping of Animals Prohibited (1st)	\$ 50.00	\$124.00	100	187
10-24	Trapping of Animals Prohibited (2nd)	\$ 100.00	\$187.00	150	250
10-24	Trapping of Animals Prohibited (3rd+)	\$ 200.00	\$313.00	200	313
10-25	Taking of Dog w/o Owner's Consent (1st)	\$ 100.00	\$187.00	100	187
10-25	Taking of Dog w/o Owner's Consent (2nd)	\$ 200.00	\$313.00	200	313
10-25	Taking of Dog w/o Owner's Consent (3rd+)	\$ 400.00	\$565.00	400	565
10-26	Operator Required/Report Dog Accident (1st)	\$ 50.00	\$124.00	100	187
10-26	Operator Required/Report Dog Accident (2nd)	\$ 100.00	\$187.00	150	250
10-26	Operator Required/Report Dog Accident (3rd+)	\$ 200.00	\$313.00	200	313
22-16	Presence in Cemetary after Hours (1st)	\$ 25.00	\$92.50	70	149.2
22-16	Presence in Cemetary after Hours (2nd)	\$ 50.00	\$124.00	100	187
22-16	Presence in Cemetary after Hours (3rd+)	\$ 100.00	\$187.00	150	250
26-2(a)	Open Burning Prohibited (1st)	\$ 50.00	\$124.00	100	187
26-2(a)	Open Burning Prohibited (2nd)	\$ 100.00	\$187.00	150	250
26-2(a)	Open Burning Prohibited (3rd+)	\$ 200.00	\$313.00	200	313
26-2(d)	Burning Prohibited by Fire Chief (1st)	\$ 100.00	\$187.00	100	187
26-2(d)	Burning Prohibited by Fire Chief (2nd)	\$ 200.00	\$313.00	200	313
26-2(d)	Burning Prohibited by Fire Chief (3rd+)	\$ 400.00	\$565.00	400	565
26-2(e)	Burning on Streets Prohibited (1st)	\$ 25.00	\$92.50	100	187
26-2(e)	Burning on Streets Prohibited (2nd)	\$ 50.00	\$124.00	150	250
26-2(e)	Burning on Streets Prohibited (3rd+)	\$ 100.00	\$187.00	200	313
26-3	Lighting Fire within 30 ft of Building (1st)	\$ 50.00	\$124.00	100	187
26-3	Lighting Fire within 30 ft of Building (2nd)	\$ 100.00	\$187.00	150	250
26-3	Lighting Fire within 30 ft of Building (3rd+)	\$ 200.00	\$313.00	200	313
26-76	Sale/Discharge of Fireworks Restricted (1st)	\$ 50.00	\$124.00	100	187
26-76	Sale/Discharge of Fireworks Restricted (2nd)	\$ 100.00	\$187.00	150	250
26-76	Sale/Discharge of Fireworks Restricted (3rd+)	\$ 200.00	\$313.00	200	313
46-31(a)	Discharge of Firearms Regulated (1st)	\$ 50.00	\$124.00	100	187
46-31(a)	Discharge of Firearms Regulated (2nd)	\$ 100.00	\$187.00	150	250
46-31(a)	Discharge of Firearms Regulated (3rd+)	\$ 200.00	\$313.00	200	313
46-31(b)	Shooting Into City Limits (1st)	\$ 50.00	\$124.00	100	187
46-31(b)	Shooting Into City Limits (2nd)	\$ 100.00	\$187.00	150	250
46-31(b)	Shooting Into City Limits (3rd+)	\$ 200.00	\$313.00	200	313

Ord #	Description	Deposit	w/costs	New Dep.	New Tot.
46-33	Throw/Shoot Arrow/Stone/Other Missile (1st)	\$ 50.00	\$124.00	100	187
46-33	Throw/Shoot Arrow/Stone/Other Missile (2nd)	\$ 100.00	\$187.00	150	250
46-33	Throw/Shoot Arrow/Stone/Other Missile (3rd+)	\$ 200.00	\$313.00	200	313
46-34(b)	Obstructing Street Prohibited (1st)	\$ 25.00	\$92.50	70	149.2
46-34(b)	Obstructing Street Prohibited (2nd)	\$ 50.00	\$124.00	150	250
46-34(b)	Obstructing Street Prohibited (3rd+)	\$ 100.00	\$187.00	200	313
46-34(c)	Obstructing Sidewalk Prohibited (1st)	\$ 25.00	\$92.50	70	149.2
46-34(c)	Obstructing Sidewalk Prohibited (2nd)	\$ 50.00	\$124.00	150	250
46-34(c)	Obstructing Sidewalk Prohibited (3rd+)	\$ 100.00	\$187.00	200	313
46-35	Bridge Activity Restricted	\$ 30.00	\$98.80	70	149.2
46-35	Bridge Activity Restricted	\$ 60.00	\$136.60	150	250
46-35	Bridge Activity Restricted	\$ 125.00	\$218.50	200	313
46-36	Loud and Unnecessary Noise Prohibited (1st)	\$ 30.00	\$98.80	100	187
46-36	Loud and Unnecessary Noise Prohibited (2nd)	\$ 60.00	\$136.60	150	250
46-36	Loud and Unnecessary Noise Prohibited (3rd+)	\$ 125.00	\$218.50	200	313
46-37	Defecating/Urinating in Public Place (1st)	\$ 60.00	\$136.60	100	187
46-37	Defecating/Urinating in Public Place (2nd)	\$ 90.00	\$174.40	150	250
46-37	Defecating/Urinating in Public Place (3rd)	\$ 125.00	\$218.50	200	313
46-38(b)	Unauthorized Presence/School Property (1st)	\$ 50.00	\$124.00	100	187
46-38(b)	Unauthorized Presence/School Property (2nd)	\$ 100.00	\$187.00	150	250
46-38(b)	Unauthorized Presence/School Property (3rd+)	\$ 200.00	\$313.00	200	313
46-38(c)	Disorderly Conduct on School Property (1st)	\$ 25.00	\$92.50	100	187
46-38(c)	Disorderly Conduct on School Property (2nd)	\$ 50.00	\$124.00	150	250
46-38(c)	Disorderly Conduct on School Property (3rd+)	\$ 100.00	\$187.00	200	313
46-38(d)	Loitering Near School (1st)	\$ 25.00	\$92.50	70	149.2
46-38(d)	Loitering Near School (2nd)	\$ 50.00	\$124.00	100	187
46-38(d)	Loitering Near School (3rd+)	\$ 100.00	\$187.00	150	250
46-43(c)	Bullying and Harassment	\$ 25.00	\$92.50	70	149.2
46-43(c)	Bullying and Harassment	\$ 50.00	\$124.00	100	187
46-43(c)	Bullying and Harassment	\$ 100.00	\$187.00	150	250
46-77(a)	Littering Prohibited (1st)	\$ 50.00	\$124.00	70	149.2
46-77(a)	Littering Prohibited (2nd)	\$ 100.00	\$187.00	100	187
46-77(a)	Littering Prohibited (3rd+)	\$ 200.00	\$313.00	200	313
46-112(b)	Juvenile Curfew	\$ 25.00	\$92.50	50	124
46-112(d)	Parental Responsibility/Juvenile Curfew (1st)	\$ 50.00	\$124.00	100	187
46-112(d)	Parental Responsibility/Juvenile Curfew (2nd)	\$ 100.00	\$187.00	150	250
46-112(d)	Parental Responsibility/Juvenile Curfew (3rd)	\$ 100.00	\$187.00	200	313

The increased fine amount for these violations brings us closer to those of other jurisdictions and considers the severity of the offenses or impact on others and the community.

46-156(7)	Fireworks 1st	\$ 75.00	\$155.50	100	187
46-156(7)	Fireworks 2nd	\$ 100.00	\$187.00	150	250
46-156(7)	Fireworks 3rd+	\$ 200.00	\$313.00	200	313
50-72(4)	Throwing of Missiles/Stones in Park (1st)	\$ 50.00	\$124.00	100	187
50-72(4)	Throwing of Missiles/Stones in Park (2nd)	\$ 100.00	\$187.00	150	250
50-72(4)	Throwing of Missiles/Stones in Park (3rd+)	\$ 200.00	\$313.00	200	313

Ord #	Description	Deposit	w/costs	New Dep.	New Tot.
50-72(17)	Golfing in Park Prohibited (1st)	\$ 10.00	\$73.60	100	187
50-72(17)	Golfing in Park Prohibited (2nd)	\$ 20.00	\$86.20	150	250
50-72(17)	Golfing in Park Prohibited (3rd+)	\$ 40.00	\$111.40	200	313
50-72(18)	Use of Bow/Arrow in Park Prohibited (1st)	\$ 10.00	\$73.60	100	187
50-72(18)	Use of Bow/Arrow in Park Prohibited (2nd)	\$ 20.00	\$86.20	150	250
50-72(18)	Use of Bow/Arrow in Park Prohibited (3rd+)	\$ 40.00	\$111.40	200	313
50-72(20)	Pets Prohibited in Park (1st)	\$ 25.00	\$92.50	30	98.8
50-72(20)	Pets Prohibited in Park (2nd)	\$ 50.00	\$124.00	60	136.6
50-72(20)	Pets Prohibited in Park (3rd+)	\$ 100.00	\$187.00	100	187
50-72(21)	Possess/Discharge Weapon in Park (1st)	\$ 100.00	\$187.00	150	250
50-72(21)	Possess/Discharge Weapon in Park (2nd)	\$ 200.00	\$313.00	300	439
50-72(21)	Possess/Discharge Weapon in Park (3rd+)	\$ 400.00	\$565.00	600	817
50-72(22)	Cleaning of Fish in Park Buildings (1st)	\$ 10.00	\$73.60	70	149.2
50-72(22)	Cleaning of Fish in Park Buildings (2nd)	\$ 20.00	\$86.20	100	187
50-72(22)	Cleaning of Fish in Park Buildings (3rd+)	\$ 40.00	\$111.40	150	250
50-72(23)	Possess/Use Controlled Substance in Park(1s	\$ 100.00	\$187.00	400	565
50-72(23)	Possess/Use Controlled Substance in Park(2n	\$ 200.00	\$313.00	500	691
50-72(23)	Possess/Use Controlled Substance/Park (3rd	\$ 400.00	\$565.00	600	817
50-72(24)	Camping Overnight in Park (1st)	\$ 25.00	\$92.50	70	149.2
50-72(24)	Camping Overnight in Park (2nd)	\$ 50.00	\$124.00	100	187
50-72(24)	Camping Overnight in Park (3rd+)	\$ 100.00	\$187.00	150	250
50-72(28)	Fail/Obtain Permit for Alcohol in Park (1st)	\$ 50.00	\$124.00	70	149.2
50-72(28)	Fail/Obtain Permit for Alcohol in Park (2nd)	\$ 100.00	\$187.00	100	187
50-72(28)	Fail/Obtain Permit for Alcohol in Park (3rd+)	\$ 200.00	\$313.00	200	313
50-72(29)	Digging into Public Turf Prohibited (1st)	\$ 25.00	\$92.50	70	149.2
50-72(29)	Digging into Public Turf Prohibited (2nd)	\$ 50.00	\$124.00	100	187
50-72(29)	Digging into Public Turf Prohibited (3rd+)	\$ 100.00	\$187.00	150	250
50-73(a)	Presence in Park/Closed Hours (1st)	\$ 30.00	\$98.80	70	149.2
50-73(a)	Presence in Park/Closed Hours (2nd)	\$ 60.00	\$136.60	100	187
50-73(a)	Presence in Park/Closed Hours (3rd+)	\$ 125.00	\$174.40	150	250

The increased fine amount for these violations brings us closer to those of other jurisdictions and considers the danger to others, the "intentional" nature, or the increased workload to address, clean-up or prosecute these offenses.

70-13(a)	Unnecessary Noise Prohibited (1st)	\$ 70.00	\$149.20	100	187
70-13(a)	Unnecessary Noise Prohibited (2nd)	\$ 100.00	\$187.00	150	250
70-13(a)	Unnecessary Noise Prohibited (3rd+)	\$ 150.00	\$250.00	200	313
70-13(b)	Unnecessary Smoke Prohibited (1st)	\$ 70.00	\$149.20	100	187
70-13(b)	Unnecessary Smoke Prohibited (2nd)	\$ 100.00	\$187.00	150	250
70-13(b)	Unnecessary Smoke Prohibited (3rd+)	\$ 150.00	\$250.00	200	313
70-13(c)	Unnecessary Acceleration Prohibited (1st)	\$ 70.00	\$149.20	100	187
70-13(c)	Unnecessary Acceleration Prohibited (2nd)	\$ 100.00	\$187.00	150	250
70-13(c)	Unnecessary Acceleration Prohibited (3rd+)	\$ 150.00	\$250.00	200	313
70-13(d)	Avoidance of Traffic Control Prohibited (1st)	\$ 30.00	\$98.80	50	124
70-13(d)	Avoidance of Traffic Control Prohibited (2nd)	\$ 60.00	\$136.60	150	250
70-13(d)	Avoidance of Traffic Control Prohibited(3rd+	\$ 125.00	\$218.50	200	313

Ord #	Description	Deposit	w/costs	New Dep.	New Tot.
70-13(e)	Operation in Restricted Area Prohibited (1st)	\$ 20.00	\$86.20	100	187
70-13(e)	Operation in Restricted Area Prohibited (2nd)	\$ 40.00	\$111.40	150	250
70-13(e)	Operation in Restricted Area Prohibited(3rd+)	\$ 80.00	\$161.80	200	313
70-14	Motor Vehicle on Pedestrian Way (1st)	\$ 20.00	\$86.20	50	124
70-14	Motor Vehicle on Pedestrian Way (2nd)	\$ 40.00	\$111.40	100	187
70-14	Motor Vehicle on Pedestrian Way (3rd+)	\$ 80.00	\$161.80	200	313
70-15	Fail to Stop - School Crossing Guard (1st)	\$ 40.00	\$111.40	50	124
70-15	Fail to Stop - School Crossing Guard (2nd)	\$ 80.00	\$161.80	100	187
70-15	Fail to Stop - School Crossing Guard (3rd+)	\$ 125.00	\$218.50	200	313
70-16(a)	Driving over Curbing Prohibited (1st)	\$ 25.00	\$92.50	50	124
70-16(a)	Driving over Curbing Prohibited (2nd)	\$ 50.00	\$124.00	100	187
70-16(a)	Driving over Curbing Prohibited (3rd+)	\$ 100.00	\$187.00	200	313
70-16(b)	Driving over Safety Island Prohibited (1st)	\$ 25.00	\$92.50	50	124
70-16(b)	Driving over Safety Island Prohibited (2nd)	\$ 50.00	\$124.00	100	187
70-16(b)	Driving over Safety Island Prohibited (3rd+)	\$ 100.00	\$187.00	200	313
70-18(b)	Motor Craft Unauthorized Off-Road Ops (1st)	\$ 25.00	\$92.50	50	124
70-18(b)	Motor Craft Unauthorized Off-Road Ops (2nd)	\$ 50.00	\$124.00	100	187
70-18(b)	Motor Craft Unauthorized Off-Road Ops (3rd)	\$ 100.00	\$187.00	200	313
70-18(c)	Prohibited Use of Snowmobile Trail (1st)	\$ 30.00	\$98.80	50	124
70-18(c)	Prohibited Use of Snowmobile Trail (2nd)	\$ 60.00	\$136.60	100	187
70-18(c)	Prohibited Use of Snowmobile Trail (3rd+)	\$ 125.00	\$218.50	200	313

The increased fine amount for these violations both brings us closer to those of other jurisdictions and considers the "intentional" nature of these offenses.

82-62(a)	Violation of Zoning Restrictions (1st)	\$ 25.00	\$92.50	50	124
82-62(a)	Violation of Zoning Restrictions (2nd)	\$ 50.00	\$124.00	100	187
82-62(a)	Violation of Zoning Restrictions (3rd+)	\$ 100.00	\$187.00	200	313

The increased fine amount for these violations both brings us closer to those of other jurisdictions and reflects the increased workload associated with investigating and mitigating the issue.

**CITY OF BERLIN
COMMITTEE OF THE WHOLE MEETING
STAFF REPORT**

TO: Common Council
FROM: Jessi Balcom, City Administrator
AGENDA ITEM: Resolution 25-10 Designating Waushara County as the Collecting Official for the Issuance of Dog Licenses for the City of Berlin for Waushara County Residents
MEETING DATE: October 7, 2025

BACKGROUND

Waushara County is transitioning to a new land records software that will also update the dog licensing process. Starting with this tax collection season, Waushara County will handle the issuance of and fee collection for all dog licenses in the County. This resolution will name Waushara County as the responsible party for dog licenses for all Waushara County residents in the City of Berlin.

SUGGESTED MOTION

Motion to recommend to the Common Council approval of Resolution 25-10 designating Waushara County as the Collecting Official for the Issuance of Dog Licenses for the City of Berlin for all Waushara County residents.

RESOLUTION NO. 25-10

A RESOLUTION DESIGNATING WAUSHARA COUNTY AS THE COLLECTING OFFICIAL FOR THE ISSUANCE OF DOG LICENSES FOR THE CITY OF BERLIN FOR ALL DOG LICENSES ISSUED TO WAUSHARA COUNTY RESIDENTS IN THE CITY OF BERLIN

WHEREAS, the City of Berlin has historically worked jointly with the Waushara County Clerk's Office in the issuance of dog licenses for Waushara County residents in the City of Berlin; and

WHEREAS, the City of Berlin Treasurer has been issuing dog licenses during the months of December and January during the time period for the collection of the first installment of property taxes; and

WHEREAS, Waushara County has informed the City of Berlin of their intent to transition to a new land records software system in 2025, which will also include the transition of the current dog licensing system to the new system (T-Tech); and

WHEREAS, to reduce the municipality's costs associated with the transition to the new system, Waushara County has offered, and the City of Berlin has agreed, to transfer all dog licensing responsibilities for Waushara County residents in the City of Berlin to the Waushara County Clerk's Office.

NOW, THEREFORE, BE IT RESOLVED that the City of Berlin hereby designates Waushara County as the collecting official in accordance with Wis. Stat. 174.065(1), and that all dog licensing responsibilities shall be transferred from the City of Berlin to Waushara County for all licenses issued to Waushara County residents in the City of Berlin.

BE IT FURTHER RESOLVED that Waushara County shall be responsible for all costs associated with administering the dog licensing program and shall retain all fees collected that aren't otherwise due to the State in accordance with Wis. Stat. 174.09.

DATED this 14th day of October 2025.

**CITY OF BERLIN
COMMITTEE OF THE WHOLE MEETING
STAFF REPORT**

TO: Common Council
FROM: Evan VandenLangenberg, EMS Director
AGENDA ITEM: Resolution 25-11 Intention to Join the Statewide Public Safety Interoperable Communication System For the City of Berlin (for EMS Radio Grant)
MEETING DATE: October 7, 2025

BACKGROUND

The State of Wisconsin is updating the radio frequencies to 700/800mhz. And in order for EMS to have interoperability with other agencies, we need to update the portable radios that we have. As of right now, we have 3 portables that will be able to be used with the new system, but we are looking for 17 more. EMS is seeking grant money to help with this transition. The total grant would be for \$50,000 with a 20% matching from the EMS budget.

SUGGESTED MOTION

Motion to recommend approval of Resolution 25-11 to the Common Council as presented by EMS.

Resolution No. 25-11

**INTENTION TO JOIN THE STATEWIDE PUBLIC SAFETY
INTEROPERABLE COMMUNICATION SYSTEM
FOR THE CITY OF BERLIN**

WHEREAS, Wisconsin Statute § 323.29(5) requires the Wisconsin Department of Military Affairs to provide grants to local units of government for public safety interoperable communication system upgrades.

WHEREAS, the Wisconsin Department of Military Affairs refers to the statewide public safety interoperable communication system as WISCOM, and the upgraded 7/800 MHz system as WISCOM 800.

WHEREAS, Wisconsin Statute § 323.29(5)(b)2 requires that, to be eligible for a grant, the local unit of government's governing body submit a resolution or other written commitment indicating its intent to join the replacement statewide public safety interoperable communication system when it becomes available.

WHEREAS, Wisconsin Statute § 323.29(5)(b)2 requires that, to be eligible for a grant, the local unit of government's governing body submit a resolution or other written commitment indicating the local unit of government's intent to spend its own funds in an amount equal to 20 percent of the total grant awarded.

NOW, THEREFORE, BE IT RESOLVED by the City of Berlin, that the City of Berlin EMS is hereby committed to joining the replacement statewide public safety interoperable communication system as an interoperable user when it becomes available and will spend its own funds for 20 percent of the total of any grant awarded.

Adopted this day, October 14, 2025, by the Common Council in Council Chambers during the Regular Common Council Meeting.

Catrina Burgess, Mayor

Attest:

Jessi Balcom, City Administrator/Clerk/Treasurer

**CITY OF BERLIN
COMMITTEE OF THE WHOLE MEETING
STAFF REPORT**

TO: Common Council
FROM: Jessi Balcom, City Administrator
AGENDA ITEM: Budget preparation
MEETING DATE: October 7, 2025

BACKGROUND

The Council held a CIP and Budget workshop on September 23, 2025. There are several items that require Council direction in order for staff to continue preparing the 2026 budget for adoption by the Common Council in November.

- **Capital project annual borrowing**

The Capital Improvement Plan has identified millions of dollars' worth of roads, structures, equipment and projects that need to be maintained, replaced or planned for over the next several years.

These costs will exceed the City's ability to budget for all of the projects identified, however it is imperative that the City prioritize and begin working towards addressing these needs, little by little, on an annual basis.

Staff is looking for direction from Council as to the amount most appropriate to work towards maintaining as the City's annual borrowing for capital project needs. Borrowing scenarios of \$750,000 and \$1M annually as well as \$2M every other year were provided to the Council for information and comparative purposes. **How much should be borrowed for annually (and placed on the levy as debt obligation) for capital projects?** The Council will need to specifically identify the amount for 2026, and determine the anticipated annual amount moving forward for planning purposes. Future Council's will determine the exact amount to be borrowed for annually or every other year.

- **Employee wages**

The Council can determine a percentage wage increase for employees, with the exception of Police Union members, as their wage increase is determined by contract (3% in 2026 with some step increases). If no wage increase is given to employees in 2026, their take home pay will decrease as employee contributions to the Wisconsin Retirement System will increase from 6.95% of wages in 2025 to 7.2% in 2026. Additionally, for those electing to participate in the health insurance plan, employee contributions will be about double what they are paying currently. Budget sheets showing both a 1% (used for totals calculations) and 3% employee wage increase were provided for information and comparative purposes. The total levy impact of a 3% wage increase is estimated to be approximately \$58,000 (versus no wage increase, other than that which is contractually obligated). **What percentage wage increase should be budgeted?**

- **Recycling Fee**

Per State Statute, when a community chooses to implement a fee for services on the tax bill, in most cases the community is then required to reduce their levy to offset the fee. However, recycling service fees are one of the few exceptions granted in the Statutes. Staff is

currently working with Waste Management to complete an audit of properties serviced through the City's garbage and recycling contract to determine whom would be subject to this fee and if there are any services currently being provided to ineligible recipients.

In anticipation of moving forward with the implementation of the recycling fee on the tax bill, the Council will need to approve the amended fee schedule and amend the recycling ordinance to note the fee. Should the fee not be implemented until next year, about \$157,000 would need to be added to the levy to pay for these services.

- Short-term borrowing

It is anticipated that the needed revenues to cover all expenses in 2026 will be between \$100,000-\$300,000 less than what is currently allowed to be levied for. To ensure a balanced budget, this shortfall will be borrowed for in 2025 and added to the debt service in 2026, which will allow the funds to be levied for.

	Total Expenditures	Total Revenues
DPW	\$ 1,609,290.00	\$ 649,353.00
Eco Dev	\$ 120,372.00	\$ 39,000.00
Ems Gov	\$ 21,773.00	\$ 15,736.00
Fire	\$ 232,080.00	\$ 115,200.00
Pool and Park	\$ 223,992.00	\$ 22,500.00
Recreation	\$ 23,372.00	\$ -
Senior Center	\$ 161,671.00	\$ 48,232.00
Library	\$ 438,070.67	\$ 130,896.00
Police	\$ 1,586,794.00	\$ 128,820.00
Mayor Council	\$ 30,212.00	\$ -
City Admin	\$ 370,896.00	\$ 35,900.00
Contracted	\$ 283,900.00	\$ 6,000.00
City wide	\$ 1,302,757.00	\$ 2,679,567.23
BDCD	\$ 27,391.00	\$ 26,131.00
TOTAL	\$ 8,432,500.67	\$ 3,699,339.23
		2026 allowance levy \$ 2,438,953.00
		needed tax levy \$ 2,534,181.44
		difference \$ 95,188.44
Ambulance	\$2,417,309.68	\$2,417,309.68

includes 1% wage increase (for 3% approximately +\$30000)
assumes Recycling Fee will be a special charge, if not +\$156870 needed for the levy

**CITY OF BERLIN
COMMITTEE OF THE WHOLE MEETING
STAFF REPORT**

TO: Common Council
FROM: Jessi Balcom, City Administrator
AGENDA ITEM: Review Wage and Compensation Study
MEETING DATE: October 7, 2025

BACKGROUND

The City contracted with Public Administration Associates, LLC to complete a Wage and Compensation Study for non-union employees.

This study provides valuable information which can be used to improve internal equity and ensure that the City is a competitive employer in the hiring market.

The study shows that the vast majority of the City's employees are within the suggested wage ranges for each position (with the exception of one individual that is currently below the identified range). Additionally, the study mentions other situations that the City could address to improve internal equity.

The study suggests that the City adopt a compensation plan that provides annual steps until the employee reaches midpoint and then provides increases based on performance review and available budget. Due to the City's limited ability to increase the amount of funds available through the levy, I would not recommend moving forward with the proposed compensation plan. I would suggest that the City continue to fund wages at the rate the Council deems most appropriate annually based on the budget and needs of the City, being mindful of the necessity to compensate employees at a fair and equitable level. It is hoped that this, and future, Councils will have the resources needed to provide an annual increase that will allow the City to continue to be competitive with other communities in their ability to maintain and recruit quality employees. Implementing a compensation plan that guarantees some employees a wage increase due to their increased number of years of service (going from one step to the next if expectations are met) and not others (wage increase for work performance only available depending on available budget) could lead to greater internal inequity, if when budgets are extremely tight, the increase will be focused only on those within the first 11 steps of the plan.

To address the internal equity issues mentioned above, the proposed budget provides for an increase to the employee that is currently below the suggested wage range that will significantly decrease the gap between what the employee is currently making and the suggested wage. Additionally, to address an internal equity issue, I have increased the wage of a long-term employee to allow a shift that will better represent the years of service put into the position. Finally, although not addressed in the study, I am suggesting addressing the significant compression issues that will compound if the union employees receive a 3% wage increase as well as the negotiated step increases and no additional wage is included for those the officers report to.



Wage and Compensation Study

Prepared by

Principal Consultant: Dave Tebo

Associate Consultant: Kevin Brunner

June 26, 2025



Public Administration Associates, LLC

Preface

Public Administration Associates, LLC is pleased to submit this Wage and Compensation Study to the City of Berlin. There are several observations that we would like to make about the study.

First, the study has been very much a cooperative venture between the City of Berlin and Public Administration Associates. Initially, PAA worked closely with Administrator Jessi Balcom to establish a focus for the study and prioritize research. She also provided on-going direction and reviewed segments of the study as it evolved. All employees participated in a job questionnaire to help us further understand job duties so we could make wise comparisons with similar positions in other communities. Information from questionnaires also helped us determine if any issues of internal equity existed. PAA was not hired to write new job descriptions but the collected information should help City staff easily create accurate and up to date position descriptions.

Second, Public Administration Associates gathered and analyzed data according to established procedures. We have worked diligently to respond to the requirements and preferences of the city within the limits of acceptable and prudent practices.

Finally, PAA appreciated the opportunity to work with Berlin and its staff. The City, by funding this study, is clearly showing the value they place on their existing employees and the importance of establishing a fair and equitable compensation system. We are hopeful that with an updated compensation system in place the Berlin municipal organization can become a long-term magnet for innovative and talented employees, and not a short-term jumping off point to more lucrative positions in larger communities or the private sector.

David Tebo
Kevin Brunner



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I. Overview of the Report

Highly effective and efficient organizations recognize that their employees are their primary assets. These organizations clearly define work expectations and evaluate employee performance. They seek to recruit and retain highly qualified workers because they recognize the heavy cost of employee turnover, recruiting and training. To do this, effective and efficient organizations utilize compensation plans that are competitive in the market, internally equitable, and commensurate with the long-term work contribution of the employees. The City of Berlin recognizes these facts and has commissioned PAA to undertake a wage and compensation study to help ensure valuable employees are treated fairly and equitably. Based on our study we have the following key recommendations and observations:

1. *The City of Berlin should adopt a compensation system for its staff that properly recognizes the added work value that comes with experience, up to the point individual employees have reached maximum performance levels. Fundamentally, this type of compensation system establishes a career ladder for compensation, in addition to annual adjustments for cost-of-living increases.* At the early stages of their careers, employees begin on the lower rungs of the salary ladder. As they gain experience and perform at higher levels, they move step by step up the ladder. At the point when they have reached their maximum performance capabilities, they should be near the top step of the ladder. These salary points constitute the minimum salary, a series of salary steps, and a maximum salary;
2. *Our report recommends the adoption of a compensation system based upon: (a) a survey of salary ranges and actual salaries paid in peer municipalities, (b) an evaluation of position content and internal equity, and (3) recognition of the value of experience;*
3. *Due to the fact Berlin's supervisors will now be responsible for employee evaluations that will determine wage increases we are recommending the employee evaluation and compensation process focus on simple loosely-linked performance adjustments.* This approach would allow supervisors to establish general measures and goals that would help them to fairly easily determine the steps an employee might move on their compensation ladder each year. This model is recommended instead of the tightly-linked performance adjustment (pay for performance) which tends to demand a great deal of time and energy from staff for performance oversight and evaluation.



II. The Study Process

A. Early Discussions and Initial Conversations with Study Partners

PAA's first formal discussion with Administrator Balcom to strategize options for how best to move forward with the proposed Wage/Comp Study took place on February 14th, 2025. We offered a list of potential peer communities to be included in this study based on our experience of working in Wisconsin for over thirty years. Some of the criteria considered in this selection process included: municipality type and structure, population, location in relation to nearby metro areas, likelihood of competing in the regional labor market and similar number of employees. Administrator Balcom was in agreement with our list and suggested we send out surveys to area counties.

B. External Compensation Comparisons with Peer Municipalities

Twenty-three Wisconsin municipalities and counties were selected as comparison communities, by PAA in consultation with the city using the criteria recommended, as well as our experience working with many of these communities in the past. Eighteen municipalities, but no counties, responded to our wage and benefit survey and they are listed below along with their estimated 2025 populations.

City of Algoma (3,198)	City of Chilton (4,191)
City of Clintonville (4,685)	City of Columbus (5,478)
City of Green Lake (1,185)	City of Lake Mills (6,803)
City of Mosinee (4,578)	City of New London (7,587)
City of Oconto (4,568)	City of Omro (3,624)
City of Plymouth (8,909)	City of Prescott (4,539)
City of Ripon (7,678)	Village of Slinger (6,576)
City of Waupaca (6,377)	City of Wautoma (2,297)
City of Wisconsin Dells (3,383)	City of Oshkosh (67,245)



The first task was to establish the degree to which job positions in peer communities were comparable to the positions in Berlin. We thoroughly reviewed all available Berlin job descriptions and questionnaires to gain a clear understanding of total job responsibilities. Our salary survey, when possible, attempted to further define positions if clarity was needed and asked peer communities to share the closest title and salary when a specific requested position wage did not exist in their organization. If questions existed about a specific job comparison, we contacted peer communities for clarifications. **(Exhibit B, Page 28)**

We wanted to make sure accurate job and wage comparisons were being made. One benefit of doing wage surveys for smaller local governments in Wisconsin is that job titles and responsibilities tend to match up quite well across these municipalities. Also, most smaller communities, in our experience, typically ask a lot of their employees and expect multi-tasking to get the job done. These municipalities are often performing a balancing act as they attempt to save money and rely on existing employees to deal with the ever-growing demands of an expanding population and government regulations. This is just the current nature of public service work in smaller cities in Wisconsin.

There will obviously be variations in positions and responsibilities across communities. Some of the municipalities in our survey have passed a certain population threshold and started to become much more specific in their delegation of duties which can make it more difficult to analyze wage comparisons. When possible, to learn more about what those job differences might be and ensure we are making wise comparisons with Berlin, we seek further information about peer communities, such as:

1. What is expected of a certain position within the municipality? As an example, one community may require their Clerk to handle only statutory Clerk duties where another asks also for Treasurer, Human Resource or added supervisory responsibilities. Some of the answers to these questions can be found in the comments section of the wage survey summary;
2. Is this a growing community? A municipality with on-going development will tend to bring much more demand and stress to employees as the community tries to efficiently respond to developers and engage with citizens who are analyzing growth projects. They will also tend to have more annual development money available from net new construction to help fund needed salary positions despite state levy limits;
3. Has this community had a lot of employee turnover at the upper management level? A local government where major employee transition is taking place will tend to add job duties and pressure to every other position as job holes are being filled;

The value of a relatively large peer community sample is that the variations mentioned above in municipal size, complexity, job responsibilities, length of service, investment, etc. can be



"averaged." We have developed a formula that allows us to capture the midpoint of wage data by using multiple salary range and point data for job positions.

The **first calculation** is a determination of an average of range midpoints based upon salary range data provided by several municipalities. The average of midpoints includes the midpoints of the (1) low range, (2) high range, (3) average of ranges, and (4) actual low and high salaries.

The **second calculation** is the average of the actual salaries from municipalities without ranges and only actual salaries.

The **third calculation** is the average of the first and second calculations, weighted for the number of municipalities in each category. This yields the external midpoint, also known as the market rate. (See Exhibit C, Page 30) for an example of how data was collected for the Administrator position along with the computation for wage midpoint. This same collection and calculation was done for each position being studied.

The external midpoint is used to calculate the salary minimum and the salary maximum based on a percentage of the external midpoint. Percentage spreads commonly used by Wisconsin municipalities are 30-40 percent. Administrator Balcom suggested we utilize 80%-110% of midpoint for our Berlin wage computations. There are two major benefits to having the extended wage range: (1) It allows the City to hire at the lower end of a wage range if there is a talented individual who may not have the education and experience to immediately perform at a high-level but there is a confidence that the individual can learn quickly and gain the certifications or education needed to do the job; (2) It presents an upper limit of the wage range that can be attractive to longer-term employees and those who might envision an extended working relationship with the City.

The following example shows how these calculations have been used for the Administrator position in the city:

Weighted Data Midpoint (100%) \$113,960

Salary Minimum (80%) \$91,168

Salary Maximum (110%) \$125,356

The range between the salary minimum and salary maximum is known as the working range.



C. Salary Grid Options for Individual Employees

Once external comparison midpoints were established for each position, PAA worked with the City Administrator to determine the best options for utilizing this information. Typically, communities will choose one of two general ways of presenting wage data and creating a compensation and performance evaluation system: 1. A Classification Matrix-showing all employees within a salary grid organized vertically by classification and wage rate; 2. An Individual Step System-organizing a step system for each employee individually based on data results. Based on input from Administrator Balcom we developed a hybrid approach for Berlin's compensation structure summarized below in Figure 1, showing an example of how this approach would impact positions at City Hall.

Figure 1

City Hall Office		Merit Increases based on											1.1 x midpoint	Off
Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Midpoint Performance Reviews and Available Budget		
Administrator/Clerk/Treasurer	91,168	93,447	95,726	98,005	100,284	102,563	104,842	107,121	109,400	111,679	113,958		125,356	
Deputy Clerk/Treasurer	22.12	22.67	23.22	23.77	24.32	24.87	25.42	25.97	26.52	27.07	27.62		30.42	
Administrative Assistant	20.10	20.60	21.10	21.60	22.10	22.60	23.10	23.60	24.10	24.60	25.10		27.64	
Planner	52,000	52,600	53,200	53,800	54,400	55,000	55,600	56,200	56,800	57,400	58,000		63,800	
Utility Clerk	20.73	21.25	21.77	22.29	22.81	23.33	23.85	24.37	24.89	25.41	25.93		28.50	
Economic Development Asst. (Part-Time)	20.10	20.60	21.10	21.60	22.10	22.60	23.10	23.60	24.10	24.60	25.10		27.64	
Building Custodian	14.14	14.49	14.84	15.19	15.54	15.89	16.24	16.59	16.94	17.29	17.64		19.45	
Alternate for higher expectations of Custodian	17.60	18.04	18.48	18.92	19.36	19.80	20.24	20.68	21.12	21.56	22.00		24.20	

Key factors taken into consideration when creating this hybrid structure include: 1. **Designated merit steps to show an employee path to midpoint, with wage increases after midpoint based on performance reviews and available budget;** 2. **A higher number of wage steps within the working range-**Administrator Balcom recommended a larger number of merit steps (21) so that budget impacts of merit wage increases would not be as great. Many communities have decided on a smaller number of merit steps (11) which can create roadblocks for wage increases based on the budget impacts of large step allocations; 3) **The illustration of wages by department or job type rather than organization wide.**

The 80%-110% of midpoint wage ranges and midpoints for all employee from PAA's research can be found in (**Exhibit A, Page 25**).



D. Internal Position Evaluation

External comparisons are important but internal evaluations of positions must also be conducted to determine if compensation rates are equitable among positions within the organization. The customary approach is to identify a series of job factors—items that are found to greater or lesser degrees in all positions, to assign weights to these factors, and finally to determine how much of a particular job factor there is in a position. For example, a job factor that might be assigned heavy weighting is knowledge/ education/certifications required. If a particular position required a master's degree, then that position would contain a high degree of the factor knowledge/education. If another position required a high school diploma, then that position would contain a low degree of the factor knowledge/education. For this study, eight widely used job factors were applied to all the positions. These factors also were weighted according to standard practices typically used by PAA:

1. Knowledge/education/certifications (20 % weighting)
2. Experience (20 % weighting)
3. Job complexity (20 % weighting)
4. Supervision exercised (10 % weighting)
5. Supervision received (10 % weighting)
6. Consequences of decisions (10 % weighting)
7. Interaction with other sets of people (5 % weighting)
8. Work environment (5 % weighting)

Because the analysis is of the job factors in the position and not in the performance of the employee, the position description was the starting point in the internal factor review and where updated descriptions did not exist, the job description questionnaire. Each employee was asked to respond to a questionnaire which included questions to help us learn of any concerns they had with the accuracy of their job descriptions, or jobs in general, and all were given an opportunity to meet with our consultants to discuss any issues. It was obvious employees took time to invest in the questionnaire and we received important feedback related to all dimensions of their jobs.

As mentioned, the job questionnaire poses a series of questions about the job factors listed above to help us gain a deeper understanding about specific job complexity, supervision exercised, consequences of decisions, job interactions and work environment. (**Exhibit D, Page 31**) displays a copy of the questionnaire that was filled out by all employees. Also, the format of the questionnaire mimics the template of a job description and the information collected from employees will allow the city to create updated and standardized job descriptions.

After our review of job factors and internal equity we have chosen not to group employees into specific grade classifications. The job duties across departments are often so different that it becomes a very subjective academic exercise to try and classify employees in a meaningful grade category organization-wide. We have in our review of internal equity observed some position equity issues which should be recognized and those are summarized in the next section.



E. Unique Wage Research Challenges

Some unique challenges emerged as we started our position wage research with peer communities. Despite receiving good wage data back from over 80% of those we contacted there were several holes in our initial feedback worth mentioning:

1. **Finding good comparables for Berlin's EMS organization**-Many of the peer communities selected had only volunteer EMS positions connected to their Fire Department, some contracted privately for EMS service which made it very difficult to access their wage information, and others did not provide regional service. To improve our comparable wage information base, and after talking with the EMS Chief, we expanded our survey to include Waushara County, Door County, Marquette County, the Village of North Fond du Lac and the Town of Grand Chute to come up with the wage scale for Berlin's EMS;
2. **Finding good wage comparables for Berlin's Senior Center positions**-Only four of the peer communities had Senior Centers with any similar staff to Berlin. To improve our wage information base and after getting recommendations from the Senior Center Director, we were able to get some better wage data from Wisconsin Rapids, Grafton, and Appleton;
3. **Utilizing private sector wage data:** With no real wage data provided from our surveys for any of the desired part-time Senior Center employees (Chef, Driver, Dishwasher) we were forced to utilize private sector sources of on-line information (indeed, salary.com, payscale, etc.) about wages for similar positions. We averaged the extensive wage data available to come up with the wage ranges established for Berlin;
4. **Finding good wage comparables for the Planning and Development Director position**-The great majority of peer communities we surveyed, 11 of 17, are still relying on the Administrator and private companies, or a combination to perform their community and economic development functions. In the small number of communities where new Director of Community and Economic Development positions have been established there is a high expectation the person hired will have extensive planning, economic and community development, budgeting, and supervisory experience and thus the higher wages reflect that expectation. In reviewing the job and task description for Berlin's Planning and Development Director and discussing organizational expectations with the Administrator, we find the position to be more in line with a Planner position in a larger community. The wage range established is thus based on interviews with private sector planners, public planning agencies and Community Development Directors in larger communities who have recently hired for a similar position.
5. **Finding good wage comparables for the Part-time Economic Development Assistant**-none of the communities surveyed had a separate position for just economic development activity and so it is difficult to gauge external equity. It is most important that this position



is compensated with a wage range somewhat similar to those in the office who are handling the same type of complex duties and tasks.

F. Other Observations and Recommendations

1. **Administrator/Clerk/Treasurer position:** As easily observed on the survey responses, the Administrator/Clerk/Treasurer duties all being combined with one person is not common for municipalities the size of Berlin. Some small communities still maintain this joint title but very few. Due to the increase in complexity of election law and regulations, the specialized demands of local government budgeting and financing, as well as the time-consuming nature of personnel issues, many communities have decided to delegate these specific functions to individual administrator, clerk, and treasurer positions. We recommend that the city begin this process of division of responsibility to ensure that all duties of its local government are being adequately performed and legally protected, and also to alleviate some of the burden placed on the Administrator/Clerk/Treasurer position;
2. **Deputy/Clerk/Treasurer position:** Some of the delegation of responsibility, mentioned above, has already begun in Berlin organically as employees strive to meet all the demands of the organization. We recommend that this sharing of responsibilities be officially recognized with the appropriate transfer of some official duties of Clerk/Treasurer to the Deputy Clerk/Treasurer position. From an equity perspective, with an increase in official Clerk or Treasurer duties the wage of the Deputy Clerk/Treasurer should also be upgraded accordingly;
3. **Dept. of Public Works Street Superintendent/Parks Director:** The job description for this position is very similar to what you would expect for a Public Works Director in a smaller community, yet the wage is low especially for the tenure of the current Superintendent. Most of the communities surveyed have made the transition from a PW Streets Superintendent position to a Director position which often is not too much different but carries with it the expectation of greater education and professionalism, experience and engineering training, supervisory and budgeting skills, as well as a higher wage. The current Superintendent may be very qualified but is at the low end of the wage scale based on the some of the higher job expectations in other communities. Also, several of the PW Directors surveyed serve as Water and Sewer Utility Directors as well which tends to skew this wage range slightly higher. We did eliminate a few of the higher earning Public Works Director positions from our survey computations because their job expectations were clearly greater, were also city engineers, or additionally supervised an electric utility;
4. **Understanding equity in the current EMS Wage and Benefit Structure:** We are confident that we have found good hourly wage comparables and created equitable ranges for the EMS positions utilizing the Departments mentioned above. While many of the EMS



Chiefs are salaried, it seems to be a common practice in all these departments that some Captains, shift leaders and paramedics work excessive hours with total annual salaries that outpace some of the managerial positions. We are not aware of any complaints about wage compression, (i.e. paramedics pay rising above managerial or uneven distribution of hours between workers) but based on the disparities in annual compensation observed this may deserve a closer look. It could just be the large number of hours being covered reflects a willingness of an individual to accept more hours and this availability is a benefit to the organization. Based on input we received from a few employees another area for review could be the formula for distribution of city benefits to EMS workers. EMS employees are asked to work an hourly schedule much different than the 40-hour work week which is the base for how benefits such as amount of vacation, days off, etc. are figured. It would make sense to take a closer look at this issue to see if benefits might be distributed more equitably for this different work schedule. Another topic for city discussion could be the adoption of protective status for EMS workers which several other communities and departments surveyed have in place and has helped them with attraction and maintenance of longer-term employees.

G. Making Equitable Employee Wage Adjustments Based on the Data from this Wage and Compensation Study

This Study offers the City of Berlin the important information it needs to place its employees in a compensation range that reflects external parity with peer communities and internal equity between employees. **However, only city management and staff have the detailed day-to-day background information and experience necessary to finally place the employees fairly within the established ranges. Past hiring and employment agreements, combination of duties in one position, years of experience inside and outside the organization, quality of current performance of essential duties, perceived value to the organization, and non-wage benefit comparisons are all factors that will play a role in any initial employee wage adjustments based on this study.** Some further guidance on these factors is discussed in greater detail here:

1. Peer Municipality Compensation Adjustments

Peer municipality compensation data are used to calculate what is termed an external midpoint. As explained earlier, the external midpoint is based on salary ranges and actual salaries for comparable positions in peer municipalities. From this midpoint, the Berlin ranges are determined. For all studied positions, the minimum salary is calculated at 80 percent of the midpoint and the maximum salary is calculated at 110 percent of the midpoint. There are three possible adjustments that can be made from the calculated ranges. The primary adjustment occurs if the current position salary is below the position salary minimum. In this case, the current salary should be adjusted to at least the range minimum. The next adjustment occurs when the current position salary is above the position salary maximum. Management and staff need to decide



how to deal with this type of outlier. One option is to hold the salary constant until the entire grid is adjusted upward, as a rule by cost-of-living increases. Finally, if a position salary is found to be within the range but much lower than midpoint, management and staff must determine if job performance dictates an adjustment upward to ensure external parity with peer communities.

2. Combination of Duties Adjustments

In a couple of positions, there may be a combination of duties that require additional experience and training which are not fully reflected in the peer data. When possible, we have attempted to eliminate this discrepancy by only comparing peer positions with similar duty combinations and also averaging wage data. If management and staff feel the combination of duties in a certain position still warrant a range or wage adjustment this can certainly be done.

3. Internal Position Comparison Adjustments

Positions are reviewed internally and to the extent that it is possible to determine, jobs with similar training expectations, duties and job complexity should be compensated at similar rates.

4. Initial Placement on Salary Grid

There are several ways to initially place employees on the new matrix. When a current position wage is located within the proposed range, established from peer communities, we recommend Berlin initially place employees on the new matrix at the step increment level closest to the current wage. Since the wage data collected is based on 2025 data it is important for the city to apply a COLA to the established wage range for 2025 before initial wage adjustment for 2026. Once the COLA is applied employees should maintain the same step increment in the new schedule;

5. Employment Experience Adjustments

Employment experience uses a different adjustment approach. It can be used to determine at what salary increment employees should be placed, considering the years of relevant experience they bring to the job. For example, this adjustment could recognize that a municipality in the past may not have adequately considered the new training and experience employees are bringing to their jobs every year. It may also consider past years where accurate cost-of-living increases were not applied to real wages for employees.

6. Benefit Comparison Adjustments

Our study of peer communities has revealed that the benefits offered by the city are generally in line with peer communities and no salary adjustments for positions will be necessary.

H. Performance Evaluation and Use of the Salary Grid

Once the salary grids are finalized and initial wage adjustments completed by management and staff the most important human resource work begins. Moving into the future the salary grid for positions offers a great deal of flexibility for the city to recognize the performance of its employees fairly and sustainably. **The basic concept is that: performance as measured by an evaluation determines increment movement on the position salary grid.**



Implementation of a performance-based compensation system will require Berlin to develop a series of performance standards for each position that are linked to specific movements on the increment grid. For example, in what is termed a loosely-linked compensation system, an employee receiving a “satisfactory performance” evaluation might move one increment on the grid. An employee receiving an “exceeds performance requirements” could move multiple increments on the grid especially if their wage is currently below the midpoint. A more tightly linked compensation system might allow “satisfactory” movement to the midpoint, but then require a higher “exceeds performance” standard for movement beyond the midpoint.

While we can offer recommendations and approaches to performance and position grid movement for Berlin to consider, we have found that most municipal staffs would like to work together to create measures and options they are most comfortable working with as a group. As former administrators, however, we recognize that four very important practices are always present at the core of any good performance evaluation system:

1. **There is regular communication between supervisors who are evaluating and employees who are being evaluated.** Regular communication and feedback about performance is always the most important factor in any evaluation system. Choosing a quality ranking approach can help improve the evaluation process, but is no substitute for consistent and regular engagement between supervisors and those they have responsibility to evaluate.
2. **Performance measures and goals are set for individual positions that meet the SMART standard (Specific, Measurable, Achievable, Realistic, Time-Bound)** in order to get the most out of regular evaluation meetings. Some communities attempt to link individual employee goals with their strategic planning documents.
3. **Clear guidelines are established for the annual administration and decision-making process governing how employees will be rewarded with step increases.** We highly recommend that a salary approval process be formalized ahead of time so all members of the City Council understand and agree with how approvals will move forward. Of course, available budget funds will dictate the city’s ability to fully implement this compensation plan on an annual basis. It is important for the Council to recognize that the proposed 21-step classification system allows for an approximate 2% per step merit wage increase for employees below midpoint. Also, the intention of this compensation approach is that the 2025 data presented be updated annually to reflect cost-of-living allowances. Whatever step increase model adopted (especially if contingent on available merit increase funds), should be clearly communicated to employees at the outset so as not to create confusion at a later point.

The wage approval process likely to be successful will include-Department heads responsible for evaluating and ranking their employees and recommending if any step increase is warranted. A City Administrator responsible for collecting all evaluation data from Department heads, along with his or her own, and preparing a formal recommendation



to the Council. A Council that accepts the data-driven and well-documented Administrator's proposal and formally approves.

While obviously the City Council may have their own opinions on job performance it is important for the integrity of the created performance evaluation system that they recognize the significance of the evaluation data collected as primary in their decision-making, and their own opinions as secondary. If the Council does make changes to the Administrator's proposal for employee salary increases it is important the decision should be backed up with a data-driven argument, documented and reported back to impacted employees. We have seen in smaller communities where the integrity of the performance evaluation system suffers if the Council decides to make last minute changes to staff recommendations and there is not a good feedback communication loop back to employees to help them understand why those decisions were made. In some communities, rather than being directly involved in pay raise decisions, the governing body may decide to budget a certain amount for wage increases and allow the Administrator to make appropriate allocations based on evaluation results.

4. **Supervisors who are doing the evaluation process are prepared for their role as performance evaluator.** We recommend that all evaluators be involved in the development of the performance evaluation instrument that is to be used and well-versed in how it is to be implemented. If supervisors are helping to develop measures for their employees, they may need some training in thinking in a SMART way or need general guidance in how to develop their capacities as an evaluator



I. A Comparison of Non-Wage Benefits as an Element of External Parity with Peer Communities

Wages are only one element of employee compensation so this study also compares non-wage benefits offered by peer communities. We analyzed responses from peer communities, some which are illustrated in the spreadsheets below. Although some seem to offer a much more robust choice of benefits, we did not think that these differences demanded extra compensation from the city. This information can be further reviewed by management and staff to determine if they agree adequate benefit parity exists with peer communities. The city should look at some of the creative approaches offered by other communities related to time off, vacation policy, sick leave conversion or health insurance options, if it is interested in finding unique ways to maintain longer-term or supervisory employees in the community. We also have a collected a number of personnel handbooks from the peer communities which we can send to Administrator Balcom if she is interested in reviewing them.

PAA has continually observed that most employees who work in local government are not in it only for the money, but get into the field because they have a certain amount of idealism about serving citizens and building communities. The more City Council and upper management can create a work culture that: recognizes employee strengths and contributions, offers ways to improve work life-balance in what can be a stressful job setting and seeks to build an environment of camaraderie and partnership for solving hard community problems, the more Berlin will become a place where employees want to come and work and stay.



City of Berlin Wage/Compensation study

Community	Health/Dental Insurance Info.	Vision/Life Coverage	Sick Leave/Conversion Info.	Vacation Policy Info.	Holidays/Bereavement/Other
	Medical HDHP is thru WI Public Employers Health Ins. (P17)	Vision Plan (materials only) thru Superior Vision. Employee pays entire premium	Accrues at 8 hours per month. Maximum accrual, 992 hours	New Hire-one week/5 days one Year-2 weeks/10 days five years-3 weeks/15 days ten years-4 weeks/20 days 18 years-five weeks/25 days	Nine holidays + floater
CITY OF CHILTON	Employee contribution is 16% \$16/\$25 copay Consequence - 10% OOP LIMIT \$2500/\$5000 does include Prescription Drugs		Payment of 50% upon retirement for city employees Payment of 85% upon retirement for police union No payout for employees hired after 1/1/2015		
Benefits for FULL TIME EMPLOYEES ONLY	Cash in lieu \$4000/single, \$8000/family	\$10,000 Life & AD&D policy paid by City			3 day bereavement for immediate family and 1 day for extended paid.
	Dental Insurance thru Delta Dental \$1500/year Preventive Services max Employee pays \$1/month single, \$.25/month emp/dep and \$1.75/month family plan				

Community	Health/Dental Insurance Info.	Vision/Life Coverage	Sick Leave/Conversion Info.	Vacation Policy Info.	Holidays/Bereavement/Other
City of Columbus	Medical plan is through Dean HealthPlan by Medica Four plan options are available and each plan has coverage options for Single, Employee+Spouse, Employee+Child(ren) and Family. HMO: 50 deductible in network, no coverage out of network. Max out-of-pocket: \$7,150 single/\$14,300 family City pays 85%, employee 15% HMO POS: 50 deductible in network, \$250 single/\$500 family out of network. In network copays, out of network percentage of coinsurance depending on service. Max out-of-pocket: \$7,150 single/\$14,300 family in network, \$14,300 single/\$28,600 out of network. City pays 85%, employee 15%. HMO HDHP: \$1,750 single/\$3,500 family deductible in network. No coverage out of network. Max out-of-pocket: \$1,750 single/\$3,500 family. Annual City contribution to HSA account: \$1,250 single, \$2,500 all other coverage options. City pays 88%, employee 12%. POS-HDHP: \$1,750 single/\$3,500 family in network \$3,500 single/\$7,000 family out of network. Max out-of-pocket: \$1,750 single/\$3,500 family in network, \$7,000 single/\$14,000 family out of network. Annual City contribution to HSA account: \$1,250 single, \$2,500 all other coverage options. City pays 88%, employee 12%.	Delta Vision City pays 88%, employee 12% City pays for life insurance equal to previous year's wages. Options for additional coverage paid by employee.	NOTE: Handbook currently being updated so this will change. Sick leave offered will increase and payout options change. Salaried: accumulate 8 hours per month up to 720 hours. Hourly: Regular full time and regular part time accrue 8 hours for each 160 hours worked up to 720 hours. Hired before 12/31/12: Retires paid up to 720 hours of sick, separates employment consent 16 hrs. sick to 8 hours of pay up to 360 hours. Hired after 1/1/13: Separating employment, 10-20 yrs - paid up to 25% accrued but unused 20-30 yrs - paid up to 50% accrued but unused After 30 yrs - paid up to 75% accrued but unused.	NOTE: Handbook currently being updated so this will change. Vacation offered will increase. Typically offering new employees 2 weeks of vacation, offering from the current policy. Less than 1 year - 0 hours After 1 year - 6 days (48 hours) After 2 years - 12 days (96 hours) After 7 years - 18 days (144 hours) One addl day (8 hours) for each additional year completed after 8 years, to a maximum of 35 days (280 hours).	NOTE: Handbook currently being updated so this will change. Leave time will increase for bereavement. Nine paid holidays plus 3 personal days. Personal days can be used for any type of leave but were originally intended to cover any holidays not recognized by the city. Bereavement: FT employees only, 3 days immediate family 2 days extended family 1 day close friend (with approval) Salaried flex time: accrue up to 40 hours straight time. Use as any time of leave, no monetary value. Hourly employees: Accrue at time .8, one half. Paid out at end of year if not used as addl leave time.



City of Berlin Wage/Compensation study

Community	Health/Dental Insurance Info.	Vision/Life Coverage	Sick Leave/Conversion Info.	Vacation Policy Info.	Holidays/Bereavement/Other
CITY OF ALSDOMA	Medical Plan is offered through State Health Plan FC14 Employer pays 88% of the average of the Tier 1 premiums. \$500 single/\$1,000 family network deductible Co-insurance is 100%.	State Vision Insurance offered - 100% employee paid Life insurance coverage paid for by the City in the amount of \$25,000. No option to buy-up coverage.	Sick leave - accrues at 8 hours per month, maxes out at 720 hours. No conversion upon resignation/retirement.	1 year - 40 hours 2 years - 80 hours 7 years - 120 hours 13 years - 160 hours 20 years - 200 hours	9 holidays 1 personal day Bereavement 3 days for spouse, child, stepchild, parent, sibling, grandparent, grandchild 2 days for mother-in-law, father-in-law, brother-in-law, sister-in-law 1 day for aunt or uncle
	Flexible Spending/Accounts Available - no city contribution State Dental Insurance offered - 100% employee paid NO medical insurance opt-out payments Family Medical Coverage - \$2,252.75 employee/month Family Medical Coverage - Starts at \$351.69 employee/month Single Medical Coverage - \$915.97 employee/month Single Medical Coverage - Starts at \$74.71 employee/month				

Community	Health/Dental Insurance Info.	Vision/Life Coverage	Sick Leave/Conversion Info.	Vacation Policy Info.	Holidays/Bereavement/Other
	Medical Plan is through UnitedHealthcare Employees pay 4% of the premium, the city pays 96% Offer two plans, HDHP Low Deductible, HDHP Higher deductible Low deductible HP - deductible and out of pocket max for single is \$3200, family is \$6400. High deductible HP - deductible and out of pocket max for single is \$5000, family is \$10000 Premiums - Low Ded HP - Single - \$11.40 per check, Family - \$31.13 per check, High Ded HP - Single - \$9.70 per check, Family - \$26.47 per check HSA contribution given to all employees enrolled in health plan. City contribution varies by year. In 2025 the city contributions were: Low Ded HP - Single - \$1700, Family - \$3400, For the High Ded HP - Single - \$2700, Family - \$5400 In 2026 starting incentive to give employees an additional \$500 into their City HSA contribution if the employee completes their annual physical. Payout offered to employees who are not enrolled in the City's health insurance program. Payout for a single plan is \$73.08 per paycheck, payout for a family plan is \$146.16 per paycheck Dental - through Delta Dental - city pays a portion of premium. Employee&Spouse - \$17.95/check, Employee and Child(ren) - \$18.87/check, Family (EE,Spouse,Children) - \$30.72	Vision Insurance through Delta. Premium is 100% paid by employee City takes out \$10,000 insurance on each full time employee, AOBID (\$5000 each). Voluntary term life insurance offered to the employees, Securian Life Insurance. Employer will pay 20% of premium.	Full time employees accrue 8 hours per month starting the first of the month after 30 days of employment. Sick leave is eligible to be paid out after 15 years of employment. Max payout is 960 hours. Sick leave can be carried over each year, no max amount that can be carried over.	After 6 months through 5 years of service is 2 work weeks per year 5 years-11 years is 3 weeks per year 12 years-17 years is 4 weeks per year 18 years-24 years is 5 weeks per year 25 years and up is 6 weeks per year 1 week = 40 hours Vacation for full time employees only	10 paid holidays per year Floating holidays offered for individuals who have to work on a regular holiday Holidays off paid only offered to FT employees Bereavement - 6 paid days (8 hour days) for spouse, child by birth or adoption, stepchild, father, mother, mother in law, father in law or any other person who is solely dependant upon the employee 3 days (8 hour days) for sister, brother, grandparent, or grandchild 1 day (8 hour day) for brother or sister in law, or an employees relative who is not a member of the employees immediate family if additional time off is required, unused leave banks can be used after approval of Department head Other- Longevity pay after 5 years of service. \$50 per year of service regular employees. \$100 per year for PD. Non exempt employees can earn up to 40 hours per year of comp time, cannot roll it over to the next year.



Community	Health/Dental Insurance Info.	Vision/Life Coverage	Sick Leave/Conversion Info.	Vacation Policy Info.	Holidays/Bereavement/Other
	In Network: Deductible: Single: 5,750; Family: \$11,500 City funded deductible - employee pays \$250 for single and \$500 for family	Eye care covered under Superior Vision Insurance Dental is covered under Delta Dental.	Accumulates 1 day per month for maximum of 960 hours or 120 days Can convert to health insurance payments under certain circumstances.	5 days after 1 year 11 days after 2 years 14 days after 5 years 16 days after 10 years 18 days after 15 years 20 days after 20 years After 20 years, 1 additional day not to exceed 30 days	11 days per year 3 days off for immediate family 1 day off for extended family
City of Green Lake	Employee contributes towards premiums \$81.00 for single plan and \$162.00 for family plan No charge for preventive services.	Deductible \$50 for Single; \$150 for Family, Diagnostic & Preventive 100%, Basic Restorative 80%, Major Restorative 50%, Orthodontic 0%			

Community	Health/Dental Insurance Info.	Vision/Life Coverage	Sick Leave/Conversion Info.	Vacation Policy Info.	Holidays/Bereavement/Other
	Medical plan is through Prevea360. We have 2 plan options. Plan Option 1 - \$250/\$500 family deductible. Plan Option 2 - \$1,000/\$2,000 family deductible. \$3,500/\$7,000 family total out of pocket. City pays 90% of premiums. If opting out of health coverage, \$400/mo in lieu of insurance pmt. Dental through Delta Dental of WI. City pays 90% of premium.	Vision through Superior Vision. City covers 90% of premium. Life Insurance through state - Securian Financial. City covers basic plan premium per state rules. Additional coverage beyond basic can incur cost to employee.	Sick time accrues at 8hrs/month for full time employees and is based on hours worked. For a max accrual of 75 days. Payout only upon termination due to retirement per WRS definition of retirement. PD & FD contracts are similar but differ slightly based on shift hours.	For City Handbook employees: After 1yr service - 5 days After 2yr service - 10 days After 5yr service - 15 days After 10th yr - 20 days After 15th yr - 25 days After 20th yr - 30 days PD & FD contracts are similar but differ slightly. Prolonged vacation paid out upon termination.	Offer healthy/dependent care FSA option. Offer accident/st disability/cancer benefits at cost of employee through AFLAC. Offer employee assistance program. 9 holidays and 1 floatin holiday. Funeral leave 3 days for family as defined in handbook, and 1 day for family also as defined in handbook. Comp time policy offered as defined in handbook.

Community	Health/Dental Insurance Info.	Vision/Life Coverage	Sick Leave/Conversion Info.	Vacation Policy Info.	Holidays/Bereavement/Other
City of Omro	Offers coverage through States ET Insurance (PO2) program for Wisconsin public employees. The city covers 87% of the premium. Employees have a zero deductible, zero copay plan. Employees may select between Network Health, Robin, or Common Ground with three different rates. Single rates for employees range from \$149.24 per month to \$347.30 per month and family rates for employees range from \$367.61 per month to \$1,147.41 per month The City doesn't offer an HAS but does have an FSA that isn't matched. Currently, if employees elect to not take insurance, the city pays out \$2,000	Vision Insurance offered paid by employee. City pays for life insurance equal to previous year's wages.	Accrues at 8 hours per month Max accumulation of 960 hours No additional accumulation once max hours are accumulated Upon retirement under WAS, 50% of accumulated sick leave will be either paid out or put towards insurance	Depends on years of service. Upon hiring, employee could be hired on and based on qualifications, may be placed at a higher amount of "years of service" 1-7 years: 10 days 8-14 years: 15 days 15-19 years: 20 days 20-24 years: 25 days More than 25 years: 30 days	10 official holidays and 1 floating 3 day bereavement for immediate family and 1 day for extended paid.



City of Berlin Wage/Compensation study

Community	Health/Dental Insurance Info.	Vision/Life Coverage	Sick Leave/Conversion Info.	Vacation Policy Info.	Holidays/Bereavement/Other
	Medical plan is through UMR/WCA Group Health Trust. \$7,000/\$4000 in network deduct. and \$4000/\$8000 out of network deductible. Co-insurance is 100% in network and 80% out of network.	Vision insurance offered paid by employee. City pays for life insurance equal to two times previous year's wages. Additional life insurance available for purchase based on ETF/State rates.	Accrues at 8 hours per month. Pre 2011 employees may accrue to 150 days, post 2011 hires 90 days. Employees who reach maximum shall be paid \$50 for each day accumulated over the maximum.	Less than 1 year-80 hours After 1 year-100 hours After 2 years-120 hours After 3 years-128 hours After 4 years-136 hours After 5 years-144 hours After 6 years-152 hours After 7 years-160 hours After 8 years-168 hours After 9 years-176 hours After 10 years-184 hours After 11 years-192 hours After 12 years-200 hours After 13 years-208 hours After 14 years-216 hours After 15 years-224 hours After 16 years-232 hours After 17 years-240 hours After 18 years-248 hours After 19 years-256 hours After 20 years(MAX)-264 hours	9 and 1/2 official and 2 floating holidays 3 day bereavement for immediate family and 1 day for extended paid. For pre-2011 hires paid-time off offered for part-timers who work 20 hours or more per week For post-2011 hires Paid-time off offered for part-timers who are WRS eligible. Employee Assistance Program offered.
	City has a Health Reimbursement Arrangement to help reimburse deductibles -\$750 for single plan and \$1500 for family plan. City pays 90% of premium. City offers Flexible Spending Account. Dental plan offered with cost borne by employee. Opt out payment for medical insurance possible (\$5000) Payroll deductions (24 paychecks/year): Single-\$38.11/check; Employee-1-\$76.23/check; Family-\$106.83/check		Cash payout for 100% of accumulated sick leave to employees in good standing at the following rates of pay: Pre-2016 hires: 1-5 yrs-50% 6-10 yrs-60% 11-15 yrs-70% 16+years-100% Post-2016 hires: 10 years-50% 15+ years-75% Retirement-100%		

Community	Health/Dental Insurance Info.	Vision/Life Coverage	Sick Leave/Conversion Info.	Vacation Policy Info.	Holidays/Bereavement/Other
Village of Singer	Medical plan is through State (ETF) Lowest Cost Provider is Network Health \$500/\$1000 No out of network coverage 100% for most things after the deductible Preventative services covered 100% - no deductible Village pays 88% of premium	The medical plan covers an eye exam each year	One 8 hour sick day per month. Max. accumulation may not exceed 480 hours (60 days).	During 1st year accrue up to 80 hrs After first year 80 hours After 5th year 120 hours After 12th year 160 hours After 19th year 200 hours	10 paid holidays 1 personal day 3 day bereavement for immediate family and 1 day for extended family
	Network Health https://etf.wi.gov/its-your-choice/2024/network-health Click here visit their website https://networkhealth.com/employer/state				family includes spouse, child, father mother, brother or sister of the employee or the employee's spouse and the step relationships of the stated relationships. Extended family includes grandparent, grandchild, son-in-law, daughter-in-law grandmother-in-law and grandfather-in-law
	Village offers Flexible Spending Account. Dental plan - Delta Dental Employer pays 88% No Opt out payment for medical insurance Network Health Premium rates-Family-\$307.19/mth, Single-\$124.91/mth.				



City of Berlin Wage/Compensation study

Community	Health/Dental Insurance Info.	Vision/Life Coverage	Sick Leave/Conversion Info.	Vacation Policy Info.	Holidays/Bereavement/Other
	Medical Plan through Health Partners	Vision insurance offered - paid by employee City pays for basic life insurance equal to previous years wages.	Accrues at 3.07 hours per pp (8 hours per calendar month)	On hire Through 3rd year- 80 hours	10 paid holidays and 3 floating holidays
City of	High Deductable plan \$3,400/\$6,800		start date before 1/1/2023 can accrue up to 1,280	4th and 5th year - 120 hours	
Prescott	City HSA Contribution \$1,150/\$2,300		After 1/1/2023 can accrue up to 960 hours	6th and 7th year - 128 hours	Bereavement - immediate family - 3 scheduled days off
	City HRA Contribution \$1,700/ \$3,500		Upon retirement 60% of hours is paid out	8th and 9th year-136 hours	Spouses immediate family - 2 scheduled days off
	Employee Responsibility \$550 /\$1,000			10th and 11th year- 144 hours	Police and PW can earn comp time up to 40 hours in their bank
	City Pays 86% of premium - rates are based on age		Police officers who have worked 3 consecutive years receive 5.07 hours per pp (11 hours per calendar month)	12th and 13th year - 152 hours	
	City offers Payment in Lieu of Health Insurance \$200/\$400			14th through 18th year- 160 hours	Accident and critical illness coverage are offered at employees expense.
	City offers Dental Insurance - 50% of employee's premium is paid for by the city			19th through 23rd - 200 hours	
				24th and all remaining anniversaries- 240 hours	
				Regularly part time employees who work at least 20 hours per week receive 50% of annual accrual rate	

Community	Health/Dental Insurance Info.	Vision/Life Coverage	Sick Leave/Conversion Info.	Vacation Policy Info.	Holidays/Bereavement/Other
	Medical Plan - WPS	Vision Plan - XXXX	Sick Leave: accumulate 1 day per month upto 130 days.	After 1 year: 1 week	Holidays:
	HSA PPO	Employee pays full cost		2-6 years: 2 weeks	New Year's Day (1)
City of Berlin	\$3500/\$7000 deductible		Half of accumulation upto 65 days may be used for COBRA if not fired or quit.	7-15 years: 3 weeks	New Year's Eve (.5)
	Employee share:			16-20 years: 4 weeks	Memorial Day (1)
	Single \$25/month			21+ years: 5 weeks	Independence Day (1)
	Employee + Spouse \$50/month				Labor Day (1)
	Employee + Children \$50/month				Thanksgiving Day (1)
	Family \$75/month				Day after Thanksgiving (1)
	*City is planning to go to a % Employer and % Employee share in 2026				Christmas Day (1)
					Christmas Eve (.5)
					Good Friday (1)
					2 Personal Days
					Bereavement:
					3 days for immediate family
					1 day for family
	Dental Plan - Delta Dental				
	Employee pays full cost				



MEDICAL PLAN HIGHLIGHTS-City of Lake Mills

	SFH		IN-NETWORK		OUT-OF-NETWORK	
	Preferred Providers		Alliance + Trilogy Network (UW, SSM Health, Mercy, and more)			
Deductible	\$0		\$1,600 / \$3,200		\$3,200 / \$6,400	
Out of Pocket Max	\$0		\$2,500 / \$5,000		\$5,000 / \$10,000	
Primary Care & Outpatient Mental Health	\$0 at DPC		\$35 Copay		Deductible, then 40% coinsurance	
Specialist Care	\$0		\$75 Copay		Deductible, then 40% coinsurance	
Urgent Care	\$0 at DPC		\$35 Copay		Deductible, then 40% coinsurance	
Emergency Room	N/A		\$250 copay		\$300 copay	
Hospital Services (Inpatient)	N/A		Deductible, then 20% coinsurance		Deductible, then 40% coinsurance	
Hospital Services (Outpatient)	\$0, if available		Deductible, then 20% coinsurance		Deductible, then 40% coinsurance	
Physical Therapy	\$0		\$35 Copay		Deductible, then 40% coinsurance	
Chiropractic	\$0		\$35 Copay		Deductible, then 40% coinsurance	
Diagnostics (X-rays & Labs)	\$0		Deductible, then 20% coinsurance		Deductible, then 40% coinsurance	
Diagnostics (Complex Radiology - MRI, CT, PET, etc.)	\$0		Deductible, then 20% coinsurance		Deductible, then 40% coinsurance	
Durable Medical Equipment	\$0		Deductible, then 20% coinsurance		Deductible, then 40% coinsurance	



Retail Pharmacy		Via DPC	30 Day Supply
Tier 1	\$ 0, if applicable	\$ 10	
Tier 2	\$ N/A	\$ 35	
Tier 3	\$ N/A	\$ 75	
Tier 4	\$ N/A	\$ 250	

MONTHLY PREMIUM		MEDICAL PLAN PREMIUM CONTRIBUTIONS	
		Self Fund Health	
Employee Only		Employer Monthly Contribution: \$627.38	Employee Contribution: \$0.00
Family		Employer Monthly Contribution: \$1,568.46	Employee Contribution: \$0.00



Exhibit A

Proposed Wage Ranges for City of Berlin: Based on PAA Survey of 18 Peer Communities (2025)

Job Title	.8 of MPT								Merit increases based on Performance Reviews and Available Budget		1.1 x midpoint Step 21 OFF	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
Administrator/Clerk/Treasurer	91,168	93,447	95,726	98,005	100,284	102,563	104,842	107,121	109,400	111,679	113,960	125,356
Deputy Clerk/Treasurer	22.12	22.67	23.22	23.77	24.32	24.87	25.42	25.97	26.52	27.07	27.65	30.42
Administrative Assistant	20.10	20.60	21.10	21.60	22.10	22.60	23.10	23.60	24.10	24.60	25.13	27.64
Planner	50,000	51,250	52,500	53,750	55,000	56,250	57,500	58,750	60,000	61,250	62,500	68,750
Utility Clerk	20.73	21.25	21.77	22.29	22.81	23.33	23.85	24.37	24.89	25.41	25.91	28.50
Economic Development Asst. (Part-Time)	20.73	21.25	21.77	22.29	22.81	23.33	23.85	24.37	24.89	25.41	25.91	28.50
Building Custodian I	14.14	14.49	14.84	15.19	15.54	15.89	16.24	16.59	16.94	17.29	17.68	19.45
Building Custodian II	17.60	18.04	18.48	18.92	19.36	19.80	20.24	20.68	21.12	21.56	22.00	24.20
Alternate for higher expectations of Custodian												
Public Safety and Emergency Services												
Job Title	.8 of MPT								Merit increases based on Performance Reviews and Available Budget		1.1 x midpoint Step 21 OFF	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
Police Chief	82,361	84,420	86,479	88,538	90,597	92,656	94,715	96,774	98,833	100,892	102,951	113,246
Assistant Police Chief (Total Salary Figures)	73,562	75,401	77,240	79,079	80,918	82,757	84,596	86,435	88,274	90,113	91,952	101,147
Hourly Rate	35.37	36.25	37.13	38.01	38.89	39.77	40.65	41.53	42.41	43.29	44.21	48.63
Police Administrative Assistant	21.04	21.57	22.10	22.63	23.16	23.69	24.22	24.75	25.28	25.81	26.30	28.93
EMS Chief (Total Salary Figures) Berlin actual 44,78	37.89	38.84	39.79	40.74	41.69	42.64	43.59	44.54	45.49	46.44	47.36	52.10
Hourly Wage Range without overtime	22.59	23.16	23.73	24.30	24.87	25.44	26.01	26.58	27.15	27.72	28.24	31.06
EMS Assistant Chief	21.44	21.98	22.52	23.06	23.60	24.14	24.68	25.22	25.76	26.30	26.80	29.48
EMS Captain												
EMS Paramedic	18.64	19.11	19.58	20.05	20.52	20.99	21.46	21.93	22.40	22.87	23.30	25.63
EMT/EMTA	16.23	16.64	17.05	17.46	17.87	18.28	18.69	19.10	19.51	19.92	20.29	22.32



Exhibit A (continued)

Water and Sewer Utility												
Job title	Merit increases based on										1.1 x midpoint Step 21 OFF	
	.8 of MPT Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Midpoint Step 11 Performance Reviews and Available Budget	
Utility Superintendent	72,349	74,158	75,967	77,776	79,585	81,394	83,203	85,012	86,821	88,630	90,436	99,480
Asst. Utility Superintendent	29.03	29.76	30.49	31.22	31.95	32.68	33.41	34.14	34.87	35.60	36.29	39.92
Lead Operator	27.82	28.52	29.22	29.92	30.62	31.32	32.02	32.72	33.42	34.12	34.78	38.26
Lead Sewer Operator												
Utility Operators	23.43	24.02	24.61	25.2	25.79	26.38	26.97	27.56	28.15	28.74	29.29	32.22
Public Works												
Job Title	Merit increases based on										1.1 x midpoint Step 21 OFF	
	.8 of MPT Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Midpoint Step 11 Performance Reviews and Available Budget	
Public Works Superintendent/Director-	75,899	77,797	79,695	81,593	83,491	85,389	87,287	89,185	91,083	92,981	94,874	104,361
Parks Director												
Public Works Foreman	26.01	26.66	27.31	27.96	28.61	29.26	29.91	30.56	31.21	31.86	32.51	35.76
Parks Department Supervisor	25.01	25.64	26.27	26.90	27.53	28.16	28.79	29.42	30.05	30.68	31.26	34.39
Shop Mechanic	24.07	24.67	25.27	25.87	26.47	27.07	27.67	28.27	28.87	29.47	30.09	33.10
Public Works Crew	22.48	23.04	23.60	24.16	24.72	25.28	25.84	26.40	26.96	27.52	28.10	30.91
Cemetery Sexton												



Exhibit A (continued)

Library										

Exhibit B

Waupaca										Possible 3% COLA	
City of Berlin Wage Survey-March 2025											
Position	Salaryed or Hourly ?	Min. Salary	Max. Salary	Ave. Salary or Current Salary	Years/Ave. Yrs. Employed	Any Additional Duties Outside of Normal Job Responsibilities	Your most Comparable position if not exact title	Total FT Employees including Police/Fire	Est. Planned Wage Inc. 2026		
City Administrator/Clerk/Treasurer	Salary	\$ 110,897.59	\$ 144,180.85	\$ 105,060.80	6		City Administrator	1	\$ 108,212.62		
City Clerk	Salary	\$ 65,643.54	\$ 85,333.81	\$ 73,736.00	24		City Clerk	1	\$ 75,948.08		
City Treasurer	Salary	\$ 45,266.75	\$ 58,846.00	\$ 87,651.20	3.5		City Treasurer	1	\$ 90,280.74		
Administrative Assistant	Hourly	\$ 45,266.75	\$ 58,846.00	\$ 52,707.20	3.5		Deputy Treasurer	1	\$ 54,288.42		
Police Chief	Salary	\$ 90,775.64	\$ 115,718.05	\$ 91,413.90	1.5		Police Chief	1	\$ 94,156.32		
Assistant Chief	Salary	\$ 78,935.81	\$ 102,616.81	\$ 88,961.60	13		Police Captain	1	\$ 91,630.45		
Police Administrative Assistant	Hourly			\$ 57,699.20	12		Police Admin. Assistant	1	\$ 59,430.18		
Utility Superintendent	Salary	\$ 104,632.51	\$ 136,013.87	\$ 97,136.00	9		Director of Public Works	1	\$ 100,050.08		
Assistant Utility Superintendent/Lead Sewer and Water Operator	Salary	\$ 71,039.96	\$ 89,671.21	\$ 81,099.20	37		Street Dept Superintendent	1	\$ 83,532.18		
Lead Sewer Plant Operator	Salary	\$ 65,777.35	\$ 83,028.45	\$ 72,987.20	29		Water Dept Superintenden	1	\$ 75,176.82		
Utility Operators	Hourly	\$ 50,980.96	\$ 56,637.31	\$ 59,300.80	7		Sewer Dept Superintenden	1	\$ 74,619.79		
Utility Clerk	Hourly	\$ 33,272.53	\$ 41,590.01	\$ 44,907.20	6		Certified vs. Uncertified Operators	7	\$ 61,079.82		
Dept. of Public Works Superintendent/ Parks Director	Salary	\$ 73,754.59	\$ 95,878.19	\$ 82,492.80	2		Utility Billing Clerk	1	\$ 46,254.42		
Public Works Foreman	Salary	\$ 65,777.35	\$ 83,028.45	\$ 68,161.60	10		Parks & Recreation Director	1	\$ 84,967.58		
Shop Mechanic	Hourly	\$ 54,792.85	\$ 60,891.87	\$ 60,340.80	7		Facility Superintendent	1	\$ 70,206.45		
Parks Department Supervisor	Hourly			\$ 64,105.60	18		Mechanic/Lead Mechanic	2	\$ 62,151.02		
Public Works Crew Members	Hourly	\$ 50,980.96	\$ 56,637.31	\$ 57,096.00	7		Parks Superintendent	1	\$ 66,028.77		
Building Custodian	Hourly PT			14.00/hr	2		Street Dept Laborers	8	\$ 58,808.88		
							Custodian	4	\$ #VALUE!		



City of Berlin Wage/Compensation study

Position	Salaryed or Hourly ?	Min. Salary	Max. Salary	Ave Salary/ Current Salary	Years/Ave Yrs Employed	Any Additional Duties Outside of Normal Job Responsibilities	Your most Comparable position if not exact title	Total FT Employees including Police/Fire	Est. Planned Wage Inc. 2026
Emergency Medical Services Chief	Outsourced								
Assistant EMS Chief	Outsourced								
EMS Captain	Outsourced								
EMT A	Outsourced								
EMT	Outsourced								
Paramedic	Outsourced								
Library Director	Salary	\$ 82,872.52	\$ 107,737.08	\$ 91,603.20	3.5		Library Director	1	
Adult Librarian	Hourly	\$ 51,421.95	\$ 63,729.51	\$ 47,132.80	20		Adult Services Librarian	1	
Youth Librarian	Hourly	\$ 47,613.26	\$ 59,009.59	\$ 38,376.00	0.5		Youth Services Librarian	1	
Library Assistant	Hourly	\$ 47,613.26	\$ 59,009.59	\$ 45,801.60	4		Teen Services Librarian	1	
Library Clerk	Hourly	\$ 25,723.55	\$ 28,054.43	part time ranges between 1-5 years of service @ \$16.00/hr			Library Associates/Pages	15	
Senior Center Director	Salary	\$ 36,483.59	\$ 47,427.74	\$ 48,526.40	4		Senior Center Director	1	
Senior Center-Programming Assistant	Hourly PT			\$ 2,808.00	1		Senior Center Program Coordinator	1	
Senior Center-Head Cook (PT)	N/A								
Senior Center Driver (PT)	N/A								
Planning and Development Director	Salary	\$ 82,872.52	\$ 107,737.08	currently vacant - here's for prior			Community & Economic Development Director	1	
Economic Development Assistant (PT)	Hourly	\$ 48,887.63	\$ 63,554.30	\$ 76,232.00	3		Community Development	1	
(Works with business community)	Hourly			\$ 66,788.80	33		Specialist/GIS Tech		



Exhibit C

POSITION	Administrator			Community (Est. Pop.)	Minimum	Maximum	Actual (2025)	Comments
Clerk/Treas.				C. of Berlin (5513)	81,590.00	106,067.00	100,000.00	Also official Clerk/Treas., <1 yr in position
Range Data	Minimum Salary	Maximum Salary	C. of Algoma (3,196)					118,433.00 6.5 yrs of service 3 yrs as titled City Admin.
1. Lowest Base Salary	85,000	116,000	C. of Chilton (4,191)					131,368.00 Also official C/T, 5 years on position
2. Highest Base Salary	123,594	139,048	C. of Clintonville (4,685)					107,682.00 5 years in current City Admin. Position
3. Average of all	105,208	133,379	C. of Columbus (5,476)		123,594.00	139,048.00	128,500.00	1 year in current City Admin. Position
			C. of Green Lake (1,185)					93,268.00 Also official Clerk/Treas. 46 yrs of service in comm.
4. Lowest-Highest Salary	85,000	144,181	C. of Lake Mills (6,803)					128,714.00 City Manager position
5. Average of Items 1-4	99,701	133,152	C. of Mosinee (4,578)					97,345.00 City Administrator position, 25 years of service
			C. of New London (7,587)		110,647.00	141,637.00	115,595.00	City Administrator position, 17 yrs. of service
6. Range midpoint of Item 5	116,426		C. of Oconto (4,568)					90,000.00 Also official Clerk/Treas. 4 yrs in position
			C. of Omro (3,624)		85,000.00	116,000.00	104,000.00	City Administrator position, 1.5 yrs in position
7. Average of Actual Base	113,190		C. of Plymouth (8,909)					n/a, also serves as Utilities Manager (electric+)
			C. of Prescott (4,539)		95,902.00	126,027.00	119,309.00	City Administrator position, 3 yrs in position
8. Weighted Data Midpoint	113,960		C. of Ripon (7,578)					115,480.00 City Administrator position, 4 yrs in position
			V. of Slinger (6,576)					122,500.00 Village Administrator position, 26 yrs of service
9. Item 8 Weighted Midpoint			C. of Waupaca (6,377)		110,898.00	144,181.00	105,060.00	City Administrator position, 6 yrs in position
Working range .80-1.20	91,168	136,752	C. of Wautoma (2,297)					103,725.00 Also official Clerk/Treas. 10 yrs in position
Working range .85-1.15	96,866	131,054	C. of WI Dells (3,383)					130,065.00 City Administrator position, 10 yrs in position
Working range .90-1.10	102,564	125,356						
Working range .80-1.10	91,168	125,356			526,041.00	666,893.00	1,811,044.00	



Exhibit D



Public Administration Associates, LLC.

City of Berlin Position Description Questionnaire (3-20-25)

Dear Staff Member:

As many of you know Berlin is investing in a Wage and Compensation Study, performed by Public Administration Associates, for most employees. Your position is being reviewed as part of this effort. The purpose of the study is to help create a wage and compensation plan that will assure external wage and benefit equity with peer communities and internal wage and benefit equity for employees.

External wage/compensation equity can be understood by analyzing the wages and compensation for similar positions in peer communities and organizations and making sure compensation parity exists. Comparable communities have been selected for this analysis and data is now being collected. With this PDQ we will review your current job duties and responsibilities so that we can ensure similar positions are being compared in the peer communities.

Internal wage/compensation equity is another goal of this study, and to get a better idea about job pay equity within the organization, this PDQ has been developed. Our internal position evaluation consists of eight factors that are weighted: knowledge/education, experience, job complexity, supervision exercised, supervision received, consequences of decisions, interaction with other sets of people and work environment.

In order to complete our evaluation, we ask that you take a few minutes and complete the job questionnaire attached below! Please make a copy of this



document when you are finished answering all questions, and retain it for yourself in case further review is necessary.

We ask that employees return this questionnaire to one of the addresses listed below as soon as possible.

If you can e-mail your response please send to:
dtebo.wi2@gmail.com.

If you would prefer to mail back your response, the address for returning questionnaires is:

PAA Associate
Dave Tebo
N1357 Tuckaway Court
Greenville, WI 54942

Thanks for your help.

Kevin Brunner
President, PAA

Dave Tebo
Associate, PAA (920-740-8804)

PAA will also make time to speak personally with any staff members who feel more discussion is needed to understand current job duties and issues. ZOOM interviews will be set up for those wishing to talk further.



Name _____ Position Title _____

Supervisor Name and Title _____

Date _____

1. I have reviewed my current position description and have included it with my response:

_____ The following items and/or tasks should be added:

a.

b.

c.

_____ The following items and/or tasks should be deleted (please list):

a.

b.

c.

_____ The following items and/or tasks should be modified as follows (please list):

a.

b.

c.

2. Using the left margin of your position description or this PDQ for your response, please indicate the approximate percentage of time that you spend on each job task.

If you do not have a current job description or job description template for review, please complete Question 3,4, 5, 6,7 in detail:



3. List your MOST ESSENTIAL duties and responsibilities below followed by the approximate percentage of time spent on each major duty. The percentage should be calculated when analyzing activity over an annual period.

a.

b.

c.

d.

e.

f.

g.

h.

i.

j.

k.



4. After reviewing your list of essential duties and responsibilities choose the three (3) that are the most significant? Under (d) below write a one to two sentence description or explanation of your job that your next-door neighbor would understand using these top three responsibilities as the main topic:

a.

b.

c.

d.

5. Please list the needed education, certifications, and amount of experience that you think would be important for someone in this position to have?

6. Please list the knowledge, skills, and abilities you think a person in this position should possess, both hard skills and personal characteristics. For example:

- Knowledge of certain software or computer applications, other technology, specific laws and regulations, general accounting principles, mechanical systems, etc.;
- Ability to work independently, analyze financial data, multi-task and be a good communicator, etc.)



Question 6 (continued)

7. Please explain if you think there are certain physical demands that an employee in this position must meet to adequately perform the job. For example:

- **Is there a certain amount of weight that must be lifted on a regular basis?**
- **Is there frequent twisting and bending? The need to reach above shoulder height? Ability to sit at a keyboard for extended period of time?**
- **What is the % sitting, standing, and moving?**
- **What are the hours of work expected and is the position hourly or salaried?**



8. In terms of overall responsibilities and job complexity, what other position(s) in your organization (are) comparable to your position?

9. With whom do you interact on a regular basis?

	<u>I initiate</u>	<u>They initiate</u>	<u>Both initiate</u>
___ Employees in your department	_____	_____	_____
___ Employees in other departments	_____	_____	_____
___ Employees of other governmental units	_____	_____	_____
___ City Council members	_____	_____	_____
___ Individual citizens	_____	_____	_____
___ Contractors, suppliers	_____	_____	_____
___ Others (please list) _____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

10. Do you supervise other employees?

_____ Yes _____ No

If yes, how many employees do you directly supervise ("They report to me.")? _____

If yes, how many employees do you indirectly supervise (They report to someone who reports to me.)? _____



11. Who supervises you?

_____ **Job title of supervisor**

Generally, what is the nature of this supervision (please check one)?

_____ General direction and performance review

_____ Weekly work assignments

_____ Daily work assignments

12. Please list your educational background.

_____ High school

_____ Post high school, including any degrees, diplomas, certifications, and licenses
(continue list on last page if necessary)

13. Please list your work experience.

- a. Positions held before your current position and the number of years employed in each position. (Last 3 jobs only)

- b. Years employed in your current position. _____



14. If I made an error on a major aspect of my job,

- ☐ it could have serious negative consequences (Examples: physical risks, major financial costs, major impact on other employees' jobs, major political fallout).
- ☐ it might take some time to correct the error, but it would not have consequences as serious as those defined above.
- ☐ it would not have serious consequences and probably no one would notice.

15. Are there any particular skills or knowledge that you bring to the job that are not recognized in your job description?

16. Is there anything else that we should know about your job?

17. Would you like to schedule a ZOOM meeting with us?



Additional Comments or Needed Info for Questionnaire:



**CITY OF BERLIN
COMMITTEE OF THE WHOLE MEETING
STAFF REPORT**

TO: Common Council
FROM: Jessi Balcom, City Administrator
AGENDA ITEM: Capital Improvement Plan
MEETING DATE: October 7, 2025

BACKGROUND

The Council reviewed the draft Capital Improvement Plan (CIP) at the workshop on September 23.

Staff is looking for direction as to whether there are any items that need to be added, removed or adjusted before final adoption by the Council at next week's regular meeting.

Please note, the Berlin Aquatic Center pool facility was not included in the draft CIP due to the timing of the Council's decision to ask the Friends of the Berlin Aquatic Center if they would be interested in owning and operating the facility, as it appeared likely that the City would not own the facility in the future. At this point, staff is looking for direction as to whether or not the Council would like to put the restoration of the pool in the CIP and/or continue to pursue the possibility of the sale/donation of the structure to another entity. If the pool is to be added to the CIP document, at what cost(s) and in what year(s) would you like the facility identified for funding? Please keep in mind that identifying the pool in the CIP would not obligate the City to fund the pool restoration in the future. As with all of the projects identified in the CIP, this is a plan that lists all of the anticipated needs of the City, which the Council will determine how best to address annually through the budgeting process.

SUGGESTED MOTION

Motion to recommend to the Common Council adoption of the 2026-2030 Capital Improvement Plan.

**CITY OF BERLIN
COMMITTEE OF THE WHOLE MEETING
STAFF REPORT**

TO: Common Council
FROM: Jessi Balcom, City Administrator
AGENDA ITEM: Amend Ordinance Chapter 54 Solid Waste and Recycling
MEETING DATE: October 7, 2025

BACKGROUND

In order to move forward with transitioning the costs of recycling collection from the levy to a special charge on the tax bill, the City will need to update Chapter 54 of the City's ordinances.

Enclosed is a marked-up version of the code for your consideration. The amendments proposed note that recycling will be charged for residential properties (not multifamily) through a special charge on the property tax bill.

Should the Council wish to move forward with this ordinance amendment the City Attorney will put the Ordinance in final form for adoption.

SUGGESTED MOTION

Motion to recommend to the Common Council to amend Ordinance Chapter 54 Solid Waste and Recycling to allow the City to collect the costs of Residential Recyclable Materials Collection from the levy to a special charge on the tax bill.

Chapter 54 SOLID WASTE AND RECYCLING¹

ARTICLE I. IN GENERAL

Sec. 54-1. Definitions.

The following words, terms and phrases, when used in this chapter, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

Bi-metal container has the meaning specified in Wis. Admin. Code NR § 544.03(1).

Collecting and transporting service means a municipal or privately operated agency, business, or service for collecting or transporting solid waste and/or recycling materials for disposal or recycling.

Container board has the meaning specified in Wis. Admin. Code NR § 544.03(3).

Department means the city department of public works.

Foam polystyrene packaging has the meaning specified in Wis. Stats. § 287.01(2).

Glass container means a glass bottle, jar or other packaging container used to contain a product that is the subject of a retail sale and does not include ceramic cups, dishes, oven ware, plate glass, safety and window glass, heat resistant glass such as pyrex, lead based glass such as crystal, or TV tubes.

Health officer means the legally designated county health authority or his or her designee.

HDPE has the meaning specified in Wis. Admin. Code NR § 544.03(9).

LDPE has the meaning specified in Wis. Admin. Code NR § 544.03(10).

Magazines has the meaning specified in Wis. Admin. Code NR § 544.03(11).

Major appliance has the meaning specified in Wis. Stats. § 287.01(3).

Multiple-family dwelling has the meaning specified in Wis. Admin. Code NR § 544.03(13).

Newspaper has the meaning specified in Wis. Admin. Code NR § 544.03(19).

Nonresidential facilities and properties has the meaning specified in Wis. Admin. Code NR § 544.03(21).

Office paper has the meaning specified in Wis. Admin. Code NR § 544.03(22).

Other resins or multiple resins means plastic resins labeled by the SPI Code No. 7.

Person has the meaning specified in Wis. Stats. § 287.01 (5m).

¹Editor's note(s)—Ord. No. 03-14, adopted July 15, 2014, repealed the former Ch. 54, §§ 54-1—54-85, and enacted a new Ch. 54 as set out herein. The former Ch. 54 pertained to solid waste and derived from Code 1989, §§ 8-3-2—8-3-8, 8-5-1, 8-5-2, 8-5-4—8-5-6, 8-5-7—8-5-16; Ord. No. 09-06, adopted Apr. 11, 2006; and Ord. No. 15-06, adopted June 13, 2006.

Cross reference(s)—Buildings and building regulations, ch. 14; removal of rubbish and dirt, § 58-181; utilities, ch. 74; outside storage of garbage, junk, § 82-566.

PETE has the meaning specified in Wis. Admin. Code NR § 544.03(27).

Plastic container has the meaning specified in Wis. Admin. Code NR § 544.03(27)(m).

Post-consumer waste has the meaning specified in Wis. Stats. § 287.01(7).

PP has the meaning specified in Wis. Admin. Code NR § 544.03(28).

PS has the meaning specified in Wis. Admin. Code NR § 544.03(28)(m).

PVC has the meaning specified in Wis. Admin. Code NR § 544.03(29).

Recyclable materials means materials listed in Wis. Stats. § 287.07(1m) to (4).

Residential property has the meaning of single-family and two- to four-unit residences.

Solid waste and recycling coordinator means the city administrator or his or her designee.

Solid waste has the meaning given in Wis. Stats. § 289.01(33).

Solid waste disposal has the meaning given in Wis. Stats. § 289.01(34).

Solid waste facility has the meaning given in Wis. Stats. § 289.01(35).

Solid waste treatment has the meaning given in Wis. Stats. § 289.01(39).

Waste tire has the meaning specified in Wis. Stats. § 289.55(c).

Yard waste has the meaning specified in Wis. Stats. § 287.01(17).

(Ord. No. 03-14, 7-15-2014)

Sec. 54-2. Penalty.

- (a) *General penalties.* Except as otherwise provided, any person who shall violate any provision of this chapter or any order, rule or regulation made under this chapter shall be subject to a penalty as provided in section 1-16, except that any forfeitures imposed shall be consistent with the forfeitures under Wis. Stats. §§ 287.95 and 287.97, where applicable. Specific penalties for violating section 54-33 may be assessed as follows:
- (1) Any person who violates section 54-33 may be required to forfeit \$50.00 for a first violation, \$200.00 for a second violation, and not more ~~then~~ than \$2,000.00 for a third or subsequent violation.
 - (2) Any person who violates a provision of this chapter, except section 54-33, may be required to forfeit not less than \$10.00 or more than \$1,000.00 for each violation.
- (b) *Special penalties.* If the owner, occupant, or lessee of any premises neglects or refuses to clean up and remove from such premises all solid waste when so ordered by the solid waste and recycling coordinator pursuant to this chapter, such owner, occupant or lessee shall be in violation of this section, and may be subject to the issuance of a citation. If such accumulation occurs on any street, alley or public thoroughfare, such solid waste may be collected under the direction of the solid waste and recycling coordinator, and the entire cost thereof shall be assessed against the abutting property. If said cost is not paid within 30 days, it will be added to the taxes as a special charge on the property according to Wis. Stats. § 66.0627.
- (c) *Failure to comply.*
- (1) The solid waste and recycling coordinator may refuse to furnish city collection service of post-consumer waste or recyclable materials to any person not complying and refusing to comply with this article and the rules and regulations made by the solid waste and recycling coordinator for the collection and disposal of solid waste.

-
- (2) When services of the city's collection of solid waste have been withdrawn by the solid waste and recycling coordinator from any person for failure to comply with such rules and regulations, resulting in an accumulation of solid waste on said person's premises which is offensive or a public nuisance, that person may be prosecuted under any ordinances of the city regulating the same.

(Ord. No. 03-14, 7-15-2014)

Sec. 54-3. Enforcement authority.

For the purpose of ascertaining compliance with the provisions of this chapter, the solid waste and recycling coordinator may, upon presentation of credentials, inspect recyclable materials separated for recycling, post-consumer waste intended for disposal, recycling collection sites and facilities, collection vehicles, collection areas of multiple-family dwellings and nonresidential facilities and properties and any records relating to recycling activities, which shall be kept confidential when necessary to protect proprietary information. If entry is refused, a special inspection warrant under Wis. Stats. § 66.0119, may be obtained. No person may obstruct, hamper or interfere with any such inspection.

(Ord. No. 03-14, 7-15-2014)

Secs. 54-4—54-14. Reserved.

ARTICLE II. STORAGE, DISPOSAL AND COLLECTION

Sec. 54-15. Post-consumer waste collection.

Post-consumer waste shall be collected by the city, or a city contracted collecting and transporting service, once per week from all residential properties which are not multiple-family dwellings, provided that such waste is properly handled, prepared, contained, stored, and located in conformance with this article and rules and regulations established and publicized by the solid waste and recycling coordinator. Such post-consumer waste collection shall be provided at no charge for one rollout container as provided by the city.

(Ord. No. 03-14, 7-15-2014)

Sec. 54-16. Recyclable materials collection.

Recyclable materials specified under Wis. Stats. § 287.07(3) to (4), shall be collected by the city, or a city contracted collecting and transporting service, once per week for all residential properties which are not multiple-family dwellings, provided that such materials are properly separated, handled, prepared, contained, stored, and located in conformance with this article and rules and regulations established and publicized by the solid waste and recycling coordinator. Curbside recycling is mandatory, and residents will be required to comply when they are served by a recycling route. Such collection of recyclable materials shall be provided at no charge by special charge on the property tax bill pursuant to Wis. Stats. § 66.0627(2), such special charge will be collected annually by the city to fund recycling program operations and collection for one rollout container per residential property unit as provided by the city. Recyclable materials containers shall be placed out for collection separated three feet from post-consumer waste containers on the regular post-consumer waste collection day.

(Ord. No. 03-14, 7-15-2014)

Sec. 54-17. Certain types of solid waste not subject to collection.

No solid waste other than post-consumer waste, and recyclable materials specified under Wis. Stats. § 287.07(3) to (4), shall be subject to collection by the city.

(Ord. No. 03-14, 7-15-2014)

Sec. 54-18. Containers.

- (a) The city has provided all existing residential properties which are not multiple-family dwellings with one rollout post-consumer waste collection container per dwelling residential property unit at no cost, and one rollout recyclable materials collection container per dwelling residential property unit, at no cost charged to the residential property owner as a special charge on the property tax bill, such special charge will be collected annually by the city to fund recycling program operations and collection. The city will provide all newly developed residential properties which are not multiple-family dwellings with one rollout post-consumer waste collection container per dwelling unit at no cost, and one rollout recyclable materials collection container per dwelling unit, at no cost charged to the residential property owner as a special charge on the property tax bill, such charge will be collected annually by the city to fund recycling program operations and collection. All containers shall remain with the applicable household unit, and any replacement container must be purchased from the city for a charge equal to the city's cost (unless otherwise replaced pursuant to a warranty or other replacement program provided by the city's contracted collecting and transporting service).
- (b) All collection containers shall be maintained in such a manner as to prevent the creation of a nuisance to public health and safety.
- (c) Any container deemed defective or otherwise inadequate by the solid waste and recycling coordinator shall be replaced at the owner's expense within one week's time following notification by the city (unless otherwise replaced pursuant to a warranty or other replacement program provided by the city's contracted collecting and transporting service). Any defective container not replaced subsequent to such notification shall be in violation of this section, and subject to the issuance of a citation.

(Ord. No. 03-14, 7-15-2014)

Sec. 54-19. General storage and collection preparation requirements.

- (a) *Bulky material, or other large materials.* Bulky material, or other materials too large to be deposited in the post-consumer waste and recyclable materials collection containers provided by the city, will not be collected as part of the city's weekly solid waste and recyclable materials collection program described in sections 54-15 and 54-16. Large quantities of construction and/or demolition waste shall be disposed of as provided for in section 54-21(d). The city may designate certain time periods for city-wide collection of such materials, and in such circumstances the solid waste and recycling coordinator shall have authority to establish rules and regulations for such special collection programs. Any violation of such rules and regulations established by the solid waste and recycling coordinator shall be in violation of this section, and subject to the issuance of a citation.
- (b) *Hot cinders, ashes, or any smoldering embers.* Hot cinders, ashes, or any smoldering embers shall not be placed in any post-consumer waste or recyclable materials collection container for purposes of collection by the city.
- (c) *Sanitary storage of solid waste by owner or occupant.* The owner and/or occupant of any premises shall be responsible for proper and sanitary storage of all post-consumer waste and recyclable materials accumulated

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at the premises until collected by the collecting and transporting service. All post-consumer waste and recyclable materials must be stored out of view from the roadway when not set out for collection during the times designated in subsection 54-19(e).

- (d) *Placement for collection.* Post-consumer waste and recyclable materials subject to collection by the city shall be placed in an approved container described in section 54-18 and such containers shall be placed for collection at the curblane, facing the street, three feet away from each other and any structure prohibiting automated pickup. Containers shall not be placed in the roadway. Collection shall not be made in any alleys adjoining residential property, unless expressly authorized by the city. If alleyway collection is authorized, such containers shall be placed in such a manner as expressly directed by the solid waste and recycling coordinator. No collection shall be made on private property unless approved by the solid waste and recycling coordinator after confirmation that a hardship exists due to physical disability.
- (e) *Collection times.* Approved post-consumer waste and recyclable materials collection containers shall be placed at the curblane by 7:00 a.m. on the scheduled day of collection, but shall not be placed at the curblane more than 12 hours before collection day and shall be removed not more than 12 hours after collection day. Failure to comply shall be a violation of this section, and may result in the issuance of a citation.
- (f) *City property.* All post-consumer waste and recyclable materials placed out for collection becomes city property upon being collected.
- (g) *Dead animals and animal offal.* Dead animals, animal offal, the droppings from pet animals, manure, and night soil shall not be collected by the city collection service. It shall be the responsibility of the owner of such animals to dispose of such dead animals or waste in a sanitary manner.
- (h) *Infectious materials.* The removal of wearing apparel, bedding, or other refuse from homes or other places where highly infectious or contagious diseases have prevailed shall be performed under the supervision of the health officer. Such refuse shall not be placed in post-consumer waste or recyclable materials collection containers for regular collection by the city collection service.
- (i) *Explosive materials.* No person shall place or deposit any explosive material such as dynamite, dynamite caps, shotgun shells, rifle cartridges, gunpowder, gasoline, or similar material in a container for collection or disposal at any dumping grounds, private or municipal.
- (j) *Doubt as to proper disposal.* When any person is in doubt as to the proper preparation, handling, and disposal of any type of solid waste, such person shall contact the solid waste and recycling coordinator for information concerning such handling and disposal.
- (k) *Prior approval needed for any variance.* There shall be no variance from this section without the prior approval of the solid waste and recycling coordinator.

(Ord. No. 03-14, 7-15-2014)

Sec. 54-20. Transportation.

- (a) *Materials not to create nuisance.* No person shall transport any solid waste or other materials in any vehicle unless the vehicle is operated and constructed so that the contents shall not blow, scatter, leak, or spill upon streets or alleys or otherwise create a nuisance.
- (b) *Collection vehicles.* All vehicles or conveyers, whether publicly or privately owned, used for the collection or transportation of solid waste shall not be kept in any street, alley, or public place, or upon any private premises within the city longer than is reasonably necessary to collect the solid waste except by permission of the solid waste and recycling coordinator.

-
- (c) *Permission needed to transport waste materials.* No person, except employees of the department, or the city's contracted collecting and transporting service, in the regular performance of duty, shall collect or transport solid waste on any street or alley without the permission and supervision of the solid waste and recycling coordinator.

(Ord. No. 03-14, 7-15-2014)

Sec. 54-21. General solid waste disposal requirements.

- (a) *Approved disposal.* Following collection, all solid waste shall be disposed of under the direction of the solid waste and recycling coordinator in a manner approved by solid waste and recycling coordinator with the concurrence of the health officer in conformance with the state department of natural resources, solid waste disposal standards under terms approved by the common council.
- (b) *Burning of solid waste or recyclables.* No person shall burn any solid waste or recyclables at any time within the city.
- (c) *Prohibitions.* No person in the city shall deposit, throw, place, or leave any solid waste upon any street, court, lane, alley, business, square, public enclosure, vacant lot, house yard, body of water, or any place except in an approved container described in this chapter. No person shall upset or turn over the contents of any waste collection container in any street, alley and other public place. No person shall remove any waste from any waste collection container on private premises without the consent of the occupant, owner or lessee of the premises, and no person shall remove any waste from any waste collection container which has been set out on public right-of-way for collection. No person shall remove any waste from public trash receptacles placed on public property.
- (d) *Disposal of construction and/or demolition waste.* All construction and/or demolition waste shall be disposed of by the owner, builder, or contractor at a solid waste facility. Excavated material consisting of sand, clay, or other earth and broken concrete, brick or rubble free of debris may be used for filling private property, subject to all other permits as may be required by this Code of Ordinances.
- (e) *Disposal of industrial and/or manufacturing waste.* Industrial and/or manufacturing waste shall be disposed of by the owner or occupant at a solid waste facility.

(Ord. No. 03-14, 7-15-2014)

Secs. 54-22—54-30. Reserved.

ARTICLE III. RECYCLING

Sec. 54-31. Purpose.

The purpose of this article is to promote recycling, composting and resource recovery through the administration of an effective recycling program, as provided in Wis. Stats. § 287.11, and Wis. Admin. Code ch. NR 544.

(Ord. No. 03-14, § 54-22, 7-15-2014)

Sec. 54-32. Statutory authority.

This article is adopted as authorized under Wis. Stats. § 287.09(3)(b).

(Ord. No. 03-14, § 54-23, 7-15-2014)

Sec. 54-33. Abrogation and greater restrictions.

It is not intended by this article to repeal, abrogate, annul, impair or interfere with any existing rules, regulations, ordinances or permits previously adopted or issued pursuant to law. However, whenever this section imposes greater restrictions, the provisions of this article shall apply.

(Ord. No. 03-14, § 54-24, 7-15-2014)

Sec. 54-34. Interpretation.

In their interpretation and application, the provisions of this article shall be held to be the minimum requirements and shall not be deemed a limitation or repeal of any other power granted by the state statutes. Where any terms or requirements of this article may be inconsistent or conflicting, the more restrictive requirements or interpretation shall apply. Where a provision is required by the state statutes or by a standard in Wis. Admin. Code ch. NR 544 and where a provision is unclear, the provision shall be interpreted in light of the state statutes and Wis. Admin. Code ch. NR 544 standards in effect on the date of the adoption of the ordinance from which this article is derived or in effect on the date of the most recent text amendment to this Code.

(Ord. No. 03-14, § 54-25, 7-15-2014)

Sec. 54-35. Applicability.

The requirements of this article shall apply to all persons within the City of Berlin.

(Ord. No. 03-14, § 54-26, 7-15-2014)

Sec. 54-36. Administration.

The provisions of this article shall be administered by the solid waste and recycling coordinator in the City of Berlin.

(Ord. No. 03-14, § 54-27, 7-15-2014)

Sec. 54-37. Separation of recyclable materials.

Occupants of single-family and two- to four-unit residences, multiple-family dwellings and non-residential facilities and properties shall separate the following materials from postconsumer waste:

- (1) Lead acid batteries,
- (2) Major appliances,
- (3) Waste oil,
- (4) Yard waste,
- (5) Aluminum containers,
- (6) Bi-metal containers,
- (7) Corrugated paper or other container board,

-
- (8) Foam polystyrene packaging,
 - (9) Glass containers,
 - (10) Magazines,
 - (11) Newspaper,
 - (12) Rigid plastic containers (made of PETE, HDPE, PVC, LDPE, PP, PS and other resins or multiple resins),
 - (13) Steel containers, and
 - (14) Waste tires.

(Ord. No. 03-14, § 54-28, 7-15-2014)

Sec. 54-38. Separation requirements exempted.

The separation requirements of section 54-37 do not apply to the following:

- (1) Occupants of single-family and two- to four-unit residences, multiple-family dwellings and non-residential facilities and properties that send their postconsumer waste to a processing facility licensed by the Wisconsin Department of Natural Resources that recovers the materials specified in subsections S4-37(5) through (14) from solid waste in as pure a form as is technically feasible.
- (2) Solid waste which is burned as a supplemental fuel at a facility if less than 30 percent of the heat input to the facility is derived from the solid waste burned as supplemental fuel in accordance with Wis. Stats. § 287.07(7)(bg).
- (3) A recyclable material specified in subsections 54-37(5) through (14) for which a variance has been granted by the department of natural resources under Wis. Stats. § 287.11(2m), or s. NR 544.14, Wis. Administrative Code.

(Ord. No. 03-14, § 54-29, 7-15-2014)

Sec. 54-39. Responsibilities of owners or designated agents of multiple-family dwellings.

Owners or designated agents of multiple-family dwellings in the city shall do all of the following unless postconsumer waste generated in those properties is treated at a processing facility that recovers for recycling the materials specified in Wis. Stats. § 287.07(3) and (4), from that solid waste in as pure a form as is technically feasible:

- (1) Provide adequate, separate containers for the recycling program established in compliance with the chapter.
- (2) Notify tenants in writing at the time of renting or leasing the dwelling and at least semi-annually thereafter of how to appropriately recycle the materials specified under Wis. Stats. § 287.07(1m) to (4), at this location. This notification shall include reasons to reduce and recycle waste, which materials are collected, how to prepare recyclable materials in order to meet the processing requirements, and collection methods or sites. The notification shall indicate locations and hours of operation of drop-off collection sites for recyclable materials not collected on-site, including a contact person or company, address and phone number.
- (3) Provide for the collection of recyclable materials separated from the solid waste by the tenants and the delivery of the recyclable materials to a recycling facility.

(Ord. No. 03-14, § 54-30, 7-15-2014)

Sec. 54-40. Responsibilities of owners or designated agents of nonresidential facilities and properties.

Owners or designated agents of non-residential facilities and properties in the city shall do all of the following unless postconsumer waste generated in those facilities and properties is treated at a processing facility that recovers the materials specified in Wis. Stats. § 287.07(3) and (4), from solid waste in as pure a form as is technically feasible:

- (1) Provide adequate, separate containers for the program established under this section.
- (2) Notify in writing, at least semi-annually, all users, tenants and occupants of the properties of how to appropriately recycle the materials specified under Wis. Stats. § 287.07(1m) to (4), at this location. This notification shall include reasons to reduce and recycle waste, which materials are collected, how to prepare recyclable materials in order to meet the processing requirements, and collection methods or sites. The notification shall indicate locations and hours of operation of drop-off collection sites for recyclable materials not collected on-site, including a contact person or company, address and phone number.
- (3) Provide for the collection of recyclable materials separated from the solid waste by the users, tenants and occupants and the delivery of the recyclable materials to a recycling facility.

(Ord. No. 03-14, § 54-31, 7-15-2014)

Sec. 54-41. Preparation and collection of recyclable materials by the city.

Except as otherwise directed by the solid waste and recycling coordinator, occupants of all residential properties that are not multiple-family dwellings shall do the following for the preparation and collection by the city of the separated recyclable materials specified under subsection 54-37(5) through (14):

- (1) Aluminum containers shall be placed in the recyclable materials collection container for recycling;
- (2) Bi-metal containers shall be placed in the recyclable materials collection container for recycling;
- (3) Corrugated paper or other container board shall be cut down to a size allowing for placement in the recyclable materials collection container for recycling;
- (4) Foam polystyrene packaging is currently not recycled by the city and shall be placed by the occupant in the post-consumer waste collection container;
- (5) Glass containers shall be rinsed and cleaned and placed in the recycling container for recycling;
- (6) Magazines shall be bundled, bagged or boxed and placed in the recyclable materials collection container for recycling;
- (7) Newspaper shall be bundled and placed in the recyclable materials collection container for recycling;
- (8) Office paper shall be bundled and placed in the recyclable materials collection container for recycling;
- (9) Loosely shredded paper must be placed in brown paper bags;
- (10) Rigid plastic containers shall be prepared and collected as follows:
 - a. Plastic containers made of PETE, including soda bottles, shall be rinsed, flattened and placed in the recyclable materials collection container for recycling;
 - b. Plastic containers made of HDPE, including milk jugs, shall be rinsed and flattened and placed in the recyclable materials collection container for recycling;

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- c. Plastic containers made of PVC shall be placed in the post-consumer waste collection container;
 - d. Plastic containers made of LDPE shall be placed in the post-consumer waste collection container;
 - e. Plastic containers made of PP shall be placed in the post-consumer waste collection container;
and
 - f. Plastic containers made of PS shall be placed in the post-consumer waste collection container;
- (11) Steel containers shall be rinsed and placed in the recyclable materials collection container for recycling;
and
- (12) Recyclable materials placed in a recyclable materials collection container for recycling may be comingled.

(Ord. No. 03-14, § 54-32, 7-15-2014)

Sec. 54-42. Prohibitions on disposal of recyclable materials separated for recycling.

No person may dispose of in a solid waste disposal facility or burning in a solid waste treatment facility the materials specified in subsections 54-37(5) through (14), which have been separated for recycling, unless subject to a statutory exception.

(Ord. No. 03-14, § 54-33, 7-15-2014)

Sec. 54-43. Care of separated recyclable materials.

To the greatest extent practicable, the recyclable materials separated in accordance with section 54-41 shall be clean and kept free of contaminants such as food or product residue, oil or grease or other nonrecyclable materials, including but not limited to household hazardous waste, medical waste and agricultural chemical containers. Recyclable materials shall be stored in a manner which protects them from wind, rain and other inclement weather conditions.

(Ord. No. 03-14, § 54-34, 7-15-2014)

Sec. 54-44. Management of lead acid batteries, major appliances, waste oil, yard waste and waste tires.

Occupants of single-family and two- to four-unit residences, multiple-family dwellings and nonresidential facilities and properties shall manage recyclable materials specified in Wis. Stats. § 287.07(3) to (4), as follows:

- (1) Lead acid batteries and mercuric oxide batteries shall be separated from post-consumer waste and disposed of or recycled by the occupant in accordance with Wis. Stats. § 287.18, or Wis. Stats. § 287.185, as applicable. Such batteries may be collected by the city annually as part of an established program, or as directed by the solid waste and recycling coordinator.
- (2) Major appliances shall be disposed of or recycled by the occupant. Major appliances may be collected by the city annually as part of an established program, or as directed by the solid waste and recycling coordinator. Major appliances with cooling elements will only be picked up for a fee established by the solid waste and recycling coordinator.
- (3) Waste oil shall be disposed of or recycled by the occupant in accordance with Wis. Stats. § 287.15.
- (4) Yard waste shall be handled pursuant to sections 54-45 and 54-46.

(5) Waste tires shall be disposed of or recycled by the occupant in compliance with Wisconsin Statutes.
(Ord. No. 03-14, § 54-35, 7-15-2014)

Sec. 54-45. Yard waste collection.

The department will undertake a program to collect certain types of yard waste in October and November. Yard waste shall not be picked up by the department during any other months. The solid waste and recycling coordinator shall have authority to establish rules and regulations for such yard waste collection programs. Any violation of such rules and regulations established by the solid waste and recycling coordinator shall be in violation of this section, and subject to the issuance of a citation.

(Ord. No. 03-14, § 54-36, 7-15-2014)

Sec. 54-46. Yard waste dropoff.

Yard waste may be dropped off by residents at no charge at the city yard waste dropoff site.

(1) *Regulations.*

- a. No bags or reusable containers may be disposed of at the dropoff site.
- b. Persons transporting yard waste shall cover or otherwise contain the waste in such a manner as to prevent scattering or dumping of yard waste in transport.
- c. The hours of operation for dropoff site shall be established, published and/or posted by the department.
- d. Residents may pick up finished compost for free as available. If excess finished compost is available, the solid waste and recycling coordinator may permit businesses to pick up compost.

(2) *Prohibited.* Landscaper/lawn care businesses are prohibited from utilizing the dropoff site to dispose of yard waste generated by such operations as well as prohibited from removing any compost, yard waste, sand, dirt, woodchips or other natural material from the dropoff site.

(Ord. No. 03-14, § 54-37, 7-15-2014)

**CITY OF BERLIN
COMMITTEE OF THE WHOLE MEETING
STAFF REPORT**

TO: Common Council
FROM: Jessi Balcom, City Administrator
AGENDA ITEM: Amend Fee Schedule to reflect implementation of Recycling Fee and 2026 updates.
MEETING DATE: October 7, 2025

BACKGROUND

In order to implement the Residential Recyclable Materials Collection Fee, and collect it as a special charge on the tax bill, the Common Council will need to approve the fee as part of the City's Fee Schedule.

Additionally, staff has been working to update and make sure that all of the current City fees are correctly and clearly stated on the City's Fee Schedule. A version of the fee schedule explaining the proposed changes and clarifications is included for your review.

SUGGESTED MOTION

Motion to recommend to the Common Council approval and adoption of the City's Fee Schedule as amended.

City of Berlin				AMMENDMENT KEY	
Code of Ordinances				Removals shown as strikethroughs.	
Fee Schedule				Additions/changes shown as bold.	
Last Updated: September 2024-October 2025				Code refers to clerk-treasurer. Updated throughout.	
Code	Category	Description	Department	Amount	Recommended Fee Schedule Changes
Column1 10-3(b)	Column2 Animals	Column3 Chicken Keeping	Column4 Clerk-Treasurer	Column5 \$10	Remove per Brian P. No fee due to contract with Green Lake Animal Shelter. Resident pays shelter.
10-41	Animals	Impoundment of Animals - Surrender Fee	Animal Control	\$50.00/Cat \$75.00/Dog	Remove per Brian P. No fee due to contract with Green Lake Animal Shelter. Resident pays shelter.
10-41	Animals	Impoundment of Animals - Impoundment fee	Animal Control	1st Night N/C - \$10.00/day Spay/Neuter \$10.00	Code says: "Such amounts shall be reduced by one-half if the dog became five months of age after July 1 during the license year. The license year shall commence January 1 and end December 31 of each year." Add.
10-7	Animals	Issuance of license - Dog License Fees	Clerk-Treasurer	No Spay/Neuter \$15.00 Fee reduced by half if dog becomes 5 months old after July 1.	
10-7	Animals	Issuance of license - Kennel License Fee	Clerk-Treasurer	<12 dogs \$35.00 >12 \$35.00 + \$3.00 each surpassing 12 dogs	
10-7	Animals	Issuance of License - Cat License Fee	Clerk-Treasurer	Spay/Neuter \$10.00 No Fee	Currently registering cats is voluntary. Ascent doesn't have a charge. Ordinance says we can charge according to the fee Schedule
10-8	Animals	Late Fee for Dog License	Clerk-Treasurer	\$5	
	Other Fees/Charges	Replacement Dog Tag	Clerk-Treasurer	\$1	Pulled up from bottom of list to be near like fees.
10-10(a)(1)	Animals	Admin fee to appeal vicious dog determination	Clerk-Treasurer	\$150	
10-10(c)(e)	Animals	Special Registration Fee-Vicious Dog	Clerk-Treasurer	\$200 annually	Update code reference, add annually per code
14-13	Building and Building Regulations	Plan Approval Fees - Determined by Square Footage	Building/Zoning	See Attachment	Change department from Zoning to Building/Zoning, per Tim.
14-14	Building and Building Regulations	Permit fees/building, plumbing, electrical (permit & license), HVAC permit, sign permit, moving, razing, driveway	Building Inspector	See Attachment	Change Amount to See Building & Zoning Fee Schedule
14-14 (b)	Building and Building Regulations	Permit fees/fees double if permit is not obtained prior to commencement of construction	Building Inspector	See Attachment	Change Amount to See Building & Zoning Fee Schedule
14-14 (c)	Building and Building Regulations	Permit Fees/stone & two family residential new construction occupancy fee if final inspection is not done prior to occupancy	Building Inspector	\$400	Change Amount to See Building & Zoning Fee Schedule. Change Category to Building and Building Regulations.
14-53	Construction site erosion control	Permit Application; control plan; permit issuance	Building Inspector	\$400	Now added to Building & Zoning Fee Schedule per John Lust at \$100. Change \$100 to see Building and Zoning Schedule
14-131	Moving Buildings	Permit Fee to move building	Building/Zoning	\$400	Change Amount to See Building & Zoning Fee Schedule
14-136	Moving Buildings	Required Insurance to move building	Building/Zoning	See Building & Zoning Fee Schedule	Change department to Building/Zoning per Tim.
14-142	Building and Building Regulations	Vacant Building Registration	Building Inspector	\$0	Change to verbage on form. Add Building Inspector to Department.
14-142(3)	Building and Building Regulations	Vacant Building 6-Month Renewal Registration	Building Inspector	\$75	
14-142(3)	Building and Building Regulations	Vacant Building w/violation at renewal inspection	Building Inspector	Accumulative Addl \$150 at renewal for each 6-mo period where violation persists to max of \$500	
14-142(4)	Building and Building Regulations	Vacant Building; Owner Refuses access to city officials for inspection	Building Inspector	\$100	
14-144	Building and Building Regulations	Vacant Building; Liability insurance requirement	Building Inspector	\$1M	
18-112	Cigarettes	License Application Fee	Clerk-Treasurer	\$25	
18-148	Direct Sales	Peddlers Permit. Registration/registration fee per person in a group for a six month period. Direct sellers may employ one assistant w/o additional payment	Clerk-Treasurer	\$25.00 + insurance (**see below)	
18-149	Direct Sales	Sales permit	Clerk	\$5.00/day or \$20.00/season per stand	Remove. This is paid to the Farmer's Market

Section	Category	Description	Department	Amount	Recommended Fee Schedule Changes
18-259	Message Parlor Establishment & Technicians	Message Parlor establishment license/fee	Clerk Clerk-Treasurer	\$250	Tim says no form currently exists. Some massage parlors exist w/in the city.
18-260	Message Parlor Establishment & Technicians	Message technician and managers licenses/fee	Clerk Clerk-Treasurer	\$20	Tim says no form currently exists. Some massage parlors exist w/in the city.
18-333 (a)	Processions, Parades, Runs, Walks,	Permit - Fee	Clerk Clerk-Treasurer	No Fee	Update fee to \$20 to match form.
18-333 (g)	Processions, Parades, Runs, Walks,	Permit - Required Insurance (L & P)	Clerk Clerk-Treasurer	** See below	
18-333 (l)	Processions, Parades, Runs, Walks,	Permit(k) charge for increased costs	Clerk-Treasurer	Actual Increase in Costs	
18-366	Street & Parking Lot Use Permit	Street Use Permit - Fee	Clerk Clerk-Treasurer	\$20	18-366 Does not exist in code. Is under 18-333. Event on Street/Highway
18-366	Street & Parking Lot Use Permit	Street Use Permit - Required Insurance	Clerk-Treasurer	**See below	18-366 Does not exist in code. Is under 18-333.
18-367	Street & Parking Lot Use Permit	Parking Lot Use Permit - Permit Fee	Clerk-Treasurer	\$20	18-367 Does not exist in code. Is under 18-333. Event on Municipal Parking Lot
18-367	Street & Parking Lot Use Permit	Parking Lot Use Permit - Required Insurance	Clerk-Treasurer	**See below	18-367 Does not exist in code. Is under 18-333.
18-401	Street & Parking Lot Use Permit	Street Privilege Permit Fee (Temporary construction or sidewalk café) (only valid for 3 months at a time)	Clerk Clerk-Treasurer	\$20	Moved up on list to be with like fees.
18-401	Street & Parking Lot Use Permit	Street Privilege Permit (Temporary construction or sidewalk café) - Required Insurance	Clerk Clerk-Treasurer	**See below	Moved up on list to be with like fees.
18-402	Street & Parking Lot Use Permit	Special Events Vending Permit - Permit Procedure	Clerk Clerk-Treasurer	\$20	Moved up on list to be with like fees.
18-402	Street & Parking Lot Use Permit	Special Events Vending Permit - Required Insurance	Clerk-Treasurer	**See below	Moved up on list to be with like fees.
18-34	Alarm Systems	Alarm-Permit-Fee	Clerk Clerk-Treasurer	\$25	Remove. Code section 18-31 doesn't reference anything substantial for the fee schedule, refers to Purpose, intent, not fees. Covered below.
18-39	Alarm Systems	Answering of False Alarm - Fee	Police & Fire	1-4 calls=\$25 each 5-7 calls=\$50 each 8+=\$75 each Fees are per Calendar Year	Add "Fees are per calendar year" for clarity.
18-41	Alarm Systems	Private Alarm System Permits - Permit Fee	Clerk Clerk-Treasurer	\$25	
18-441	Sexually Oriented Adult Entertainment	License Fee (if denied, half returned)	Clerk Clerk-Treasurer	\$500	
18-443	Sexually Oriented Adult Entertainment	Renewal of License (if denied, half returned)	Clerk-Treasurer	\$500	
18-78	Amusement and Music Devices	Issuance of License: Term; Transferability/annual license fee	Clerk Clerk-Treasurer	\$10/device if over 5 devices, \$10.00/device	Update to match form. Move near liquor licenses.
22-19	Cemeteries	Safe of Burial Lot Easement	Clerk-Treasurer	See Cemetery Fee Schedule	Remove and consolidate to one item below?
22-20	Cemeteries	Perpetual Care - Additional Services Fee	Clerk	N/A	Remove and consolidate to one item below?
22-408	Cemeteries	Cemetery Rules and Regulations - Fee Easement Prices and the like, all related fees	Clerk	See Cemetery Fee Schedule	Remove and consolidate to one item below?
22-19	Cemeteries	Cemetery sales, easement prices, and related fees	Clerk Clerk-Treasurer	See Cemetery Fee Schedule	
2-408	Mayor Common Council	Salaries - Schedule of Salaries	Council	Mayor \$6000/yr. Alderpersons \$3,000/yr	Does this need to be here?
26-2	In General	Open Burning - Approval and Special Permit Granted - Required Insurance	Fire Chief Clerk-Treasurer	None	
2-652	Finance	Statement of Real Property Status - Special Assessment	Clerk-Treasurer	\$20.00/parcel or \$25.00/parcel for rush	
2-654	Finance	Payment of Taxes, interest, penalty/late charge of 1% per month, or fraction of month	Clerk	1%/month	
2-710	Records	Public Access Copy Charge	Clerk-Treasurer	\$30/side	Add other copy fees here/under
42-1	Manufactured Homes	Mobile Home Park Operators License Fee	Clerk-Treasurer	\$20	Remove per Tim. Use eliminated in 2019 O#07-19
42-1	Manufactured Homes	Mobile Home Park Operators License Transfer Fee	Zoning	\$20	Remove per Tim. Use eliminated in 2019 O#07-19
42-3	Manufactured Homes	Monthly Parking Fee - Appliance to park-licenses and non-park-mobile-home-owners/occupants	Clerk	Per-141-SS-66-0435(3) - non-exempt-property	Remove per Tim. Use eliminated in 2019 O#07-19
46-31	Hunting	Bow and arrow discharge permit	PD Police	\$25	Change PD to Police
46-156	Public Nuisances	Abatement - Cost	Public Works	Actual Cost (includes invoices and staff time)	Update to include "includes invoices and staff time"

Section	Category	Description	Department	Amount	Recommended Fee Schedule Changes
46-77	Offenses against property	Littering - Cost of Cleanup	Public Works	Actual Cost (includes invoices and staff time) plus 20%	Update to include "includes invoices and staff time"
50-72	Park Regulations	Regulations/Fees- Charges and Deposits- use of city park facility, shelter or land-area	Parks & Recreation	See Park Shelter Use Agreement	Remove. See each fee below.
50-72	Ball Diamond Rental	Ball Diamond Rental (per day)- \$50 refundable deposit also required. Additional set up fees- \$40/field/day	Parks--	99	Remove as it is inaccurate. See below for fees to match Ball Field Use Agreement.
50-72	Ball Diamond Rental (Ball Field Use Agreement)	Ball Diamond Rental (per day) YOUTH; No fee. Please notify Parks Department of Use	Parks & Recreation	no fees	Fees to match Ball Field Use Agreement.
50-72	Ball Diamond Rental (Ball Field Use Agreement)	Ball Diamond Rental (per day) ADULT; \$50/field/day set-up fees TOURNAMENT (YOUTH AND ADULT); \$200/day set-up fees for North Diamond Complex (Shelter, North & Klein Diamond), \$100/field/day refundable deposit also required	Parks & Recreation	\$50	Fees to match Ball Field Use Agreement.
50-72	Ball Diamond Rental (Ball Field Use Agreement)	Ball Diamond Rental LEAGUES; Fees are based on scheduled games and include one (one day) scheduled tournament, \$100/field/day refundable deposit also required	Parks & Recreation	\$200 + \$100 refundable deposit 13 weeks* = 1 diamond \$650, addt: Diamond = \$550 14-17 weeks* = 1 diamond \$800, addt: Diamond = \$650 18-21 weeks* = 1 diamond \$1000, addt: Diamond = \$800 **+ \$100 refundable deposit	Fees to match Ball Field Use Agreement.
50-72	Ball Diamond Rental (Ball Field Use Agreement)		Parks & Recreation	\$75/day - Resident* \$100/day - Non-Resident* **+ \$100 refundable deposit	Include **+ \$100 refundable deposit for clarity as tournaments are included and tournaments have a \$100 refundable deposit.
50-74	Park Rental Fees	Riverside Park North Shelter #1 & #2 - Monday - Thursday	Parks Parks & Recreation	\$100/day - Resident* **+ \$100 refundable deposit	Format for clarity/ease of reading, add **+ \$100 deposit to match form. Change department from Parks to Parks and Recreation.
50-74	Park Rental Fees	Riverside Park North Shelter #1 & #2 - Weekend up to 249 guests	Parks Parks & Recreation	\$150/day - Non-Resident* **+ \$100 refundable deposit	Format for clarity/ease of reading, add **+ \$100 deposit to match form. Change department from Parks to Parks and Recreation.
50-74	Park Rental Fees	Riverside Park North Shelter #1 & #2 - Weekend 250+ Guests	Parks Parks & Recreation	\$150/day - Resident* \$200/day - Non-Resident* **+ \$100 refundable deposit	Format for clarity/ease of reading, add **+ \$100 deposit to match form. Change department from Parks to Parks and Recreation.
50-74	Park Rental Fees	Nathan Strong Park Gazebo (Weddings only) - Mon - Thurs	Parks Parks & Recreation	\$75/day - Resident* \$100/day - Non-Resident* **+ \$100 refundable deposit	Format for clarity/ease of reading, add **+ \$100 deposit to match form. Change department from Parks to Parks and Recreation.
50-74	Park Rental Fees	Nathan Strong Park Gazebo (Weddings only) - Weekend up to 249 guests	Parks Parks & Recreation	\$100/day - Resident* \$150/day - Non-Resident* **+ \$100 refundable deposit	Format for clarity/ease of reading, add **+ \$100 deposit to match form. Change department from Parks to Parks and Recreation.
50-74	Park Rental Fees	Riverside Park North Diamond Shelter-Monday - Thursday	Parks Parks & Recreation	\$75/day - Resident* \$100/day - Non-Resident* **+ \$100 refundable deposit	Format for clarity/ease of reading, add **+ \$100 deposit to match form. Change department from Parks to Parks and Recreation.
50-74	Park Rental Fees	Riverside Park North Diamond Shelter - Weekend up to 249 guests	Parks Parks & Recreation	\$100/day - Resident* \$150/day - Non-Resident* **+ \$100 refundable deposit	Format for clarity/ease of reading, add **+ \$100 deposit to match form. Change department from Parks to Parks and Recreation.
50-74	Park Rental Fees	Veteran's Gazebo Monday- Thursday	Parks Parks & Recreation	\$75/day - Resident* \$100/day - Non-Resident* **+ \$100 refundable deposit	Format for clarity/ease of reading, add **+ \$100 deposit to match form. Change department from Parks to Parks and Recreation.
50-74	Park Rental Fees	Veteran's Gazebo Weekend and Holidays up to 249 guests	Parks Parks & Recreation	\$100/day - Resident* \$150/day - Non-Resident* **+ \$100 refundable deposit	Format for clarity/ease of reading, add **+ \$100 deposit to match form. Change department from Parks to Parks and Recreation.
50-74	Park Regulations	Reservation of Park Space/required insurance	Parks & Recreation	See Park Shelter Use Agreement	Format for clarity/ease of reading, add **+ \$100 deposit to match form. Change department from Parks to Parks and Recreation.
54-33	Disposal & Collection	Permit - Issuance of permit, during scheduled dates only	Public Works	\$5 \$10/Major Appliance non-refundable	Add During scheduled days only. Update to \$10 per major appliance.
58-103	Streets, Curbs, Gutters & Sidewalks	Obstructions and encroachments - Failure to Remove Obstruction Fee is actual cost	Public Works	Electronics priced per pound	Update to include electronics disposal per pound
58-151	Streets, Curbs, Gutters & Sidewalks	(Trench Permit) Permit Application for Excavation	Clerk-Treasurer	Actual Cost (includes invoices and staff time) \$50.00 per location or \$200.00-Annually or \$1,000 Annually	Update to include "includes invoices and staff time"
58-151	Streets, Curbs, Gutters & Sidewalks	(Trench Permit) Permit for Excavation - Required Insurance	Clerk-Treasurer	**See below	Update to per location and \$1000 annually
58-151	Streets, Curbs, Gutters & Sidewalks	(Trench Permit) Surface restoration - In the Event of Excavation, Restoration Costs to the Responsible Party	Streets	Actual Cost (includes invoices and staff time)	Update to include "includes invoices and staff time"

Section	Category	Description	Department	Amount	Recommended Fee Schedule Changes
				Actual Cost (includes invoices and staff time), * restoration as follows: Additional Surface Charges: Terrace: No charge Unimproved Street: \$20/sq. yd. Oiled Gravel Road: \$65/sq. yd. Bituminous on Gravel: \$65/sq. yd. Concrete Street: \$150/sq. yd. Curb: \$110/LF Sidewalk-4": \$5.65/SF Sidewalk-6": \$8.55/SF See Standardized Special Assessment Schedule Add. Charges for Incomplete or unacceptable work Change Zoning to Streets Change amount to See Building & Zoning Fee Schedule.	
58-160	Street, Curbs, Gutters & Sidewalks	(Trench Permit) Surface Replacement for unimproved street, oiled gravel road, bituminous on gravel, bituminous on concrete, concrete road	Streets		Updated to include actual cost and values on permit for each surface type.
58-208	Street, Curbs, Gutters & Sidewalks	Service laterals - Do the work or get charged - Charges for incomplete or unacceptable work (standardized special assessment schedule)	Water & Sewer		
58-272	Driveways	Permit - Fee	Streets		
58-67	Snow & Ice Deductions	Contracts with City for Snow Removal - Fee Calculation for Every 1,000 sq ft or Less; Extra for each additional 500 sq ft	Streets		Updated to show current fees
62-145	Subdivisions	Fees in Lieu of Land	Subdivision		Change category to Subdivisions. Change department to Zoning.
62-178	Required Improvements	Construction Plans, city review, inspections - Subdivider to Reimburse the City for Incurred Costs	Subdivision		Change category to Subdivisions. Change department to Zoning.
62-261	Subdivisions		Zoning		62-261 was blank. Tim suggests removal as it is redundant - actual costs listed below.
62-262	Subdivisions	Subdivider Engineering Fee	Zoning		62-262 was blank. Add category, description, department and fees: Add Actual Costs (includes invoices and staff time) + inspection fees.
62-263	Subdivisions	Subdivider Administrative Fee	Zoning		Add category, description, department and fees.
62-264	Subdivisions	Preliminary Plat Review - Subdivider to Pay	Zoning		Change to Category to Subdivisions
62-264	Subdivisions	Preliminary Plat Review - Reapplication Fee	Zoning		Change to Category to Subdivisions
62-265	Subdivisions	Final Plat Review - Subdivider to Pay	Zoning		Change to Category to Subdivisions
62-265	Subdivisions	Final Plat Review - Reapplication Fee	Zoning		Change to Category to Subdivisions
62-268	Subdivisions	Certified Survey/subdivide application fee: per each certified survey which results in two or less lots.....	Zoning		Change department to Subdivision
6-47	Liquor Licenses	Outdoor Sports Activities Filing Fee 1) Fees for Temporary Class "B" Fermented Malt Beverage License, per event 2) Fees for Temporary "Class B" Wine License, per event (no fee if obtained w/fermented malt bev license) 3) Fees for Fermented Malt Beverage Wholesaler's License, Annually	Clerk-Treasurer		Remove sports to match code and form
6-48	Liquor Licenses	1) Fees for Class "A" Fermented Malt Beverages Retailers License, annual (less than 12 mo. is prorated) 2) Fees for Class "B" Fermented Malt Beverage License, annual 3) Fees for "Class C" Wine License - Annual fee (less than 12 months is prorated)	Clerk-Treasurer		
6-48	Liquor Licenses	1) Fees for "Class A" Intoxicating Liquor License, Initially and Renewal Annually; 2) Fees for "Class B" Intoxicating Liquor License, Initially & Renewal Annually	Clerk-Treasurer		
6-48	Liquor Licenses	Fees for Reserve "Class B" Intoxicating Liquor License	Clerk-Treasurer		
6-48	Liquor Licenses	Fees for All Other Classes Not Listed	Clerk-Treasurer		
6-48	Liquor Licenses	Fees for Provisional Licenses (Retail)	Clerk-Treasurer		Remove. Covered in line below.
6-48	Liquor Licenses	Fees for Provisional Licenses (Operator)	Clerk-Treasurer		Remove. Covered in line below.
6-54	Liquor Licenses	Operator's License - Provisional bartender or operator's license	Clerk		Remove. Covered in line below.
6-48	Liquor Licenses	Application for Operator's license - Provisional, Full Term, and Renewal	Clerk-Treasurer		Remove old fees and update with current fees.
6-49	Liquor Licenses	Operator's License	Clerk-Treasurer		

Section	Category	Description	Department	Amount	Recommended Fee Schedule Changes
66-32	Hotel/Motel Room Tax	Imposed room tax rate is 4% of the monthly gross receipts; due quarterly	Clerk-Treasurer	4% of monthly gross receipts due quarterly	
66-33	Hotel/Motel Room Tax	Application Fee	Clerk-Treasurer	\$10	
66-34	Hotel/Motel Room Tax	Permit Revocation or Suspension; Renewal Fee	Clerk-Treasurer	\$50	
66-36	Hotel/Motel Room Tax	Failure to file return; payment; penalty 10%	Clerk-Treasurer	Payment Due + Penalty of 10%	
66-40	Hotel/Motel Room Tax	Nonpayment of Hotel/Motel Room Tax - Interest Accrual on late payments of 7% per year; and timely payment discount available	Clerk-Treasurer	1% discount if paid within 30 days of being due; if late, interest accrues at 7% per year	
66-41	Hotel/Motel Room Tax	Delinquent Returns - Penalty for late filing fee	Clerk-Treasurer	\$25	
66-42	Hotel/Motel Room Tax	Failure to file return; - Penalty of 25%; 50% if false return is filed	Clerk-Treasurer	Penalty of 25%	
66-43	Hotel/Motel Room Tax	Violation - Penalty for Failure to Obtain a Permit or Failure to Allow an Inspection	Clerk-Treasurer	\$200	
66-48	Hotel/Motel Room Tax	Towing and Storage Charges	Police/Streets	\$50.00/day if stored on City property; or Actual cost if private carrier used	
70-11	Illegally parked Vehicles	Inspection and Registration - Application for Registration and Licensing Fee	Police	\$5.00/non-expiring	
70-118	Bicycles and Play Vehicles	Inspection and Registration - Change of Ownership	Police	N/A	
70-118	Bicycles and Play Vehicles	Inspection and Registration - Replacement Tag	Police	N/A	Update to \$5 for cost of new tag
70-458	Water Utility	Winter Parking Fee	Police	\$25.00 + tax for each vehicle	
74-41	Water Utility	Rates	Water & Sewer	Per Water Rate Schedule	Keep per Brian Malnoy
74-7	Water Utility	Inspections - Work not ready at second notice has additional fee	Water & Sewer	Actual Cost (includes invoices and staff time)	Change from Per S&W Fee Schedule to actual cost per Brian Malnoy
74-7	Water Utility	Special inspections/ (b)	Water & Sewer	Per S&W Fee Schedule	
74-86	Water Utility	Rates	Water & Sewer	Actual Cost (includes invoices and staff time)	Change from Per S&W Fee Schedule to actual cost per Brian Malnoy
74-89	Water Utility	User charges - Charges not paid within 20 days of billing are subject to a 1% late payment charge	Water & Sewer	Per Sewer Rate Schedule	
74-91	Water Utility	Private Wastewater disposal - Required Insurance	Water & Sewer	1% per month	
74-92	Water Utility	Building Sewers & Connections - Permit and Inspection Fee	Water & Sewer	**See below	
74-89	Water Utility	Water and Utility NSF fee	Water & Sewer	Per S&W Fee Schedule	
74-41	Water Utility	Meter Installation	Water & Sewer	Actual Cost (includes invoices and staff time)	Change from Per S&W Fee Schedule to actual cost per Brian Malnoy
74-41	Water Utility	Reconnection fee after shut off	Water & Sewer	\$30.00	Add per Jen Langham/Brian Malnoy
74-89	Water Utility	Sewer Connection Fee	Water & Sewer	\$55.00	Add per Jen Langham/Brian Malnoy
74-41	Water Utility	Frozen/Broke Meter (Varies upon size of meter)	Water & Sewer	\$55.00	Add per Jen Langham/Brian Malnoy
78-2	Vegetation	Destruction of Noxious Weeds - Noxious Weed Abatement Expenses and Penalties	Streets	\$405.00	Add per Jen Langham/Brian Malnoy
78-3	Vegetation	Natural Lawns - Applying for Permission to Establish a Natural Lawn	Streets	\$104.21 for 5/8"	Add per Jen Langham/Brian Malnoy
78-3	Vegetation	Natural Lawns - Required Insurance to Burn Natural Lawn	Streets	\$218.99 for 1"	Add per Jen Langham/Brian Malnoy
78-4	Vegetation	Length of Lawn and Grasses - Rate for City to Cut or Have Cut	Streets	\$125.00/hour	Increase to also accommodate clerk time/fees
58-66	Snow and Ice	Snow and Ice Removal	Streets	\$135.00/hour	Change category to vegetation to match code.
78-43	Trees and Shrubs	Permit for planting, maintenance and removal(e) (1) Public utilities - Expense of Inspection or Supervision.	City Forester	\$135/hour	Add to fee schedule at consistent hourly rate
78-46	Trees and Shrubs	Obstructing view at intersection or of traffic signs - Cost of Removal	City Forester	Actual Cost (includes invoices and staff time)	Update to include "includes invoices and staff time"
78-47	Trees and Shrubs	Removal of Trees and Stumps - Cost of Removal	City Forester	Actual Cost (includes invoices and staff time)	Update to include "includes invoices and staff time"
82-123	In-General	Brush Truck Rental	Clerk-Treasurer	\$400-includes-tax	Increase
82-518	Districts	Procedural Requirements - Petition for Approval Review Fee - PUD	Zoning	\$135 each, includes tax	Add to fee schedule
82-643	Conditional use Permit	Conditional Use Permit (CUP) Fee	Zoning	\$20/ extra load	Change to See Building & Zoning Fee Schedule
82-66	Enforcement	Rezoning fee	Zoning	\$200	Change to See Building & Zoning Fee Schedule
82-716	Towers & Wind.....	Satellite Earth Stations - Application	Zoning	\$300	Change to See Building & Zoning Fee Schedule
82-755	Mobile Homes	Mobile Home Park-Developers Permit - Application for Park Development Permit	Zoning	\$300	Change to See Building & Zoning Fee Schedule
				\$40	Remove per Tim.
				No-Fee	Use eliminated in 2019 O#07-19

Section	Category	Description	Department	Amount	Recommended Fee Schedule Changes
50-72	Campground Fees	Wood	Parks & Recreation	\$4 per 8 pieces	
50-72	Campground Fees	Showers	Parks & Recreation	\$5 per 8 pieces \$0.50/minute	Add per Campground fees, increase wood from \$4 to \$5 per 8 pieces Add per Campground fees
50-72	Campground Fees	Dump Station	Parks & Recreation	\$6 per use, \$10 per use, Free to overnight campers	
	Other Fees/Charges	Senior Center Use Rental - \$50.		\$50	Add per Campground fees, increase from \$6/use to \$10/use
	Other Fees/Charges	Senior Center Use Rental - \$50. Replacement Dog Tag	Senior Center Clerk	\$100 + \$100 refundable deposit also required 1	Update \$50 fee and \$50 deposit to current charges of \$100 each per Jili. remove, move up on list

City of Berlin
Other Fees and Charges Schedule
Updated: December 13, 2016

Remove all as they are on previous page.

Category	Description	Department	Amount
Other Fees/Charges	Paper Service Fees (copy by attempt w/second attempt-free)	Police	-\$30.00/attempt +\$1.00 if no return envelope
Other Fees/Charges	Fax	Police	\$1.75 -1st page \$.55/page after
Aquatic Center Fees	Aquatic Center Rental- Friday mornings (per hour)	Pool	-\$65.00-R \$130.00-NR
Aquatic Center Fees	Aquatic Center Rental- Sunday evenings (per hour)	Pool	-\$125.00-R \$250.00-NR
Aquatic Center Fees	Aquatic Center Family Season Pass- Resident	Pool	\$ 95.00
Aquatic Center Fees	Aquatic Center Family Season Pass- Non-Resident	Pool	\$ 165.00
Aquatic Center Fees	Aquatic Center Single Season Pass- Resident	Pool	\$ 35.00
Aquatic Center Fees	Aquatic Center Single Season Pass- Non-Resident	Pool	\$ 55.00
Aquatic Center Fees	Aquatic Center Daily Rate- Resident Age 3-17 years & Seniors 62+	Pool	\$ 2.25
Aquatic Center Fees	Aquatic Center Daily Rate- Non-Resident Age 3-17 years & Seniors 62+	Pool	\$ 3.00
Aquatic Center Fees	Aquatic Center Daily Rate- Resident Age 18-61 years	Pool	\$ 3.25
Aquatic Center Fees	Aquatic Center Daily Rate- Non-Resident Age 18-61 years	Pool	\$ 4.00
Campground Fees	Campground Fees Daily and Weekly Rates	Parks	\$16/night; \$100/week
Indoor Pool Fees	Indoor Pool (Miller Natatorium) Rental 1-20 Swimmers	Pool	-\$16.00/hr-R \$30.00/hr-NR
Indoor Pool Fees	Indoor Pool (Miller Natatorium) Rental 21-45 Swimmers	Pool	-\$40.00/hr-R \$40.00/hr-NR
Indoor Pool Fees	Indoor Pool (Miller Natatorium) Rental 46-60 Swimmers	Pool	-\$40.00/hr-R \$50.00/hr-NR
Indoor Pool Fees	Indoor Pool (Miller Natatorium) Rental Over 60 Swimmers varies	Pool	-\$55.00/hr-R \$70.00/hr-NR
Indoor Pool Fees	Miller Natatorium Swimnastics Pass: R-16 punches/NR-12 punches	Pool	\$ 25.00
Indoor Pool Fees	Indoor Pool Daily Pass-Resident	Pool	\$ 1.00
Indoor Pool Fees	Indoor Pool Daily Pass-Non-Resident	Pool	\$ 2.00
Indoor Pool Fees	Indoor Pool Season Pass-Individual-Resident	Pool	\$ 30.00
Indoor Pool Fees	Indoor Pool Season Pass-Individual-Non-Resident	Pool	\$ 60.00
Indoor Pool Fees	Indoor Pool Season Pass-Family-Resident	Pool	\$ 45.00
Indoor Pool Fees	Indoor Pool Season Pass-Family-Non-Resident	Pool	\$ 90.00
Other Fees/Charges	Senior Center Use Rental- \$50 refundable deposit also required	Senior Center	\$ 50.00
Other Fees/Charges	Replacement Doc-Tax	Clerk	\$ 1.00
Other Fees/Charges	Photographs (per page)	Police	\$ 2.15
MisCo-Tax Requests	Tax Amount Requests from Mortgage Companies	Clerk	\$.65/parcel

City of Berlin Fee Schedule
Building & Zoning

Effective October 2025

A. RESIDENTIAL -1 & 2 Family	Fees	Recommended Fee Schedule Changes
New Construction - Residential (1 & 2-Family)	.18 per sq. ft. or \$750 Minimum	
New Construction - Additions	.18 per Sq. ft. or \$100 Minimum	
New Construction Electrical work	.04 per sq. ft. or \$65 Minimum	
New Construction Plumbing work	.04 per sq. ft. or \$65 Minimum	
New construction HVAC work	.04 per sq. ft. or \$65 Minimum	
Erosion Control	\$75.00	
Alterations	\$7 per thousand of valuation or \$100.00 minimum	
Fences	\$80.00	
Above Ground Pool	\$90.00	
In-Ground Pool	\$120.00	
Accessory Structure <=200 sq. ft.	\$75.00	
Accessory Structure & Garage >200 sq. ft.	.11 per sq. ft. or \$125.00 minimum	
Decks	400 \$0.11 per sq. ft. or \$100.00 minimum, \$30 zoning review, \$25 plan review	Update to include \$0.11 per sq. ft. or \$100.00 minimum, \$30 zoning review, \$25 plan review from below.
Reroofing & Residing	\$6 per thousand of valuation or \$65.00 minimum	
Permission to Start (Early Start)	\$100	
State Seal for new homes	\$40.00 (Subject to change by state)	
Zoning Review for new home and additions	\$60.00 new; \$30.00 additions/garages	
Plan Review	1-Story \$60.00 2-Story \$85.00	
	Lean-to addition, Decks, Garages \$25.00	
Bond (Bond returned after occupancy permit issued)	Valuation of the project is over \$15,000 then \$1,000.00	
Electrical Fees for Alterations	Services Upgrades \$85, All others \$7 per thousand \$65 min.	
Plumbing Fees for Alterations	\$7 per thousand of valuation or \$65.00 minimum	
Hot Water heater replacement	\$50.00	
Lateral repair, replacement, or relocation	\$60.00	

HVAC Fees	equipment replacement \$65, and New System \$80.00	
Minimum Fee (Building, Plumbing, HVAC, & Electrical)	\$65.00	
Solar (PV) System (ground or roof mounts)	\$7 per thousand or \$85 Minimum	
B. COMMERCIAL		
New Structure ** Addition		
a. Multi-Family (3 family or more), Motels, CBRF	\$.20 per sq. ft.	
b. Mercantile, Restaurants, Taverns, Assembly Halls, Offices	\$.16 per sq. ft.	
c. Schools, Institutional, Hospitals	\$.20 per sq. ft.	
d. Manufacturing and Industrial. (Office area to follow fees in b.)	\$.14 per sq. ft.	
e. Vehicle Repair and Vehicle Storage	\$.20 per sq. ft.	
f. Warehouse, Mini Warehouse, Building Shells* for Multi-Tenant	\$.14 per sq. ft.	
h. Special Occupancies (Outdoor Pools, Towers, Tents, etc.)	\$.11 per sq. ft.	
i. The above referenced permits (a-h)	\$ 75.00 minimum	
Erosion Control	New Structure \$150.00 Additions \$100.00	
Alterations , Reroof & Residing	\$7.00 per thousand of valuation or \$75.00 minimum	
Early Start Permit (Footings and Foundations per SPS 361.32)	\$100.00	
Electrical Fees for Commercial Buildings and Additions	\$50.00 plus \$.04 per sq. ft. \$75 Minimum	
Electrical Fees for Commercial Alterations	\$7.00 per thousand of valuation or \$75.00 minimum. Service upgrades \$100.	Add Service upgrades \$100 per John Lust
Plumbing Fees for Commercial Buildings and Additions	\$50.00 plus \$.04 per sq. ft. \$75 Minimum	
Plumbing Fees for Commercial Alterations	\$7.00 per thousand of valuation or \$75.00 minimum	

Lateral repair, replacement, or relocation	\$50.00 per lateral	
HVAC Fees for Commercial Buildings and Additions	\$50.00 plus \$.04 per sq. ft. \$75 Minimum	
HVAC Fees for Commercial Alterations	\$7.00 per thousand of valuation or \$75.00 minimum	
Commercial Plan Review -new projects, <25,000 cubic ft (otherwise registered or state review)	\$100	
Zoning Review for New Commerical Buildings and Additions	\$100 new; \$75.00 additions/garages	Add per John Lust
Bond (Bond returned after occupancy permit issued)	Valuation of new construction project is over \$15,000 then \$1,500	
Accessory Structure, Decks-	\$11 per sq. ft. or \$75.00 minimum	Remove. Combined above
Other	\$75.00 minimum	
Temporary Structure (180 day limit)	\$100.00 (Greenhouses, Wedding tents)	
C. Miscellaneous		
ADA temporary ramp	\$50.00	
Storage Tank Removal Fee	\$75.00	
Razing Fee	Single Family \$100.00, Garages \$75.00, Commercial/Industrial \$150	
Moving Structure	Buildings other than Garage \$500.00, Accessory Structure under 750 Sq. ft. \$100.00	
Fire Protection or Sprinkler work	\$1.00 per head ; \$75.00 Minimum	
Signs	\$50.00 plus .50 per sq. ft.	
Windows & Doors (no structural work)	\$65.00	
Fireplace and wood burner.	\$65.00	
Permit Extension Fee (can be done one time)	\$65.00	
Satellite Earth Station	\$10.00	Present an ordinance 82-716 to ammend the fee to say according to fee schedule. Will be updated to \$75 to match accessory. Anticipated Dec. 2025.

*Permits are good for One Year		
*Double Fees are due if work is started before the permit is issued.		
D. Manufactured Dwelling or Home basic on slab (includes service, lateral hookup, Slab insp) + (decks, attached garage, basement) + Zoning; (seal required) + Erosion Control (if basement)		\$350.00
E. Occupancy Permits		
1 & 2 Family new homes or additions to living areas		\$0 if final inspection is done prior to occupancy, or \$100 if final inspection is not completed before occupancy.
Multi-Family		\$50.00 plus \$10 per unit
Commercial/ Industrial		\$100.00
		update per John Lust
F. Driveway Permits		
Driveway (concrete or blacktop)		Interior of Lot \$10, Terrace portion only \$40
Commercial Parking Lot		\$150.00
G. Zoning Fees		
Board of Appeals Variance		\$500.00
Board of Appeals Conditional Use Permit		\$200.00
Plan Commission Rezoning		\$200.00
Plan Commission Zoning Site Plan Review		\$75
Plan Commission Zoning Code Amendment (Map & Text)		\$200.00
Plan Commission Comprehensive Plan Amendment (Map & Text)		\$200.00
G-Zoning Fees-		Local Only TBD
Plan Commission Zoning Site Plan Review		75
		Remove as it is repeated
		Remove as it is repeated

Board of Appeals-Variance	\$500.00-	Remove as it is repeated
Board of Appeals-Conditional Use Permit	\$200.00-	Remove as it is repeated
Plan Commission-Rezoning	\$200.00-	Remove as it is repeated
Plan Commission-Zoning Code Amendment- (Map and Text)	\$200.00-	Remove as it is repeated
Plan Commission-Comprehensive Plan- Amendment (Map and Text)	\$200.00-	Remove as it is repeated

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Projected Cost 2025
A. STREETS	1. Category I City pays all costs After "opening" of street, Street "opening" charge See Land Development Fee - Sect. C	\$104.41 per foot	\$107.54 per foot	\$109.15 per foot	\$109.70 per foot	\$110.25 per foot	\$110.80 per foot	\$111.35 per foot	\$111.90 per foot	\$112.40 per foot	\$112.95 per foot	\$114.10 per foot	\$115.50 per foot
	2. Category II	\$53.66 per foot	\$55.27 per foot	\$56.10 per foot	\$56.30 per foot	\$56.58 per foot	\$57.05 per foot	\$57.49 per foot	\$57.95 per foot	\$58.40 per foot	\$58.90 per foot	\$59.60 per foot	\$61.25 per foot
	3. Category III	\$56.49 per foot	\$58.18 per foot	\$59.05 per foot	\$1,992.80	\$1,995.88	\$2,006.87	\$2,018.91	\$2,025.00	\$2,036.10	\$2,046.45	\$2,056.45	\$2,067.50
B. WATER AND SEWER	1. Category I	\$1,945.10	\$1,948.00	\$1,945.96	\$1,784.40	\$1,785.75	\$1,796.70	\$1,807.69	\$1,813.10	\$1,816.45	\$1,823.95	\$1,915.20	\$2,087.50
	2. Category II	\$1,706.60	\$1,740.73	\$1,775.54	\$3,431.00	\$3,441.00	\$3,560.00	\$3,585.00	\$3,605.80	\$3,616.60	\$3,627.45	\$3,690.95	\$3,838.00
	Comb water/sewer laterals to lot line with curb booms Reconnection Fee: (if existing sanitary lateral is found to be PVC and/or water lateral is copper or poly)	\$3,286.53	\$3,352.26	\$3,419.31	\$309 per lateral	\$309 per lateral	\$315 per lateral	\$315 per lateral	\$315 per lateral	\$315 per lateral	\$320 per lateral	\$325 per lateral	\$330 per lateral
C. LAND DEVELOPMENT FEE (LDF) Total LDF broken down as follows:	1. Streets	\$283.14	\$290.84	\$295.20	\$297.80	\$299.29	\$300.79	\$302.29	\$303.65	\$305.90	\$308.40	\$316.15	\$331.10
	2. Water & Sewer	\$79.82	\$81.42	\$82.64	\$83.05	\$83.47	\$83.89	\$84.31	\$85.15	\$86.00	\$86.90	\$92.15	\$95.00
	3. Storm Sewer	\$69.00 per foot	\$71.07 per foot	\$73.2 per foot	\$75.60 per foot	\$74.34 per foot	\$75.08 per foot	\$75.83 per foot	\$76.20 per foot	\$76.55 per foot	\$77.00 per foot	\$78.65 per foot	\$82.00 per foot
4. Curb and Gutter	Amount set aside for future installation.	\$24.17 per foot	\$24.90 per foot	\$25.40 per foot	\$25.55 per foot	\$25.81 per foot	\$26.07 per foot	\$26.30 per foot	\$26.60 per foot	\$26.90 per foot	\$27.2 per foot	\$27.5 per foot	\$28.35 per foot
	5. Engineering Review	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
	Engineering for City installed improvements are included in above fees. For improvements installed by developer, an engineering review equal to 5% of the respective assessment shown above will apply.												

Above fees do not include the paving charges, which are not assessable under this policy or sidewalk costs which are not part of this policy.

Police Schedule of Fees - Approved December 2023

ordinance	offense title	deposit - city fine to court	Notes	suggested change
2-9	1 Standard of Care for Official Property (1st)	\$ 50.00	\$124.00	
2-9	2 Standard of Care for Official Property (2nd)	\$ 100.00	\$187.00	
2-9	3 Standard of Care for Official Property (3rd+)	\$ 200.00	\$313.00	
2-53	1 Public Meetings Required (1st)	\$ 50.00	\$124.00	
2-53	2 Public Meetings Required (2nd)	\$ 100.00	\$187.00	
2-53	3 Public Meetings Required (3rd)	\$ 200.00	\$313.00	
2-572	1 Obstructing Emergency Government (1st)	\$ 200.00	\$313.00	
2-572	2 Obstructing Emergency Government (2nd)	\$ 400.00	\$565.00	
2-572	3 Obstructing Emergency Government (3rd+)	\$ 800.00	\$1,069.00	
2-608	1 Statutory Standards of Conduct (1st)	\$ 50.00	\$124.00	
2-608	2 Statutory Standards of Conduct (2nd)	\$ 100.00	\$187.00	
2-608	3 Statutory Standards of Conduct (3rd+)	\$ 200.00	\$313.00	
2-609(a)	1 Use of Public Property (1st)	\$ 50.00	\$124.00	
2-609(a)	2 Use of Public Property (2nd)	\$ 100.00	\$187.00	
2-609(a)	3 Use of Public Property (3rd+)	\$ 200.00	\$313.00	
2-609(b)	1 Disclosure of Interest (1st)	\$ 50.00	\$124.00	
2-609(b)	2 Disclosure of Interest (2nd)	\$ 100.00	\$187.00	
2-609(b)	3 Disclosure of Interest (3rd+)	\$ 200.00	\$313.00	
2-609(c)	1 Representing Private Interests (1st)	\$ 50.00	\$124.00	
2-609(c)	2 Representing private Interests (2nd)	\$ 100.00	\$187.00	
2-609(c)	3 Representing private Interests (3rd+)	\$ 200.00	\$313.00	
2-609(d)	1 Disclosure of Confidential Information (1st)	\$ 50.00	\$124.00	
2-609(d)	2 Disclosure of Confidential Information (2nd)	\$ 100.00	\$187.00	
2-609(d)	3 Disclosure of Confidential Information (3rd+)	\$ 200.00	\$313.00	
2-609(e)	1 Gifts and Favors (1st)	\$ 50.00	\$124.00	
2-609(e)	2 Gifts and Favors (2nd)	\$ 100.00	\$187.00	
2-609(e)	3 Gifts and Favors (3rd+)	\$ 200.00	\$313.00	
2-708	1 Duty to Maintain Records (1st)	\$ 50.00	\$124.00	
2-708	2 Duty to Maintain Records (2nd)	\$ 100.00	\$187.00	
2-708	3 Duty to Maintain Records (3rd+)	\$ 200.00	\$313.00	
2-710	1 Public Access to Records (1st)	\$ 25.00	\$92.50	
2-710	2 Public Access to Records (2nd)	\$ 50.00	\$124.00	
2-710	3 Public Access to Records (3rd+)	\$ 100.00	\$187.00	
2-711	1 Access Procedures to Records (1st)	\$ 25.00	\$92.50	
2-711	2 Access Procedures to Records (2nd)	\$ 50.00	\$124.00	
2-711	3 Access Procedures to Records (3rd+)	\$ 100.00	\$187.00	
2-713	1 Destruction of Records (1st)	\$ 50.00	\$124.00	
2-713	2 Destruction of Records (2nd)	\$ 100.00	\$187.00	
2-713	3 Destruction of Records (3rd+)	\$ 200.00	\$313.00	
6-1	1 State Statutes Adopted - Ch 125	\$ -	\$0.00	
6-36	1 Liquor/Malt Beverages License Required (1st)	\$ 250.00	\$376.00	
6-36	2 Liquor/Malt Beverages License Required (2nd)	\$ 500.00	\$691.00	
6-36	3 Liquor/Malt Beverages License Required (3rd+)	\$ 1,000.00	\$1,321.00	
6-45(f)(1)	1 Consent of Entry; Reasonable Inspection (1st)	\$ 150.00	\$250.00	
6-45(f)(1)	2 Consent of Entry; Reasonable Inspection (2nd)	\$ 300.00	\$439.00	
6-45(f)(1)	3 Consent of Entry; Reasonable Inspection(3rd+)	\$ 600.00	\$817.00	
6-45(f)(2)	1 Employment of Minors/Class B Liquor (1st)	\$ 150.00	\$250.00	
6-45(f)(2)	2 Employment of Minors/Class B Liquor (2nd)	\$ 300.00	\$439.00	
6-45(f)(2)	3 Employment of Minors/Class B Liquor (3rd+)	\$ 600.00	\$817.00	
6-45(f)(3)	1 Disorderly Conduct on Licensed Premises (1st)	\$ 150.00	\$250.00	
6-45(f)(3)	2 Disorderly Conduct on Licensed Premises (2nd)	\$ 300.00	\$439.00	
6-45(f)(3)	3 Disorderly Conduct on Licensed Premises(3rd+)	\$ 600.00	\$817.00	
6-45(f)(4)	1 Licensed Operator Required on Premises (1st)	\$ 150.00	\$250.00	
6-45(f)(4)	2 Licensed Operator Required on Premises (2nd)	\$ 300.00	\$439.00	
6-45(f)(4)	3 Licensed Operator Required on Premises (3rd+)	\$ 600.00	\$817.00	
6-45(g)	1 Health and Sanitation Regulations (1st)	\$ 150.00	\$250.00	
6-45(g)	2 Health and Sanitation Regulations (2nd)	\$ 300.00	\$439.00	
6-45(g)	3 Health and Sanitation Regulations (3rd+)	\$ 600.00	\$817.00	
6-45(h)	1 Restrictions near Churches/Schools (1st)	\$ 150.00	\$250.00	
6-45(h)	2 Restrictions near Churches/Schools (2nd)	\$ 300.00	\$439.00	
6-45(h)	3 Restrictions near Churches/Schools (3rd+)	\$ 600.00	\$817.00	
6-45(i)	1 Alcohol Permitted/Club Members/Guests (1st)	\$ 150.00	\$250.00	
6-45(i)	2 Alcohol Permitted/Club Members/Guests (2nd)	\$ 300.00	\$439.00	
6-45(i)	3 Alcohol Permitted/Club Members/Guests (3rd+)	\$ 600.00	\$817.00	
6-45(j)	1 Gambling on Licensed Premises (1st)	\$ 150.00	\$250.00	
6-45(j)	2 Gambling on Licensed Premises (2nd)	\$ 300.00	\$439.00	
6-45(j)	3 Gambling on Licensed Premises (3rd+)	\$ 600.00	\$817.00	
6-45(k)	1 Sale of Alcohol by Extending Credit (1st)	\$ 150.00	\$250.00	
6-45(k)	2 Sale of Alcohol by Extending Credit (2nd)	\$ 300.00	\$439.00	
6-45(k)	3 Sale of Alcohol by Extending Credit (3rd+)	\$ 600.00	\$817.00	
6-45(l)	1 Persons Prohibited after Closing Hours (1st)	\$ 150.00	\$250.00	
6-45(l)	2 Persons Prohibited after Closing Hours (2nd)	\$ 300.00	\$439.00	
6-45(l)	3 Persons Prohibited after Closing Hours (3rd+)	\$ 600.00	\$817.00	
6-46	1 Restrictions on Temporary License (1st)	\$ 50.00	\$124.00	
6-46	2 Restrictions on Temporary License (2nd)	\$ 100.00	\$187.00	
6-46	3 Restrictions on Temporary License (3rd+)	\$ 200.00	\$313.00	
6-52	1 Liquor License Postings/Defacing (1st)	\$ 50.00	\$124.00	
6-52	2 Liquor License Postings/Defacing (2nd)	\$ 100.00	\$187.00	
6-52	3 Liquor License Postings/Defacing (3rd)	\$ 200.00	\$313.00	
6-137	1 State Statutes Adopted - Ch 125	\$ -	\$0.00	
6-138	1 Open Intoxicants in Public Place (1st)	\$ 50.00	\$124.00	
6-138	2 Open Intoxicants in Public Place (2nd)	\$ 100.00	\$187.00	
6-138	3 Open Intoxicants in Public Place (3rd)	\$ 200.00	\$313.00	
6-139	1 Possession of Intoxicants in Park (1st)	\$ 50.00	\$124.00	
6-139	2 Possession of Intoxicants in Park (2nd)	\$ 100.00	\$187.00	
6-139	3 Possession of Intoxicants in Park (3rd+)	\$ 200.00	\$313.00	
6-140(a)	1 Permittee Allow Patron Leave w/Open Intox(1st)	\$ 50.00	\$124.00	
6-140(a)	2 Permittee Allow Patron Leave w/Open Intox(2nd)	\$ 100.00	\$187.00	
6-140(a)	3 Permittee Allow Patron Leave w/Open Intox(3rd)	\$ 200.00	\$313.00	
6-140(b)	1 Patron Leave Lic Premesis w/Open Intox (1st)	\$ 50.00	\$124.00	
6-140(b)	2 Patron Leave Lic Premesis w/Open Intox (2nd)	\$ 100.00	\$187.00	
6-140(b)	3 Patron Leave Lic Premesis w/Open Intox (3rd+)	\$ 200.00	\$313.00	
6-140(c)	1 Patron Leave Lic Premesis w/Unopen Intox(1st)	\$ 50.00	\$124.00	
6-140(c)	2 Patron Leave Lic Premesis w/Unopen Intox(2nd)	\$ 100.00	\$187.00	

6-140(c)	3 Patron Leave Lic Premesis w/Unopen Intox(3rd)	\$ 200.00	\$313.00
9-3-16	1 Cable Television Subscriber Privacy (1st)	\$ 100.00	\$187.00
9-3-16	2 Cable Television Subscriber Privacy (2nd)	\$ 200.00	\$313.00
9-3-16	3 Cable Television Subscriber Privacy (3rd+)	\$ 400.00	\$565.00
9-3-17	1 Unauthorized Connection/Modification (1st)	\$ 50.00	\$124.00
9-3-17	2 Unauthorized Connection/Modification (2nd)	\$ 100.00	\$187.00
9-3-17	3 Unauthorized Connection/Modification (3rd+)	\$ 200.00	\$313.00
10-1	1 State Statutes Adopted - Ch 95, Ch 174	\$ -	\$0.00
10-3(a)	1 Dog License Required (1st)	\$ 25.00	\$92.50
10-3(a)	2 Dog License Required (2nd)	\$ 50.00	\$124.00
10-3(a)	3 Dog License Required (3rd+)	\$ 100.00	\$187.00
10-4(a)	1 Rabies Vaccination for License Required (1st)	\$ 25.00	\$92.50
10-4(a)	2 Rabies Vaccination for License Required (2nd)	\$ 50.00	\$124.00
10-4(a)	3 Rabies Vaccination for License Required(3rd+)	\$ 100.00	\$187.00
10-4(b)	1 Vet Required to Issue Certificate (1st)	\$ 25.00	\$92.50
10-4(b)	2 Vet Required to Issue Certificate (2nd)	\$ 50.00	\$124.00
10-4(b)	3 Vet Required to Issue Certificate (3rd+)	\$ 100.00	\$187.00
10-4(c)	1 Vet Vaccination Record Keeping (1st)	\$ 25.00	\$92.50
10-4(c)	2 Vet Vaccination Record Keeping (2nd)	\$ 50.00	\$124.00
10-4(c)	3 Vet Vaccination Record Keeping (3rd+)	\$ 100.00	\$187.00
10-4(d)	1 Vet Required to Provide Vaccination Tag (1st)	\$ 25.00	\$92.50
10-4(d)	2 Vet Required to Provide Vaccination Tag (2nd)	\$ 50.00	\$124.00
10-4(d)	3 Vet Required to Provide Vaccination Tag(3rd+)	\$ 100.00	\$187.00
10-4(e)	1 Rabies Tag Altechd to Animal Collar (1st)	\$ 25.00	\$92.50
10-4(e)	2 Rabies Tag Attached to Animal Collar (2nd)	\$ 50.00	\$124.00
10-4(e)	3 Rabies Tag Attached to Animal Collar (3rd+)	\$ 100.00	\$187.00
10-4(f)	1 Duplicate Tag Required (1st)	\$ 25.00	\$92.50
10-4(f)	2 Duplicate Tag Required (2nd)	\$ 50.00	\$124.00
10-4(f)	3 Duplicate Tag Required (3rd+)	\$ 100.00	\$187.00
10-4(g)	1 Rabies Cost - Owner Responsibility (1st)	\$ 25.00	\$92.50
10-4(g)	2 Rabies Cost - Owner Responsibility (2nd)	\$ 50.00	\$124.00
10-4(g)	3 Rabies Cost - Owner Responsibility (3rd+)	\$ 100.00	\$187.00
10-5(c)	1 Limit on Dogs/Cats/Residential Zone (1st)	\$ 50.00	\$124.00
10-5(c)	2 Limit on Dogs/Cats/Residential Zone (2nd)	\$ 100.00	\$187.00
10-5(c)	3 Limit on Dogs/Cats/Residential Zone (3rd+)	\$ 200.00	\$313.00
10-6	1 Maintain Clean/Sanitary Condition (1st)	\$ 50.00	\$124.00
10-6	2 Maintain Clean/Sanitary Condition (2nd)	\$ 100.00	\$187.00
10-6	3 Maintain Clean/Sanitary Condition (3rd+)	\$ 200.00	\$313.00
10-7(a)(5)	1 Dog License Required/Attached to Collar (1st)	\$ 25.00	\$92.50
10-7(a)(5)	2 Dog License Required/Attached to Collar (2nd)	\$ 50.00	\$124.00
10-7(a)(5)	3 Dog License Required/Attached to Collar(3rd+)	\$ 100.00	\$187.00
10-7(b)(2)	1 Kennel Licenses Required (1st)	\$ 25.00	\$92.50
10-7(b)(2)	2 Kennel Licenses Required (2nd)	\$ 50.00	\$124.00
10-7(b)(2)	3 Kennel Licenses Required (3rd+)	\$ 100.00	\$187.00
10-7(c)(5)	1 Cat Licenses (1st)	\$ 25.00	\$92.50
10-7(c)(5)	2 Cat Licenses (2nd)	\$ 50.00	\$124.00
10-7(c)(5)	3 Cat Licenses (3rd+)	\$ 100.00	\$187.00
10-9(a)	1 Dogs/Cats Confined if City Quarantine (1st)	\$ 25.00	\$92.50
10-9(a)	2 Dogs/Cats Confined if City Quarantine (2nd)	\$ 50.00	\$124.00
10-9(a)	3 Dogs/Cats Confined if City Quarantine (3rd+)	\$ 100.00	\$187.00
10-9(b)	1 Quarantine Exempt w/Rabies Certificate (1st)	\$ 25.00	\$92.50
10-9(b)	2 Quarantine Exempt w/Rabies Certificate (2nd)	\$ 50.00	\$124.00
10-9(b)	3 Quarantine Exempt w/Rabies Certificate (3rd+)	\$ 100.00	\$187.00
10-9(c)	1 Sacrifice Rabid Animal/Bite Suspicion (1st)	\$ 25.00	\$92.50
10-9(c)	2 Sacrifice Rabid Animal/Bite Suspicion (2nd)	\$ 50.00	\$124.00
10-9(c)	3 Sacrifice Rabid Animal/Bite Suspicion (3rd+)	\$ 100.00	\$187.00
10-9(d)	1 Bite Owner Required to Confine Animal (1st)	\$ 100.00	\$187.00
10-9(d)	2 Bite Owner Required to Confine Animal (2nd)	\$ 200.00	\$313.00
10-9(d)	3 Bite Owner Required to Confine Animal (3rd+)	\$ 300.00	\$439.00
10-9(e)	1 Delivery of Carcass for Exam (1st)	\$ 25.00	\$92.50
10-9(e)	2 Delivery of Carcass for Exam (2nd)	\$ 50.00	\$124.00
10-9(e)	3 Delivery of Carcass for Exam (3rd+)	\$ 100.00	\$187.00
10-9(f)	1 Vet Cooperation Required (1st)	\$ 25.00	\$92.50
10-9(f)	2 Vet Cooperation Required (2nd)	\$ 50.00	\$124.00
10-9(f)	3 Vet Cooperation Required (3rd+)	\$ 100.00	\$187.00
10-9(f)	1 Vet Cooperation Required (1st)	\$ 25.00	\$92.50
10-9(f)	2 Vet Cooperation Required (2nd)	\$ 50.00	\$124.00
10-9(f)	3 Vet Cooperation Required (3rd+)	\$ 100.00	\$187.00
10-9(g)	1 Owner Responsible/Quarantine Expense (1st)	\$ 25.00	\$92.50
10-9(g)	2 Owner Responsible/Quarantine Expense (2nd)	\$ 50.00	\$124.00
10-9(g)	3 Owner Responsible/Quarantine Expense (3rd+)	\$ 100.00	\$187.00
10-9(g)	1 Owner Responsible/Quarantine Expense (1st)	\$ 25.00	\$92.50
10-9(g)	2 Owner Responsible/Quarantine Expense (2nd)	\$ 50.00	\$124.00
10-9(g)	3 Owner Responsible/Quarantine Expense (3rd+)	\$ 100.00	\$187.00
10-10(b)(1)	1 Animals Running at Large 1st	\$ 25.00	\$92.50
10-10(b)(1)	2 Animals Running at Large 2nd	\$ 50.00	\$124.00
10-10(b)(1)	3 Animals Running at Large 3rd+	\$ 100.00	\$187.00
10-10(b)(2)a	1 Damage to/ Attempts to Damage Property by Dog 1st	\$ 25.00	\$92.50
10-10(b)(2)a	2 Damage to/ Attempts to Damage Property by Dog 2nd	\$ 50.00	\$124.00
10-10(b)(2)a	3 Damage to/ Attempts to Damage Property by Dog 3rd+	\$ 100.00	\$187.00
10-10(b)(2)b	1 Dog Barks/Whines/Howls Excessive 1st	\$ 25.00	\$92.50
10-10(b)(2)b	2 Dog Barks/Whines/Howls Excessive 2nd	\$ 50.00	\$124.00
10-10(b)(2)b	3 Dog Barks/Whines/Howls Excessive 3rd+	\$ 100.00	\$187.00
10-10(b)(2)c	1 Dog Bites/ Attempts to Bite a Person or Domestic Animal 1st	\$ 25.00	\$92.50
10-10(b)(2)c	2 Dog Bites/ Attempts to Bite a Person or Domestic Animal 2nd	\$ 50.00	\$124.00
10-10(b)(2)c	3 Dog Bites/ Attempts to Bite a Person or Domestic Animal 3rd+	\$ 100.00	\$187.00
10-10(b)(2)d	1 Dog Attempts to Scratch/Harm/or Accost a human or animal 1st	\$ 25.00	\$92.50
10-10(b)(2)d	2 Dog Attempts to Scratch/Harm/or Accost a human or animal 2nd	\$ 50.00	\$124.00
10-10(b)(2)d	3 Dog Attempt to Scratch/Harm/or Accost a human or animal 3rd+	\$ 100.00	\$187.00
10-10(b)(2)a	1 Dog Puts Person in Reasonable Fear of Attack 2nd	\$ 50.00	\$124.00
10-10(b)(2)e	2 Dog Puts Person in Reasonable Fear of Attack 3rd+	\$ 100.00	\$187.00
10-10(c)(1)	1 Dangerous Dog Prohibited 1st	\$ 25.00	\$92.50
10-10(c)(1)	2 Dangerous Dog Prohibited 2nd	\$ 50.00	\$124.00
10-10(c)(1)	3 Dangerous Dog Prohibited 3rd+	\$ 100.00	\$187.00
10-10(c)(2)(a)	1 Vicious Dog Premises w/o Proper Leash 1st	\$ 25.00	\$92.50
10-10(c)(2)(a)	2 Vicious Dog Premises w/o Proper Leash 2nd	\$ 50.00	\$124.00

10-10(c)(2)(a)	3 Vicious Dog Premises w/o Proper Leash 3rd+	\$ 100.00	\$187.00
10-10(c)(2)(a)	1 Vicious Dog off Premises With Unqualified Handler 1st	\$ 25.00	\$92.50
10-10(c)(2)(a)	2 Vicious Dog off Premises With Unqualified Handler 2nd	\$ 50.00	\$124.00
10-10(c)(2)(a)	3 Vicious Dog off Premises With Unqualified Handler 3rd+	\$ 100.00	\$187.00
10-10(c)(2)(b)	1 Vicious Dog Outdoor Confinement Requirements 1st	\$ 25.00	\$92.50
10-10(c)(2)(b)	2 Vicious Dog Outdoor Confinement Requirements 2nd	\$ 50.00	\$124.00
10-10(c)(2)(b)	3 Vicious Dog Outdoor Confinement Requirements 3rd+	\$ 100.00	\$187.00
10-10(c)(2)(b)	1 Vicious Dog Indoor Confinement Requirements 1st	\$ 25.00	\$92.50
10-10(c)(2)(b)	2 Vicious Dog Indoor Confinement Requirements 2nd	\$ 50.00	\$124.00
10-10(c)(2)(b)	3 Vicious Dog Indoor Confinement Requirements 3rd+	\$ 100.00	\$187.00
10-10(c)(2)(c)	1 Vicious Dog Warning Signage Requirements 1st	\$ 25.00	\$92.50
10-10(c)(2)(c)	2 Vicious Dog Warning Signage Requirements 2nd	\$ 50.00	\$124.00
10-10(c)(2)(c)	3 Vicious Dog Warning Signage Requirements 3rd+	\$ 100.00	\$187.00
10-10(c)(2)(d)	1 Vicious Dog Spay and Neuter Requirements 1st	\$ 25.00	\$92.50
10-10(c)(2)(d)	2 Vicious Dog Spay and Neuter Requirements 2nd	\$ 50.00	\$124.00
10-10(c)(2)(d)	3 Vicious Dog Spay and Neuter Requirements 3rd+	\$ 100.00	\$187.00
10-10(c)(2)(e)	1 Vicious Dog Insurance/Special Licensing Requirements 1st	\$ 25.00	\$92.50
10-10(c)(2)(e)	2 Vicious Dog Insurance/Special Licensing Requirements 2nd	\$ 50.00	\$124.00
10-10(c)(2)(e)	3 Vicious Dog Insurance/Special Licensing Requirements 3rd+	\$ 100.00	\$187.00
10-10(c)(2)(f)	1 Vicious Dog Multifamily Building Violation 1st	\$ 25.00	\$92.50
10-10(c)(2)(f)	2 Vicious Dog Multifamily Building Violation 2nd	\$ 50.00	\$124.00
10-10(c)(2)(f)	3 Vicious Dog Multifamily Building Violation 3rd+	\$ 100.00	\$187.00
10-10(c)(2)(g)	1 Vicious Dog Notifications Requirements 1st	\$ 25.00	\$92.50
10-10(c)(2)(g)	2 Vicious Dog Notifications Requirements 2nd	\$ 50.00	\$124.00
10-10(c)(2)(g)	3 Vicious Dog Notifications Requirements 3rd+	\$ 100.00	\$187.00
10-10(c)(2)(h)	1 Limit on Number of Vicious Dogs 1st	\$ 25.00	\$92.50
10-10(c)(2)(h)	2 Limit on Number of Vicious Dogs 2nd	\$ 50.00	\$124.00
10-10(c)(2)(h)	3 Limit on Number of Vicious Dogs 3rd+	\$ 100.00	\$187.00
10-10(c)(2)(i)	1 Violation of Court Order or Agreement 1st	\$ 25.00	\$92.50
10-10(c)(2)(i)	2 Violation of Court Order or Agreement 2nd	\$ 50.00	\$124.00
10-10(c)(2)(i)	3 Violation of Court Order or Agreement 3rd+	\$ 100.00	\$187.00
10-11(c)	1 Impoundment of Animals - License Req (1st)	\$ 25.00	\$92.50
10-11(c)	2 Impoundment of Animals - License Req (2nd)	\$ 50.00	\$124.00
10-11(c)	3 Impoundment of Animals - License Req (3rd+)	\$ 100.00	\$187.00
10-12	1 Dogs/Cats in Cemetary Prohibited (1st)	\$ 25.00	\$92.50
10-12	2 Dogs/Cats in Cemetary Prohibited (2nd)	\$ 50.00	\$124.00
10-12	3 Dogs/Cats in Cemetary Prohibited (3rd+)	\$ 100.00	\$187.00
10-13	1 Duty of Owner - Dog Bite (1st)	\$ 25.00	\$92.50
10-13	2 Duty of Owner - Dog Bite (2nd)	\$ 50.00	\$124.00
10-13	3 Duty of Owner - Dog Bite (3rd+)	\$ 100.00	\$187.00
10-14	1 Animal Feces - Owner Cleanup (1st)	\$ 25.00	\$92.50
10-14	2 Animal Feces - Owner Cleanup (2nd)	\$ 50.00	\$124.00
10-14	3 Animal Feces - Owner Cleanup (3rd+)	\$ 100.00	\$187.00
10-17	1 Prohibited/Protected Animals (1st)	\$ 100.00	\$187.00
10-17	2 Prohibited/Protected Animals (2nd)	\$ 200.00	\$313.00
10-17	3 Prohibited/Protected Animals (3rd+)	\$ 400.00	\$565.00
10-18	1 Wild Animals Prohibited (1st)	\$ 100.00	\$187.00
10-18	2 Wild Animals Prohibited (2nd)	\$ 200.00	\$313.00
10-18	3 Wild Animals Prohibited (3rd+)	\$ 400.00	\$565.00
10-19	1 Safe of Colored Chicks/Rabbits/Etc.	\$ 100.00	\$187.00
10-20	1 Provide Food/Drink to Confined Animal (1st)	\$ 50.00	\$124.00
10-20	2 Provide Food/Drink to Confined Animal (2nd)	\$ 100.00	\$187.00
10-20	3 Provide Food/Drink to Confined Animal (3rd+)	\$ 200.00	\$313.00
10-21	1 Provide Shelter to Confined Animal (1st)	\$ 50.00	\$124.00
10-21	2 Provide Shelter to Confined Animal (2nd)	\$ 100.00	\$187.00
10-21	3 Provide Shelter to Confined Animal (3rd+)	\$ 200.00	\$313.00
10-22(a)	1 Abandoned Animals Prohibited (1st)	\$ 50.00	\$124.00
10-22(a)	2 Abandoned Animals Prohibited (2nd)	\$ 100.00	\$187.00
10-22(a)	3 Abandoned Animals Prohibited (3rd+)	\$ 200.00	\$313.00
10-22(b)	1 Neglected/Cruel Treatment Prohibited (1st)	\$ 50.00	\$124.00
10-22(b)	2 Neglected/Cruel Treatment Prohibited (2nd)	\$ 100.00	\$187.00
10-22(b)	3 Neglected/Cruel Treatment Prohibited (3rd+)	\$ 200.00	\$313.00
10-22(c)	1 Injured Animal - Medical Attn Req'd (1st)	\$ 50.00	\$124.00
10-22(c)	2 Injured Animal - Medical Attn Req'd (2nd)	\$ 100.00	\$187.00
10-22(c)	3 Injured Animal - Medical Attn Req'd (3rd+)	\$ 200.00	\$313.00
10-23(a)	1 Cruelty/Disturb Nest of Bird (1st)	\$ 50.00	\$124.00
10-23(a)	2 Cruelty/Disturb Nest of Bird (2nd)	\$ 100.00	\$187.00
10-23(a)	3 Cruelty/Disturb Nest of Bird (3rd+)	\$ 200.00	\$313.00
10-23(b)	1 Leading Animal from Motor Vehicle (1st)	\$ 50.00	\$124.00
10-23(b)	2 Leading Animal from Motor Vehicle (2nd)	\$ 100.00	\$187.00
10-23(b)	3 Leading Animal from Motor Vehicle (3rd+)	\$ 200.00	\$313.00
10-23(c)	1 Expose Animal to Poisonous Substance (1st)	\$ 50.00	\$124.00
10-23(c)	2 Expose Animal to Poisonous Substance (2nd)	\$ 100.00	\$187.00
10-23(c)	3 Expose Animal to Poisonous Substance (3rd+)	\$ 200.00	\$313.00
10-23(d)	1 Prohibited Devices for Animal Use (1st)	\$ 50.00	\$124.00
10-23(d)	2 Prohibited Devices for Animal Use (2nd)	\$ 100.00	\$187.00
10-23(d)	3 Prohibited Devices for Animal Use (3rd+)	\$ 200.00	\$313.00
10-23(e)	1 Shooting at Caged/Staked Animals (1st)	\$ 50.00	\$124.00
10-23(e)	2 Shooting at Caged/Staked Animals (2nd)	\$ 100.00	\$187.00
10-23(e)	3 Shooting at Caged/Staked Animals (3rd+)	\$ 200.00	\$313.00
10-24	1 Trapping of Animals Prohibited (1st)	\$ 50.00	\$124.00
10-24	2 Trapping of Animals Prohibited (2nd)	\$ 100.00	\$187.00
10-24	3 Trapping of Animals Prohibited (3rd+)	\$ 200.00	\$313.00
10-25	1 Taking of Dog w/o Owner's Consent (1st)	\$ 100.00	\$187.00
10-25	2 Taking of Dog w/o Owner's Consent (2nd)	\$ 200.00	\$313.00
10-25	3 Taking of Dog w/o Owner's Consent (3rd+)	\$ 400.00	\$565.00
10-26	1 Operator Required/Report Dog Accident (1st)	\$ 50.00	\$124.00
10-26	2 Operator Required/Report Dog Accident (2nd)	\$ 100.00	\$187.00
10-26	3 Operator Required/Report Dog Accident (3rd+)	\$ 200.00	\$313.00
10-27	1 Permit Required/Keeping of Bees (1st)	\$ 50.00	\$124.00
10-27	2 Permit Required/Keeping of Bees (2nd)	\$ 100.00	\$187.00
10-27	3 Permit Required/Keeping of Bees (3rd+)	\$ 200.00	\$313.00
14-52	1 Control of Erosion and Pollutants	\$ 50.00	\$124.00
14-52	2 Control of Erosion and Pollutants	\$ 100.00	\$187.00
14-52	3 Control of Erosion and Pollutants	\$ 200.00	\$313.00
18-34	1 Automatic Dialing Services (1st)	\$ 100.00	\$187.00

18-34	2 Automatic Dialing Services (2nd)	\$ 200.00	\$313.00
18-34	3 Automatic Dialing Services (3rd+)	\$ 400.00	\$565.00
18-35	1 Direct Connection to Police Dept (1st)	\$ 100.00	\$187.00
18-35	2 Direct Connection to Police Dept (2nd)	\$ 200.00	\$313.00
18-35	3 Direct Connection to Police Dept (3rd+)	\$ 400.00	\$565.00
18-36(a)	1 Testing Alarm w/o Police Notification (1st)	\$ 50.00	\$124.00
18-36(a)	2 Testing Alarm w/o Police Notification (2nd)	\$ 100.00	\$187.00
18-36(a)	3 Testing Alarm w/o Police Notification (3rd+)	\$ 200.00	\$313.00
18-36(b)	1 Testing Police Response w/Alarm (1st)	\$ 50.00	\$124.00
18-36(b)	2 Testing Police Response w/Alarm (2nd)	\$ 100.00	\$187.00
18-36(b)	3 Testing Police Response w/Alarm (3rd+)	\$ 200.00	\$313.00
18-37	1 Alarm Service Fail/Notify Subscriber (1st)	\$ 50.00	\$124.00
18-37	2 Alarm Service Fail/Notify Subscriber (2nd)	\$ 100.00	\$187.00
18-37	3 Alarm Service Fail/Notify Subscriber (3rd+)	\$ 200.00	\$313.00
18-38	1 City Alarm Services (1st)	\$ 50.00	\$124.00
18-38	2 City Alarm Services (2nd)	\$ 100.00	\$187.00
18-38	3 City Alarm Services (3rd+)	\$ 200.00	\$313.00
18-39(b)	1 Intentional Activation of Alarm (1st)	\$ 100.00	\$187.00
18-39(b)	2 Intentional Activation of Alarm (2nd)	\$ 200.00	\$313.00
18-39(b)	3 Intentional Activation of Alarm (3rd+)	\$ 400.00	\$565.00
18-41(a)	1 Permit Required for Private Alarm (1st)	\$ 50.00	\$124.00
18-41(a)	2 Permit Required for Private Alarm (2nd)	\$ 100.00	\$187.00
18-41(a)	3 Permit Required for Private Alarm (3rd+)	\$ 200.00	\$313.00
18-77	1 Amusement/Music Devices License Req. (1st)	\$ 100.00	\$187.00
18-77	2 Amusement/Music Devices License Req. (2nd)	\$ 200.00	\$313.00
18-77	3 Amusement/Music Devices License Req. (3rd+)	\$ 400.00	\$565.00
18-111	1 Cigarette License Required (1st)	\$ 150.00	\$250.00
18-111	2 Cigarette License Required (2nd)	\$ 150.00	\$250.00
18-111	3 Cigarette License Required (3rd+)	\$ 150.00	\$250.00
18-148	1 Direct Sales Registration Required (1st)	\$ 100.00	\$187.00
18-148	2 Direct Sales Registration Required (2nd)	\$ 200.00	\$313.00
18-148	3 Direct Sales Registration Required (3rd+)	\$ 400.00	\$565.00
18-161(6)	1 Direct Sales Hours Regulated (1st)	\$ 50.00	\$124.00
18-161(6)	2 Direct Sales Hours Regulated (2nd)	\$ 100.00	\$187.00
18-161(6)	3 Direct Sales Hours Regulated (3rd)	\$ 200.00	\$313.00
18-186	1 Farmers' Market - Parking Limitations (1st)	\$ 50.00	\$124.00
18-186	2 Farmers' Market - Parking Limitations (2nd)	\$ 100.00	\$187.00
18-186	3 Farmers' Market - Parking Limitations (3rd+)	\$ 200.00	\$313.00
18-222	1 Garage Sale Hours (1st)	\$ 50.00	\$124.00
18-222	2 Garage Sale Hours (2nd)	\$ 100.00	\$187.00
18-222	3 Garage Sale Hours (3rd+)	\$ 200.00	\$313.00
18-296	1 Pharmacists' License Required (1st)	\$ 150.00	\$250.00
18-296	2 Pharmacists' License Required (2nd)	\$ 300.00	\$439.00
18-296	3 Pharmacists' License Required (3rd+)	\$ 600.00	\$817.00
18-333	1 Parade Permit Required (1st)	\$ 250.00	\$376.00
18-333	2 Parade Permit Required (2nd)	\$ 500.00	\$691.00
18-333	3 Parade Permit Required (3rd+)	\$ 1,000.00	\$1,321.00
18-401(a)	1 Street Privilege Permit Required (1st)	\$ 250.00	\$376.00
18-401(a)	2 Street Privilege Permit Required (2nd)	\$ 500.00	\$691.00
18-401(a)	3 Street Privilege Permit Required (3rd+)	\$ 1,000.00	\$1,321.00
18-401(e)	1 Conditions/Occupancy for Street Permit (1st)	\$ 100.00	\$187.00
18-401(e)	2 Conditions/Occupancy for Street Permit (2nd)	\$ 200.00	\$313.00
18-401(e)	3 Conditions/Occupancy for Street Permit (3rd+)	\$ 400.00	\$565.00
18-402(a)	1 Street Sales Prohibited (1st)	\$ 50.00	\$124.00
18-402(a)	2 Street Sales Prohibited (2nd)	\$ 100.00	\$187.00
18-402(a)	3 Street Sales Prohibited (3rd+)	\$ 200.00	\$313.00
18-402(c)	1 Special Event Vending Permit Conditions (1st)	\$ 50.00	\$124.00
18-402(c)	2 Special Event Vending Permit Conditions (2nd)	\$ 100.00	\$187.00
18-402(c)	3 Special Event Vending Permit Conditions (3rd+)	\$ 200.00	\$313.00
22-4	1 Disturbing Cemetary Property (1st)	\$ 50.00	\$124.00
22-4	2 Disturbing Cemetary Property (2nd)	\$ 100.00	\$187.00
22-4	3 Disturbing Cemetary Property (3rd+)	\$ 200.00	\$313.00
22-5	1 Protection of Cemetary Property (1st)	\$ 50.00	\$124.00
22-5	2 Protection of Cemetary Property (2nd)	\$ 100.00	\$187.00
22-5	3 Protection of Cemetary Property (3rd+)	\$ 200.00	\$313.00
22-6	1 Off-Road Operation in Cemetary (1st)	\$ 50.00	\$124.00
22-6	2 Off-Road Operation in Cemetary (2nd)	\$ 100.00	\$187.00
22-6	3 Off-Road Operation in Cemetary (3rd+)	\$ 200.00	\$313.00
22-7	1 Exceed Speed Limit in Cemetary (1st)	\$ 25.00	\$92.50
22-7	2 Exceed Speed Limit in Cemetary (2nd)	\$ 50.00	\$124.00
22-7	3 Exceed Speed Limit in Cemetary (3rd+)	\$ 100.00	\$187.00
22-8	1 Improper Cemetary Parking (1st)	\$ 50.00	\$124.00
22-8	2 Improper Cemetary Parking (2nd)	\$ 100.00	\$187.00
22-8	3 Improper Cemetary Parking (3rd+)	\$ 200.00	\$313.00
22-9	1 Littering in Cemetary Prohibited (1st)	\$ 50.00	\$124.00
22-9	2 Littering in Cemetary Prohibited (2nd)	\$ 100.00	\$187.00
22-9	3 Littering in Cemetary Prohibited (3rd+)	\$ 200.00	\$313.00
22-10	1 Pets Prohibited in Cemetary (1st)	\$ 50.00	\$124.00
22-10	2 Pets Prohibited in Cemetary (2nd)	\$ 100.00	\$187.00
22-10	3 Pets Prohibited in Cemetary (3rd+)	\$ 200.00	\$313.00
22-11	1 Sound Amplification System in Cemetary (2nd)	\$ 25.00	\$92.50
22-11	2 Sound Amplification System in Cemetary (2nd)	\$ 50.00	\$124.00
22-11	3 Sound Amplification System in Cemetary (3rd+)	\$ 100.00	\$187.00
22-12	1 Unauthorized Notices in Cemetary (1st)	\$ 50.00	\$124.00
22-12	2 Unauthorized Notices in Cemetary (2nd)	\$ 100.00	\$187.00
22-12	3 Unauthorized Notices in Cemetary (3rd+)	\$ 200.00	\$313.00
22-13	1 Loitering in Cemetary Prohibited (1st)	\$ 25.00	\$92.50
22-13	2 Loitering in Cemetary Prohibited (2nd)	\$ 50.00	\$124.00
22-13	3 Loitering in Cemetary Prohibited (3rd+)	\$ 100.00	\$187.00
22-15	1 Play Vehicles Prohibited in Cemetary (1st)	\$ 5.00	\$67.30
22-15	2 Play Vehicles Prohibited in Cemetary (2nd)	\$ 10.00	\$73.60
22-15	3 Play Vehicles Prohibited in Cemetary (3rd+)	\$ 20.00	\$86.20
22-16	1 Presence in Cemetary after Hours (1st)	\$ 25.00	\$92.50
22-16	2 Presence in Cemetary after Hours (2nd)	\$ 50.00	\$124.00
22-16	3 Presence in Cemetary after Hours (3rd+)	\$ 100.00	\$187.00
26-1	1 Safety and Professional Services Violation 1st Offense	\$ 50.00	\$124.00

26-1	2 Safety and Professional Services Violation 2nd Offense	\$ 100.00	\$187.00	
26-1	3 Safety and Professional Services Violation 3rd Offense	\$ 200.00	\$313.00	
26-2(a)	1 Open Burning Prohibited (1st)	\$ 50.00	\$124.00	
26-2(a)	2 Open Burning Prohibited (2nd)	\$ 100.00	\$187.00	
26-2(a)	3 Open Burning Prohibited (3rd+)	\$ 200.00	\$313.00	
26-2(d)	1 Burning Prohibited by Fire Chief (1st)	\$ 100.00	\$187.00	
26-2(d)	2 Burning Prohibited by Fire Chief (2nd)	\$ 200.00	\$313.00	
26-2(d)	3 Burning Prohibited by Fire Chief (3rd+)	\$ 400.00	\$565.00	
26-2(e)	1 Burning on Streets Prohibited (1st)	\$ 25.00	\$92.50	
26-2(e)	2 Burning on Streets Prohibited (2nd)	\$ 50.00	\$124.00	
26-2(e)	3 Burning on Streets Prohibited (3rd+)	\$ 100.00	\$187.00	
26-3	1 Lighting Fire within 30 ft of Building (1st)	\$ 50.00	\$124.00	
26-3	2 Lighting Fire within 30 ft of Building (2nd)	\$ 100.00	\$187.00	
26-3	3 Lighting Fire within 30 ft of Building (3rd+)	\$ 200.00	\$313.00	
26-4	1 Careless Smoking (1st)	\$ 100.00	\$187.00	
26-4	2 Careless Smoking (2nd)	\$ 200.00	\$313.00	
26-4	3 Careless Smoking (3rd+)	\$ 400.00	\$565.00	
26-5	1 Bulk Storage Stations Violation (1st)	\$ 500.00	\$691.00	
26-5	2 Bulk Storage Stations Violation (2nd+)	\$ 1,000.00	\$1,321.00	
26-6	1 Interference with Use of Fire Hydrants (1st)	\$ 100.00	\$187.00	
26-6	2 Interference with Use of Fire Hydrants (2nd)	\$ 200.00	\$313.00	
26-6	3 Interference with Use of Fire Hydrants (3rd+)	\$ 400.00	\$565.00	
26-8	1 Impeding Fire Equipment Prohibited (1st)	\$ 100.00	\$187.00	
26-8	2 Impeding Fire Equipment Prohibited (2nd)	\$ 200.00	\$313.00	
26-8	3 Impeding Fire Equipment Prohibited (3rd+)	\$ 400.00	\$565.00	
26-9	1 Vehicles to Yield Right-of-Way (1st)	\$ 30.00	\$98.80	
26-9	2 Vehicles to Yield Right-of-Way (2nd)	\$ 150.00	\$250.00	
26-9	3 Vehicles to Yield Right-of-Way (3rd+)	\$ 300.00	\$439.00	
26-76	1 Sale/Discharge of Fireworks Restricted (1st)	\$ 50.00	\$124.00	
26-76	2 Sale/Discharge of Fireworks Restricted (2nd)	\$ 100.00	\$187.00	
26-76	3 Sale/Discharge of Fireworks Restricted (3rd+)	\$ 200.00	\$313.00	
26-114	1 Reimbursement for Clean-up of Spill (1st)	\$ 500.00	\$691.00	
26-114	2 Reimbursement for Clean-up of Spill (2nd+)	\$ 1,000.00	\$1,321.00	
26-115	1 Extinguish/Clean Fire w/HazMat (1st)	\$ 500.00	\$691.00	
26-115	2 Extinguish/Clean Fire w/HazMat (2nd+)	\$ 1,000.00	\$1,321.00	
26-116	1 Cleanup of Accidentally Discharged Waste (1st)	\$ 500.00	\$691.00	
26-116	2 Cleanup of Accidentally Discharged Waste (2nd+)	\$ 1,000.00	\$1,321.00	
26-117	1 Storage of Polluting Substances (1st)	\$ 500.00	\$691.00	
26-117	2 Storage of Polluting Substances (2nd+)	\$ 1,000.00	\$1,321.00	
30-1	1 Public Health and Welfare Rules/Regs (1st)	\$ 50.00	\$124.00	
30-1	2 Public Health and Welfare Rules/Regs (2nd)	\$ 100.00	\$187.00	
30-1	3 Public Health and Welfare Rules/Regs (3rd+)	\$ 200.00	\$313.00	
30-3	1 Animals Excluded from Food Ests. (1st)	\$ 50.00	\$124.00	
30-3	2 Animals Excluded from Food Ests. (2nd)	\$ 100.00	\$187.00	
30-3	3 Animals Excluded from Food Ests. (3rd+)	\$ 200.00	\$313.00	
30-4	1 Depositing Deleterious Substances (1st)	\$ 50.00	\$124.00	
30-4	2 Depositing Deleterious Substances (2nd)	\$ 100.00	\$187.00	
30-4	3 Depositing Deleterious Substances (3rd+)	\$ 200.00	\$313.00	
30-5	1 Designation/Posting Smoking Areas	\$ 25.00	\$92.50	
30-5(b)	1 Smoking Prohibited upon City Property	\$ 25.00	\$92.50	
42-4	1 Mobile Home Parking Fee/Limitations (1st)	\$ 50.00	\$124.00	
42-4	2 Mobile Home Parking Fee/Limitations (2nd)	\$ 100.00	\$187.00	
42-4	3 Mobile Home Parking Fee/Limitations (3rd+)	\$ 200.00	\$313.00	
46-1	2 State Statutes Adopted - Ch. 940 - Ch. 951	\$ -	\$0.00	
46-1	1 State Statutes Adopted - Ch. 134,167,175,254	\$ -	\$0.00	
46-2	1 Abuse of Emergency 911 Telephone (1st)	\$ 100.00	\$187.00	
46-2	2 Abuse of Emergency 911 Telephone (2nd)	\$ 200.00	\$313.00	
46-2	3 Abuse of Emergency 911 Telephone (3rd+)	\$ 400.00	\$565.00	
46-31(a)	1 Discharge of Firearms Regulated (1st)	\$ 50.00	\$124.00	
46-31(a)	2 Discharge of Firearms Regulated (2nd)	\$ 100.00	\$187.00	
46-31(a)	3 Discharge of Firearms Regulated (3rd+)	\$ 200.00	\$313.00	
46-31(b)	1 Shooting Into City Limits (1st)	\$ 50.00	\$124.00	
46-31(b)	2 Shooting Into City Limits (2nd)	\$ 100.00	\$187.00	
46-31(b)	3 Shooting Into City Limits (3rd+)	\$ 200.00	\$313.00	
46-31(g)	1 Explosive Devices w/o Permit (1st)	\$ 100.00	\$187.00	
46-31(g)	2 Explosive Devices w/o Permit (2nd)	\$ 200.00	\$313.00	
46-31(g)	3 Explosive Devices w/o Permit (3rd+)	\$ 400.00	\$565.00	
46-33	1 Throw/Shoot Arrow/Stone/Other Missile (1st)	\$ 50.00	\$124.00	
46-33	2 Throw/Shoot Arrow/Stone/Other Missile (2nd)	\$ 100.00	\$187.00	
46-33	3 Throw/Shoot Arrow/Stone/Other Missile (3rd+)	\$ 200.00	\$313.00	
46-34(b)	1 Obstructing Street Prohibited (1st)	\$ 25.00	\$92.50	
46-34(b)	2 Obstructing Street Prohibited (2nd)	\$ 50.00	\$124.00	
46-34(b)	3 Obstructing Street Prohibited (3rd+)	\$ 100.00	\$187.00	
46-34(c)	1 Obstructing Sidewalk Prohibited (1st)	\$ 25.00	\$92.50	
46-34(c)	2 Obstructing Sidewalk Prohibited (2nd)	\$ 50.00	\$124.00	
46-34(c)	3 Obstructing Sidewalk Prohibited (3rd+)	\$ 100.00	\$187.00	
46-35	1 Bridge Activity Restricted	\$ 30.00	\$98.80	Approved change 12/12/2023
46-35	2 Bridge Activity Restricted	\$ 60.00	\$136.60	Approved change 12/12/2023
46-35	3 Bridge Activity Restricted	\$ 125.00	\$218.50	Approved change 12/12/2023
46-36	1 Loud and Unnecessary Noise Prohibited (1st)	\$ 30.00	\$98.80	
46-36	2 Loud and Unnecessary Noise Prohibited (2nd)	\$ 60.00	\$136.60	
46-36	3 Loud and Unnecessary Noise Prohibited (3rd+)	\$ 125.00	\$218.50	
46-37	1 Defecating/Urinating in Public Place (1st)	\$ 60.00	\$136.60	
46-37	2 Defecating/Urinating in Public Place (2nd)	\$ 90.00	\$174.40	
46-37	3 Defecating/Urinating in Public Place (3rd)	\$ 125.00	\$218.50	
46-38(b)	1 Unauthorized Presence/School Property (1st)	\$ 50.00	\$124.00	
46-38(b)	2 Unauthorized Presence/School Property (2nd)	\$ 100.00	\$187.00	
46-38(b)	3 Unauthorized Presence/School Property (3rd+)	\$ 200.00	\$313.00	
46-38(c)	1 Disorderly Conduct on School Property (1st)	\$ 25.00	\$92.50	
46-38(c)	2 Disorderly Conduct on School Property (2nd)	\$ 50.00	\$124.00	
46-38(c)	3 Disorderly Conduct on School Property (3rd+)	\$ 100.00	\$187.00	
46-38(d)	1 Loitering Near School (1st)	\$ 25.00	\$92.50	
46-38(d)	2 Loitering Near School (2nd)	\$ 50.00	\$124.00	
46-38(d)	3 Loitering Near School (3rd+)	\$ 100.00	\$187.00	
46-39(b)	1 Truancy Prohibited (1st)	\$ 50.00	\$124.00	
46-39(b)	2 Truancy Prohibited (2nd+)	\$ 100.00	\$187.00	

46-39(c)	1 Habitual Truancy	\$ 200.00	\$313.00	
46-39(d)	1 Contributing to Truancy (1st)	\$ 50.00	\$124.00	
46-39(d)	2 Contributing to Truancy (2nd)	\$ 100.00	\$187.00	
46-39(d)	3 Contributing to Truancy (3rd+)	\$ 200.00	\$313.00	
46-39(e)	1 Parental Liability for Truancy (1st)	\$ 50.00	\$124.00	
46-39(e)	2 Parental Liability for Truancy (2nd)	\$ 100.00	\$187.00	
46-39(e)	3 Parental Liability for Truancy (3rd+)	\$ 200.00	\$313.00	
46-40	1 Failure to Obey Lawful Order (1st)	\$ 100.00	\$187.00	
46-40	2 Failure to Obey Lawful Order (2nd)	\$ 200.00	\$313.00	
46-40	3 Failure to Obey Lawful Order (3rd+)	\$ 400.00	\$565.00	
46-41(b)	4 Possession of Marijuana (Juvenile)	\$ 100.00	\$187.00	
46-41(b)	2 Possession of Marijuana (Adult)	\$ 200.00	\$313.00	
46-41(b)	1 Possession of Marijuana (Adult w/Enhancer)	\$ 400.00	\$565.00	
46-41(b)	2 Possession of Drug Para. (Juvenile w/Enhancer)	\$ 200.00	\$313.00	
46-41(c)	4 Possession of Drug Paraphernalia (Juvenile)	\$ 100.00	\$187.00	
46-41(c)	3 Possession of Drug Paraphernalia (Adult)	\$ 200.00	\$313.00	
46-41(c)	1 Possession of Drug Para. (Adult w/Enhancer)	\$ 400.00	\$565.00	
46-42	1 Operate Remote/Radio Control Toys (1st)	\$ 50.00	\$124.00	
46-42	2 Operate Remote/Radio Control Toys (2nd)	\$ 100.00	\$187.00	
46-42	3 Operate Remote/Radio Control Toys (3rd+)	\$ 200.00	\$313.00	
46-43(c)	1 Bullying and Harassment	\$ 25.00	\$92.50	
46-43(c)	3 Bullying and Harassment	\$ 100.00	\$187.00	
46-43(c)	2 Bullying and Harassment	\$ 50.00	\$124.00	
46-44(a)	1 Aircraft Altitude Restricted	\$ 200.00	\$313.00	
46-44(a)	2 Aircraft Altitude Restricted	\$ 300.00	\$439.00	
46-44(a)	3 Aircraft Altitude Restricted	\$ 400.00	\$565.00	
46-44(b)	1 T/O or land Aircraft w/in 400ft of dwelling	\$ 200.00	\$313.00	
46-44(b)	2 T/O or land Aircraft w/in 400ft of dwelling	\$ 300.00	\$439.00	
46-44(b)	3 T/O or land Aircraft w/in 400ft of dwelling	\$ 400.00	\$565.00	
46-77(a)	1 Littering Prohibited (1st)	\$ 50.00	\$124.00	
46-77(a)	2 Littering Prohibited (2nd)	\$ 100.00	\$187.00	
46-77(a)	3 Littering Prohibited (3rd+)	\$ 200.00	\$313.00	
46-77(c)	1 Deposting of Material Prohibited (1st)	\$ 50.00	\$124.00	
46-77(c)	2 Deposting of Material Prohibited (2nd)	\$ 100.00	\$187.00	
46-77(c)	3 Deposting of Material Prohibited (3rd+)	\$ 200.00	\$313.00	
46-77(d)1	1 Scattering of Handbills Prohibited (1st)	\$ 50.00	\$124.00	
46-77(d)1	2 Scattering of Handbills Prohibited (2nd)	\$ 100.00	\$187.00	
46-77(d)1	3 Scattering of Handbills Prohibited (3rd+)	\$ 200.00	\$313.00	
46-77(d)2	1 Papers in Public Places Prohibited (1st)	\$ 50.00	\$124.00	
46-77(d)2	2 Papers in Public Places Prohibited (2nd)	\$ 100.00	\$187.00	
46-77(d)2	3 Papers in Public Places Prohibited (3rd+)	\$ 200.00	\$313.00	
46-78	1 Abandoned Refrigerators Prohibited (1st)	\$ 50.00	\$124.00	
46-78	2 Abandoned Refrigerators Prohibited (2nd)	\$ 100.00	\$187.00	
46-78	3 Abandoned Refrigerators Prohibited (3rd+)	\$ 200.00	\$313.00	
46-79(b)	1 Possess Library Material w/o Consent (1st)	\$ 100.00	\$187.00	
46-79(b)	2 Possess Library Material w/o Consent (2nd)	\$ 200.00	\$313.00	
46-79(b)	3 Possess Library Material w/o Consent (3rd+)	\$ 400.00	\$565.00	
46-79(c)	1 Concealment of Library Material (1st)	\$ 100.00	\$187.00	
46-79(c)	2 Concealment of Library Material (2nd)	\$ 200.00	\$313.00	
46-79(c)	3 Concealment of Library Material (3rd+)	\$ 400.00	\$565.00	
46-79(e)	1 Damaging of Library Material (1st)	\$ 100.00	\$187.00	
46-79(e)	2 Damaging of Library Material (2nd)	\$ 200.00	\$313.00	
46-79(e)	3 Damaging of Library Material (3rd+)	\$ 400.00	\$565.00	
46-79(f)	1 Fail/Return Library Material on Demand (1st)	\$ 100.00	\$187.00	
46-79(f)	2 Fail/Return Library Material on Demand (2nd)	\$ 200.00	\$313.00	
46-79(f)	3 Fail/Return Library Material on Demand (3rd+)	\$ 400.00	\$565.00	
46-111	1 Juvenile Possess Controlled Substance (1st)	\$ 100.00	\$187.00	
46-111	2 Juvenile Possess Controlled Substance (2nd)	\$ 150.00	\$250.00	
46-111	3 Juvenile Possess Controlled Substance (3rd+)	\$ 200.00	\$313.00	
46-112(b)	1 Juvenile Curfew	\$ 25.00	\$92.50	
46-112(d)	1 Parental Responsibility/Juvenile Curfew (1st)	\$ 50.00	\$124.00	
46-112(d)	2 Parental Responsibility/Juvenile Curfew (2nd)	\$ 100.00	\$187.00	
46-112(d)	3 Parental Responsibility/Juvenile Curfew (3rd)	\$ 100.00	\$187.00	
46-113	1 Possession of Nicotine under 18yoa	\$ 50.00	\$124.00	already blessed with new ord but 1st time on 1-16
46-114	1 Sell Nicotine to under 18yoa	\$ 150.00	\$250.00	
46-114	2 Sell Nicotine to under 18yoa 2nd in 1y	\$ 300.00	\$439.00	
46-114(e)	1 Procure Nicotine for under 18yoa	\$ 150.00	\$250.00	
46-114(e)	2 Procure Nicotine under 18yoa 2nd in 30mo	\$ 300.00	\$439.00	
46-115(c)	1 Possess or purchase Vape under 18y	\$ 50.00	\$124.00	
46-115(c)3	1 Procure Vapor Product for under 18yoa	\$ 150.00	\$250.00	
46-115(c)3	2 Procure Vape for under 18yoa 2nd in 30mo	\$ 300.00	\$439.00	
46-152	1 Public Nuisances Prohibited (1st)	\$ 50.00	\$124.00	
46-152	2 Public Nuisances Prohibited (2nd)	\$ 100.00	\$187.00	
46-152	3 Public Nuisances Prohibited (3rd+)	\$ 200.00	\$313.00	
46-153	1 Public Nuisance (Health) - CITE UNDER 46-152	\$ -	\$0.00	
46-154	1 Public Nuisance (Morals) - CITE UNDER 46-152	\$ -	\$0.00	
46-154(1)	1 Adulterated Food & Drink 1st	\$ 50.00	\$124.00	
46-154(1)	2 Adulterated Food & Drink 2nd	\$ 100.00	\$187.00	
46-154(1)	3 Adulterated Food & Drink 3rd+	\$ 200.00	\$313.00	
46-154(2)	1 Unburied Carcasses 1st	\$ 50.00	\$124.00	
46-154(2)	2 Unburied Carcasses 2nd	\$ 100.00	\$187.00	
46-154(2)	3 Unburied Carcasses 3rd+	\$ 200.00	\$313.00	
46-154(3)	1 Breeding Places for Vermin 1st	\$ 50.00	\$124.00	
46-154(3)	2 Breeding Places for Vermin 2nd	\$ 100.00	\$187.00	
46-154(3)	3 Breeding Places for Vermin 3rd+	\$ 200.00	\$313.00	
46-154(4)	1 Stagnant Water 1st	\$ 50.00	\$124.00	
46-154(4)	2 Stagnant Water 2nd	\$ 100.00	\$187.00	
46-154(4)	3 Stagnant Water 3rd+	\$ 200.00	\$313.00	
46-154(5)	1 Garbage Cans 1st	\$ 50.00	\$124.00	
46-154(5)	2 Garbage Cans 2nd	\$ 100.00	\$187.00	
46-154(5)	3 Garbage Cans 3rd+	\$ 200.00	\$313.00	
46-154(6)	1 Vegetation Offenses 1st	\$ 50.00	\$124.00	
46-154(6)	2 Vegetation Offenses 2nd	\$ 100.00	\$187.00	
46-154(6)	3 Vegetation Offenses 3rd+	\$ 200.00	\$313.00	
46-154(7)	1 Water Pollution 1st	\$ 50.00	\$124.00	
46-154(7)	2 Water Pollution 2nd	\$ 100.00	\$187.00	

46-154(7)	3 Water Pollution 3rd+	\$ 200.00	\$313.00
46-154(8)	1 Noxious Odors 1st	\$ 50.00	\$124.00
46-154(8)	2 Noxious Odors 2nd	\$ 100.00	\$187.00
46-154(8)	3 Noxious Odors 3rd+	\$ 200.00	\$313.00
46-154(9)	1 Street Pollution 1st	\$ 50.00	\$124.00
46-154(9)	2 Street Pollution 2nd	\$ 100.00	\$187.00
46-154(9)	3 Street Pollution 3rd+	\$ 200.00	\$313.00
46-154(10)	1 Nuisance Garbage Accumulation (1st)	\$ 100.00	\$187.00
46-154(10)	2 Nuisance Garbage Accumulation (2nd)	\$ 200.00	\$313.00
46-154(10)	3 Nuisance Garbage Accumulation (3rd+)	\$ 400.00	\$565.00
46-154(10)	1 Accumulations of Refuse 1st	\$ 50.00	\$124.00
46-154(10)	2 Accumulations of Refuse 2nd	\$ 100.00	\$187.00
46-154(10)	3 Accumulations of Refuse 3rd+	\$ 200.00	\$313.00
46-154(11)	1 Air Pollution 1st	\$ 50.00	\$124.00
46-154(11)	2 Air Pollution 2nd	\$ 100.00	\$187.00
46-154(11)	3 Air Pollution 3rd+	\$ 200.00	\$313.00
46-154(12)	1 Feeding of Deer 1st	\$ 50.00	\$124.00
46-154(12)	2 Feeding of Deer 2nd	\$ 100.00	\$187.00
46-154(12)	3 Feeding of Deer 3rd+	\$ 200.00	\$313.00
46-154(13)	1 Feeding of Migratory Waterfowl 1st	\$ 50.00	\$124.00
46-154(13)	2 Feeding of Migratory Waterfowl 2nd	\$ 100.00	\$187.00
46-154(13)	3 Feeding of Migratory Waterfowl 3rd+	\$ 200.00	\$313.00
46-154(14)	1 Water Accumulation 1st	\$ 50.00	\$124.00
46-154(14)	2 Water Accumulation 2nd	\$ 100.00	\$187.00
46-154(14)	3 Water Accumulation 3rd+	\$ 200.00	\$313.00
46-154(15)	1 Animal Offenses 1st	\$ 50.00	\$124.00
46-154(15)	2 Animal Offenses 2nd	\$ 100.00	\$187.00
46-154(15)	3 Animal Offenses 3rd+	\$ 200.00	\$313.00
46-155	1 Public Nuisance (Safety) - CITE UNDER 46-152	\$ -	\$0.00
46-155(1)	1 Disorderly Houses 1st	\$ 50.00	\$124.00
46-155(1)	2 Disorderly Houses 2nd	\$ 100.00	\$187.00
46-155(1)	3 Disorderly Houses 3rd+	\$ 200.00	\$313.00
46-155(2)	1 Gambling Devices 1st	\$ 50.00	\$124.00
46-155(2)	2 Gambling Devices 2nd	\$ 100.00	\$187.00
46-155(2)	3 Gambling Devices 3rd+	\$ 200.00	\$313.00
46-155(3)	1 Unlicensed Sale of Liquor & Beer 1st	\$ 50.00	\$124.00
46-155(3)	2 Unlicensed Sale of Liquor & Beer 2nd	\$ 100.00	\$187.00
46-155(3)	3 Unlicensed Sale of Liquor & Beer 3rd+	\$ 200.00	\$313.00
46-155(4)	1 Continuous Violations of Ordinances 1st	\$ 50.00	\$124.00
46-155(4)	2 Continuous Violations of Ordinances 2nd	\$ 100.00	\$187.00
46-155(4)	3 Continuous Violations of Ordinances 3rd+	\$ 200.00	\$313.00
46-155(5)	1 Illegal Drinking 1st	\$ 50.00	\$124.00
46-155(5)	2 Illegal Drinking 2nd	\$ 100.00	\$187.00
46-155(5)	3 Illegal Drinking 3rd+	\$ 200.00	\$313.00
46-155(6)	1 Conduct of Unlawful Activity 1st	\$ 50.00	\$124.00
46-155(6)	2 Conduct of Unlawful Activity 2nd	\$ 100.00	\$187.00
46-155(6)	3 Conduct of Unlawful Activity 3rd+	\$ 200.00	\$313.00
46-155(7)	1 Illegal Drugs & Contraband 1st	\$ 50.00	\$124.00
46-155(7)	2 Illegal Drugs & Contraband 2nd	\$ 100.00	\$187.00
46-155(7)	3 Illegal Drugs & Contraband 3rd+	\$ 200.00	\$313.00
46-155(8)	1 Inadequate or Improper Maintenance 1st	\$ 50.00	\$124.00
46-155(8)	2 Inadequate or Improper Maintenance 2nd	\$ 100.00	\$187.00
46-155(8)	3 Inadequate or Improper Maintenance 3rd+	\$ 200.00	\$313.00
46-155(9)	1 Accumulation of Excessive Personal Property 1st	\$ 50.00	\$124.00
46-155(9)	2 Accumulation of Excessive Personal Property 2nd	\$ 100.00	\$187.00
46-155(9)	3 Accumulation of Excessive Personal Property 3rd+	\$ 200.00	\$313.00
46-156(1)	1 Signs Billboards Etc. 1st	\$ 50.00	\$124.00
46-156(1)	2 Signs Billboards Etc. 2nd	\$ 100.00	\$187.00
46-156(1)	3 Signs Billboards Etc. 3rd+	\$ 200.00	\$313.00
46-156(2)	1 Illegal Buildings 1st	\$ 50.00	\$124.00
46-156(2)	2 Illegal Buildings 2nd	\$ 100.00	\$187.00
46-156(2)	3 Illegal Buildings 3rd+	\$ 200.00	\$313.00
46-156(3)	1 Unauthorized Traffic Signs 1st	\$ 50.00	\$124.00
46-156(3)	2 Unauthorized Traffic Signs 2nd	\$ 100.00	\$187.00
46-156(3)	3 Unauthorized Traffic Signs 3rd+	\$ 200.00	\$313.00
46-156(4)	1 Obstruction of Intersections 1st	\$ 50.00	\$124.00
46-156(4)	2 Obstruction of Intersections 2nd	\$ 100.00	\$187.00
46-156(4)	3 Obstruction of Intersections 3rd+	\$ 200.00	\$313.00
46-156(5)	1 Limbs of Trees Hedges etc. 1st	\$ 50.00	\$124.00
46-156(5)	2 Limbs of Trees Hedges etc. 2nd	\$ 100.00	\$187.00
46-156(5)	3 Limbs of Trees Hedges etc. 3rd+	\$ 200.00	\$313.00
46-156(6)	1 Dangerous Trees 1st	\$ 50.00	\$124.00
46-156(6)	2 Dangerous Trees 2nd	\$ 100.00	\$187.00
46-156(6)	3 Dangerous Trees 3rd+	\$ 200.00	\$313.00
46-156(7)	1 Fireworks 1st	\$ 75.00	\$155.50
46-156(7)	2 Fireworks 2nd	\$ 100.00	\$187.00
46-156(7)	3 Fireworks 3rd+	\$ 200.00	\$313.00
46-156(8)	1 Dilapidated Buildings 1st	\$ 50.00	\$124.00
46-156(8)	2 Dilapidated Buildings 2nd	\$ 100.00	\$187.00
46-156(8)	3 Dilapidated Buildings 3rd+	\$ 200.00	\$313.00
46-156(9)	1 Wires Over Streets 1st	\$ 50.00	\$124.00
46-156(9)	2 Wires Over Streets 2nd	\$ 100.00	\$187.00
46-156(9)	3 Wires Over Streets 3rd+	\$ 200.00	\$313.00
46-156(10)	1 Noisy Animals or Fowls 1st	\$ 50.00	\$124.00
46-156(10)	2 Noisy Animals or Fowls 2nd	\$ 100.00	\$187.00
46-156(10)	3 Noisy Animals or Fowls 3rd+	\$ 200.00	\$313.00
46-156(11)	1 Obstruction of Streets 1st	\$ 50.00	\$124.00
46-156(11)	2 Obstruction of Streets 2nd	\$ 100.00	\$187.00
46-156(11)	3 Obstruction of Streets 3rd+	\$ 200.00	\$313.00
46-156(12)	1 Open Excavations 1st	\$ 50.00	\$124.00
46-156(12)	2 Open Excavations 2nd	\$ 100.00	\$187.00
46-156(12)	3 Open Excavations 3rd+	\$ 200.00	\$313.00
46-156(13)	1 Flammable Liquids 1st	\$ 50.00	\$124.00
46-156(13)	2 Flammable Liquids 2nd	\$ 100.00	\$187.00
46-156(13)	3 Flammable Liquids 3rd+	\$ 200.00	\$313.00
46-156(14)	1 Unauthorized Large Gatherings 1st	\$ 50.00	\$124.00

46-156(14)	2 Unauthorized Large Gatherings 2nd	\$ 100.00	\$187.00
46-156(14)	3 Unauthorized Large Gatherings 3rd+	\$ 200.00	\$313.00
46-156(15)	1 Snow and Ice 1st	\$ 50.00	\$124.00
46-156(15)	2 Snow and Ice 2nd	\$ 100.00	\$187.00
46-156(15)	3 Snow and Ice 3rd+	\$ 200.00	\$313.00
46-156(16)	1 Vehicles and Appliances 1st	\$ 50.00	\$124.00
46-156(16)	2 Vehicles and Appliances 2nd	\$ 100.00	\$187.00
46-156(16)	3 Vehicles and Appliances 3rd+	\$ 200.00	\$313.00
46-156(17)	1 Construction Debris 1st	\$ 50.00	\$124.00
46-156(17)	2 Construction Debris 2nd	\$ 100.00	\$187.00
46-156(17)	3 Construction Debris 3rd+	\$ 200.00	\$313.00
46-156(18)	1 Vibrations 1st	\$ 50.00	\$124.00
46-156(18)	2 Vibrations 2nd	\$ 100.00	\$187.00
46-156(18)	3 Vibrations 3rd+	\$ 200.00	\$313.00
46-156(19)	1 Antennae 1st	\$ 50.00	\$124.00
46-156(19)	2 Antennae 2nd	\$ 100.00	\$187.00
46-156(19)	3 Antennae 3rd+	\$ 200.00	\$313.00
46-156(20)	1 Dangerous Ungraded Machinery 1st	\$ 50.00	\$124.00
46-156(20)	2 Dangerous Ungraded Machinery 2nd	\$ 100.00	\$187.00
46-156(20)	3 Dangerous Ungraded Machinery 3rd+	\$ 200.00	\$313.00
46-156(21)	1 Sharp Items 1st	\$ 50.00	\$124.00
46-156(21)	2 Sharp Items 2nd	\$ 100.00	\$187.00
46-156(21)	3 Sharp Items 3rd	\$ 200.00	\$313.00
46-156(22)	1 Offenses Against Public Safety & Peace 1st	\$ 50.00	\$124.00
46-156(22)	2 Offenses Against Public Safety & Peace 2nd	\$ 100.00	\$187.00
46-156(22)	3 Offenses Against Public Safety & Peace 3rd+	\$ 200.00	\$313.00
46-156(23)	1 Offenses Against Property 1st	\$ 50.00	\$124.00
46-156(23)	2 Offenses Against Property 2nd	\$ 100.00	\$187.00
46-156(23)	3 Offenses Against Property 3rd+	\$ 200.00	\$313.00
46-156(24)	1 Building Regulation Offenses 1st	\$ 50.00	\$124.00
46-156(24)	2 Building Regulation Offenses 2nd	\$ 100.00	\$187.00
46-156(24)	3 Building Regulation Offenses 3rd+	\$ 200.00	\$313.00
46-156(25)	1 Fire Prevention & Protection Offenses 1st	\$ 50.00	\$124.00
46-156(25)	2 Fire Prevention & Protection Offenses 2nd	\$ 100.00	\$187.00
46-156(25)	3 Fire Prevention & Protection Offenses 3rd+	\$ 200.00	\$313.00
46-172	1 Child Safety Zone Violation	\$ 100.00	\$187.00
46-172	2 Child Safety Zone Violation	\$ 150.00	\$250.00
46-172	3 Child Safety Zone Violation	\$ 200.00	\$313.00
50-72(1)	1 Littering in Park Prohibited (1st)	\$ 50.00	\$124.00
50-72(1)	2 Littering in Park Prohibited (2nd)	\$ 100.00	\$187.00
50-72(1)	3 Littering in Park Prohibited (3rd+)	\$ 200.00	\$313.00
50-72(2)	1 Sound Amplification in Park Prohibited (1st)	\$ 25.00	\$92.50
50-72(2)	2 Sound Amplification in Park Prohibited (2nd)	\$ 50.00	\$124.00
50-72(2)	3 Sound Amplification in Park Prohibited (3rd+)	\$ 100.00	\$187.00
50-72(3)	1 Bill Posting in Park Prohibited (1st)	\$ 50.00	\$124.00
50-72(3)	2 Bill Posting in Park Prohibited (2nd)	\$ 100.00	\$187.00
50-72(3)	3 Bill Posting in Park Prohibited (3rd+)	\$ 200.00	\$313.00
50-72(4)	1 Throwing of Missiles/Stones in Park (1st)	\$ 50.00	\$124.00
50-72(4)	2 Throwing of Missiles/Stones in Park (2nd)	\$ 100.00	\$187.00
50-72(4)	3 Throwing of Missiles/Stones in Park (3rd+)	\$ 200.00	\$313.00
50-72(5)	1 Removal of Park Equipment Prohibited (1st)	\$ 100.00	\$187.00
50-72(5)	2 Removal of Park Equipment Prohibited (2nd)	\$ 200.00	\$313.00
50-72(5)	3 Removal of Park Equipment Prohibited (3rd+)	\$ 400.00	\$565.00
50-72(6)	1 Trepping in Park Prohibited (1st)	\$ 100.00	\$187.00
50-72(6)	2 Trepping in Park Prohibited (2nd)	\$ 200.00	\$313.00
50-72(6)	3 Trepping in Park Prohibited (3rd+)	\$ 400.00	\$565.00
50-72(7)	1 Making of Fires in Park Prohibited (1st)	\$ 50.00	\$124.00
50-72(7)	2 Making of Fires in Park Prohibited (2nd)	\$ 100.00	\$187.00
50-72(7)	3 Making of Fires in Park Prohibited (3rd+)	\$ 200.00	\$313.00
50-72(8)	1 Tampering with Park Property Prohibited (1st)	\$ 100.00	\$187.00
50-72(8)	2 Tampering with Park Property Prohibited (2nd)	\$ 200.00	\$313.00
50-72(8)	3 Tampering with Park Property Prohibited (3rd+)	\$ 400.00	\$565.00
50-72(9)	1 Motor Vehicle Operation in Park (1st)	\$ 10.00	\$73.60
50-72(9)	2 Motor Vehicle Operation in Park (2nd)	\$ 20.00	\$86.20
50-72(9)	3 Motor Vehicle Operation in Park (3rd)	\$ 40.00	\$111.40
50-72(10)	1 Snowmobile Operation in Park (1st)	\$ 25.00	\$92.50
50-72(10)	2 Snowmobile Operation in Park (2nd)	\$ 50.00	\$124.00
50-72(10)	3 Snowmobile Operation in Park (3rd+)	\$ 100.00	\$187.00
50-72(11)	1 Exceeding Speed Limit in Park (1st)	\$ 25.00	\$92.50
50-72(11)	2 Exceeding Speed Limit in Park (2nd)	\$ 50.00	\$124.00
50-72(11)	3 Exceeding Speed Limit in Park (3rd+)	\$ 100.00	\$187.00
50-72(12)	1 Glass Bottles in Park Prohibited (1st)	\$ 10.00	\$73.60
50-72(12)	2 Glass Bottles in Park Prohibited (2nd)	\$ 20.00	\$86.20
50-72(12)	3 Glass Bottles in Park Prohibited (3rd+)	\$ 40.00	\$111.40
50-72(14)	1 Perking in City Park Outside Perking Area	\$ 20.00	\$20.00
50-72(15)	1 Horses/Carriages in Park Regulations (1st)	\$ 10.00	\$73.60
50-72(15)	2 Horses/Carriages in Park Regulations (2nd)	\$ 20.00	\$86.20
50-72(15)	3 Horses/Carriages in Park Regulations (3rd+)	\$ 40.00	\$111.40
50-72(16)	1 Removing Tree Protectors in Park (1st)	\$ 50.00	\$124.00
50-72(16)	2 Removing Tree Protectors in Park (2nd)	\$ 100.00	\$187.00
50-72(16)	3 Removing Tree Protectors in Park (3rd+)	\$ 200.00	\$313.00
50-72(17)	1 Golfing in Park Prohibited (1st)	\$ 10.00	\$73.60
50-72(17)	2 Golfing in Park Prohibited (2nd)	\$ 20.00	\$86.20
50-72(17)	3 Golfing in Park Prohibited (3rd+)	\$ 40.00	\$111.40
50-72(18)	1 Use of Bow/Arrow in Park Prohibited (1st)	\$ 10.00	\$73.60
50-72(18)	2 Use of Bow/Arrow in Park Prohibited (2nd)	\$ 20.00	\$86.20
50-72(18)	3 Use of Bow/Arrow in Park Prohibited (3rd+)	\$ 40.00	\$111.40
50-72(19)	1 Use of Park Facility w/o Fee Payment (1st)	\$ 50.00	\$124.00
50-72(19)	2 Use of Park Facility w/o Fee Payment (2nd)	\$ 100.00	\$187.00
50-72(19)	3 Use of Park Facility w/o Fee Payment (3rd+)	\$ 200.00	\$313.00
50-72(20)	1 Pets Prohibited in Park (1st)	\$ 25.00	\$92.50
50-72(20)	2 Pets Prohibited in Park (2nd)	\$ 50.00	\$124.00
50-72(20)	3 Pets Prohibited in Park (3rd+)	\$ 100.00	\$187.00
50-72(21)	1 Possess/Discharge Weapon in Park (1st)	\$ 100.00	\$187.00
50-72(21)	2 Possess/Discharge Weapon in Park (2nd)	\$ 200.00	\$313.00
50-72(21)	3 Possess/Discharge Weapon in Park (3rd+)	\$ 400.00	\$565.00

50-72(22)	1 Cleaning of Fish in Park Buildings (1st)	\$ 10.00	\$73.60
50-72(22)	2 Cleaning of Fish in Park Buildings (2nd)	\$ 20.00	\$86.20
50-72(22)	3 Cleaning of Fish in Park Buildings (3rd+)	\$ 40.00	\$111.40
50-72(23)	1 Possess/Use Controlled Substance in Park(1st)	\$ 100.00	\$187.00
50-72(23)	2 Possess/Use Controlled Substance in Park(2nd)	\$ 200.00	\$313.00
50-72(23)	3 Possess/Use Controlled Substance/Park (3rd+)	\$ 400.00	\$565.00
50-72(24)	1 Camping Overnight in Park (1st)	\$ 25.00	\$92.50
50-72(24)	2 Camping Overnight in Park (2nd)	\$ 50.00	\$124.00
50-72(24)	3 Camping Overnight in Park (3rd+)	\$ 100.00	\$187.00
50-72(25)	1 Private Construction w/o Authorization (1st)	\$ 100.00	\$187.00
50-72(25)	2 Private Construction w/o Authorization (2nd)	\$ 200.00	\$313.00
50-72(25)	3 Private Construction w/o Authorization (3rd+)	\$ 400.00	\$565.00
50-72(28)	1 Fail/Obtain Permit for Alcohol in Park (1st)	\$ 50.00	\$124.00
50-72(28)	2 Fail/Obtain Permit for Alcohol in Park (2nd)	\$ 100.00	\$187.00
50-72(28)	3 Fail/Obtain Permit for Alcohol in Park (3rd+)	\$ 200.00	\$313.00
50-72(29)	1 Digging into Public Turf Prohibited (1st)	\$ 25.00	\$92.50
50-72(29)	2 Digging into Public Turf Prohibited (2nd)	\$ 50.00	\$124.00
50-72(29)	3 Digging into Public Turf Prohibited (3rd+)	\$ 100.00	\$187.00
50-73(a)	1 Presence in Park/Closed Hours (1st)	\$ 30.00	\$98.80
50-73(a)	2 Presence in Park/Closed Hours (2nd)	\$ 60.00	\$136.60
50-73(a)	3 Presence in Park/Closed Hours (3rd+)	\$ 125.00	\$174.40
50-73(b)	1 Fail/Obtain Permit - Riverside Park (1st)	\$ 25.00	\$92.50
50-73(b)	2 Fail/Obtain Permit - Riverside Park (2nd)	\$ 50.00	\$124.00
50-73(b)	3 Fail/Obtain Permit - Riverside Park (3rd+)	\$ 100.00	\$187.00
50-73(d)	1 Use of Park Shelters NOV 1 - MAY 1 (1st)	\$ 25.00	\$92.50
50-73(d)	2 Use of Park Shelters NOV 1 - MAY 1 (2nd)	\$ 50.00	\$124.00
50-73(d)	3 Use of Park Shelters NOV 1 - MAY 1 (3rd+)	\$ 100.00	\$187.00
54-2	1 Solid Waste Regulated (1st)	\$ 50.00	\$124.00
54-2	2 Solid Waste Regulated (2nd)	\$ 100.00	\$187.00
54-2	3 Solid Waste Regulated (3rd+)	\$ 200.00	\$313.00
54-17	1 Refuse from Outside Municipality (1st)	\$ 100.00	\$187.00
54-17	2 Refuse from Outside Municipality (2nd)	\$ 200.00	\$313.00
54-17	3 Refuse from Outside Municipality (3rd+)	\$ 400.00	\$565.00
54-18	1 Waste and Refuse Containers (1st)	\$ 50.00	\$124.00
54-18	2 Waste and Refuse Containers (2nd)	\$ 100.00	\$187.00
54-18	3 Waste and Refuse Containers (3rd+)	\$ 200.00	\$313.00
54-19	1 Non-Collectible Materials (1st)	\$ 50.00	\$124.00
54-19	2 Non-Collectible Materials (2nd)	\$ 100.00	\$187.00
54-19	3 Non-Collectible Materials (3rd+)	\$ 200.00	\$313.00
54-19(b)	1 Hot Ashes for Collection Prohibited (1st)	\$ 50.00	\$124.00
54-19(b)	2 Hot Ashes for Collection Prohibited (2nd)	\$ 100.00	\$187.00
54-19(b)	3 Hot Ashes for Collection Prohibited (3rd+)	\$ 200.00	\$313.00
54-19(c)	1 Refuse Storage Areas/Accumulation (1st)	\$ 50.00	\$124.00
54-19(c)	2 Refuse Storage Areas/Accumulation (2nd)	\$ 100.00	\$187.00
54-19(c)	3 Refuse Storage Areas/Accumulation (3rd+)	\$ 200.00	\$313.00
54-19(d)	1 Refuse Collection - Placement Time/Loc (1st)	\$ 50.00	\$124.00
54-19(d)	2 Refuse Collection - Placement Time/Loc (2nd)	\$ 100.00	\$187.00
54-19(d)	3 Refuse Collection - Placement Time/Loc (3rd+)	\$ 200.00	\$313.00
54-19(d)	1 Improper Placement/Placement on Street (1st)	\$ 50.00	\$124.00
54-19(d)	2 Improper Placement/Placement on Street (2nd)	\$ 100.00	\$187.00
54-19(d)	3 Improper Placement/Placement on Street (3rd+)	\$ 200.00	\$313.00
54-19(e)	1 Prohibited Collection Hours and Days (1st)	\$ 50.00	\$124.00
54-19(e)	2 Prohibited Collection Hours and Days (2nd)	\$ 100.00	\$187.00
54-19(e)	3 Prohibited Collection Hours and Days (3rd+)	\$ 200.00	\$313.00
54-19(g)	1 Dead Animals for Collection Prohibited (1st)	\$ 50.00	\$124.00
54-19(g)	2 Dead Animals for Collection Prohibited (2nd)	\$ 100.00	\$187.00
54-19(g)	3 Dead Animals for Collection Prohibited (3rd+)	\$ 200.00	\$313.00
54-19(g)	1 Animal Wastes Prohibited (1st)	\$ 50.00	\$124.00
54-19(g)	2 Animal Wastes Prohibited (2nd)	\$ 100.00	\$187.00
54-19(g)	3 Animal Wastes Prohibited (3rd+)	\$ 200.00	\$313.00
54-19(h)	2 Hospital Wastes Prohibited (1st)	\$ 50.00	\$124.00
54-19(h)	3 Hospital Wastes Prohibited (2nd)	\$ 100.00	\$187.00
54-19(h)	1 Hospital Wastes Prohibited (3rd+)	\$ 200.00	\$313.00
54-20	1 Collection/Transportation - Solid Waste (1st)	\$ 100.00	\$187.00
54-20	2 Collection/Transportation - Solid Waste (2nd)	\$ 200.00	\$313.00
54-20	3 Collection/Transportation - Solid Waste(3rd+)	\$ 400.00	\$565.00
54-21(b)	1 Burning of Waste Prohibited (1st)	\$ 50.00	\$124.00
54-21(b)	2 Burning of Waste Prohibited (2nd)	\$ 100.00	\$187.00
54-21(b)	3 Burning of Waste Prohibited (3rd+)	\$ 200.00	\$313.00
54-21(c)	1 Scavenging Prohibited (1st)	\$ 50.00	\$124.00
54-21(c)	2 Scavenging Prohibited (2nd)	\$ 100.00	\$187.00
54-21(c)	3 Scavenging Prohibited (3rd+)	\$ 200.00	\$313.00
54-21(d)	1 Building/Remodeling Waste Prohibited (1st)	\$ 50.00	\$124.00
54-21(d)	2 Building/Remodeling Waste Prohibited (2nd)	\$ 100.00	\$187.00
54-21(d)	3 Building/Remodeling Waste Prohibited (3rd+)	\$ 200.00	\$313.00
54-37	1 Separation of recyclables (1st)	\$ 50.00	\$124.00
54-37	2 Separation of recyclables (2nd)	\$ 100.00	\$187.00
54-37	3 Separation of recyclables (3rd+)	\$ 200.00	\$313.00
58-32	1 Alteration of Grade Prohibited (1st)	\$ 250.00	\$376.00
58-32	2 Alteration of Grade Prohibited (2nd)	\$ 500.00	\$691.00
58-32	3 Alteration of Grade Prohibited (3rd+)	\$ 1,000.00	\$1,321.00
58-33	1 Regulation of Underground Utilities (1st)	\$ 250.00	\$376.00
58-33	2 Regulation of Underground Utilities (2nd)	\$ 500.00	\$691.00
58-33	3 Regulation of Underground Utilities (3rd+)	\$ 1,000.00	\$1,321.00
58-66	1 Snow/Ice Removal w/in 24 Hours (1st)	\$ 25.00	\$92.50
58-66	2 Snow/Ice Removal w/in 24 Hours (2nd)	\$ 50.00	\$124.00
58-66	3 Snow/Ice Removal w/in 24 Hours (3rd+)	\$ 100.00	\$187.00
58-101	1 Raking Leaves/Permitting Grass - Street (1st)	\$ 25.00	\$92.50
58-101	2 Raking Leaves/Permitting Grass - Street (2nd)	\$ 50.00	\$124.00
58-101	3 Raking Leaves/Permitting Grass - Street(3rd+)	\$ 100.00	\$187.00
58-103	1 Obstructions and Encroachments (1st)	\$ 100.00	\$187.00
58-103	2 Obstructions and Encroachments (2nd)	\$ 200.00	\$313.00
58-103	3 Obstructions and Encroachments (3rd+)	\$ 400.00	\$565.00
58-126(a)	1 Curb/Gutter Construction Prohibited (1st)	\$ 100.00	\$187.00
58-126(a)	2 Curb/Gutter Construction Prohibited (2nd)	\$ 200.00	\$313.00
58-126(a)	3 Curb/Gutter Construction Prohibited (3rd+)	\$ 400.00	\$565.00

58-151	1 Regulations for Excavations/Openings (1st)	\$ 100.00	\$187.00		
58-151	2 Regulations for Excavations/Openings (2nd)	\$ 200.00	\$313.00		
58-151	3 Regulations for Excavations/Openings (3rd+)	\$ 400.00	\$565.00		
58-151(a)	1 Excavation Permit Required (1st)	\$ 250.00	\$376.00		
58-151(a)	2 Excavation Permit Required (2nd)	\$ 500.00	\$691.00		
58-151(a)	3 Excavation Permit Required (3rd+)	\$ 1,000.00	\$1,321.00		
58-181	1 Removal of Rubbish/Dirt from Sidewalk (1st)	\$ 50.00	\$124.00		
58-181	2 Removal of Rubbish/Dirt from Sidewalk (2nd)	\$ 100.00	\$167.00		
58-181	3 Removal of Rubbish/Dirt from Sidewalk (3rd+)	\$ 200.00	\$313.00		
58-183	1 Vaults/Cisterns under Sidewalks (1st)	\$ 100.00	\$167.00		
58-183	2 Vaults/Cisterns under Sidewalks (2nd)	\$ 200.00	\$313.00		
58-183	3 Vaults/Cisterns under Sidewalks (3rd+)	\$ 400.00	\$565.00		
58-184	1 Downspouts/Eves Draining on Sidewalk (1st)	\$ 25.00	\$92.50		
58-184	2 Downspouts/Eves Draining on Sidewalk (2nd)	\$ 50.00	\$124.00		
58-184	3 Downspouts/Eves Draining on Sidewalk (3rd+)	\$ 100.00	\$187.00		
58-272(a)	1 Driveway Permit Required (1st)	\$ 50.00	\$124.00		
58-272(a)	2 Driveway Permit Required (2nd)	\$ 100.00	\$187.00		
58-272(a)	3 Driveway Permit Required (3rd+)	\$ 200.00	\$313.00		
62-3(a)	1 Disturbing or not placing monuments(1)	\$ 25.00	\$92.50		
62-3(a)	2 Disturbing or not placing monuments(2)	\$ 50.00	\$124.00		
62-3(a)	3 Disturbing or not placing monuments(3)	\$ 100.00	\$187.00		
70-2	1 State Statutes Adopted - Ch 340 - Ch 349	\$ -	\$0.00		
70-3	1 Administrative Regulations Adopted - TR305	\$ -	\$0.00		
70-4(c)	1 Prohibited Signs/Markers on Highway (1st)	\$ 25.00	\$92.50		
70-4(c)	2 Prohibited Signs/Markers on Highway (2nd)	\$ 50.00	\$124.00		
70-4(c)	3 Prohibited Signs/Markers on Highway (3rd+)	\$ 100.00	\$187.00		
70-5(a)	1 24 Hour Limitation	\$ 20.00	\$20.00		
70-5(b)(1)	1 Posted Restriction - Handicapped Reserved	\$ 50.00	\$50.00		
70-5(b)(2)	1 Posted Restriction - Sign	\$ 20.00	\$20.00		
70-5(b)(3)	1 Posted Restriction - Authority of Chief	\$ 20.00	\$20.00		
70-5(b)(4)	1 Posted Restriction - Special Weight Limits	\$ 20.00	\$20.00		
70-5(b)(5)	1 Posted Restriction - Time Limits	\$ 20.00	\$20.00		
70-6(a)1	1 Prohibited Parking Areas - Intersection	\$ 20.00	\$20.00		
70-6(a)2	1 Prohibited Parking Areas - Crosswalk	\$ 20.00	\$20.00		
70-6(a)3	1 Prohibited Parking Areas - Sidewalk/Terrace	\$ 20.00	\$20.00		
70-6(a)4	1 Prohibited Parking Areas - Construction	\$ 20.00	\$20.00		
70-6(a)5	1 Prohibited Parking Areas - Double Parking	\$ 20.00	\$20.00		
70-6(a)6	1 Prohibited Parking Areas - Fire Station Entry	\$ 20.00	\$20.00		
70-6(a)7	1 Prohibited Standing Areas - Official Signs	\$ 20.00	\$20.00		
70-6(a)8	1 Prohibited Parking Areas - Impede Traffic	\$ 20.00	\$20.00		
70-6(a)9	1 Prohibited Parking Areas - Fire Hydrant	\$ 20.00	\$20.00		
70-6(a)10	1 Prohibited Parking Areas - Official Signs	\$ 20.00	\$20.00		
70-6(a)11	1 Prohibited Parking Areas - On Bridge	\$ 20.00	\$20.00		
70-6(a)12	1 Prohibited Parking Areas - Wrong Direction	\$ 20.00	\$20.00		
70-6(a)13	1 Prohibited Parking Areas - Loading Zone	\$ 20.00	\$20.00		
70-6(a)14	1 Prohibited Parking Areas - Block Alley/Drive	\$ 20.00	\$20.00		
70-6(a)15	1 Prohibited Parking Areas - Closed Park	\$ 20.00	\$20.00		
70-6(a)16	1 Prohibited Parking Areas - Yellow Curb	\$ 20.00	\$20.00		
70-6(b)	1 Restricting access to private driveway	\$ 20.00	\$20.00		
70-6(c)	1 for sale sign prohibited on vehicle	\$ 20.00	\$20.00		
70-7	1 Posted Restriction - Temporary Parade Signs	\$ 20.00	\$20.00		
70-8	1 School Bus Warning Lights	\$ 70.00	\$149.20		
70-9	1 Unlawful Removal of Parking Citations	\$ 25.00	\$92.50		
70-10(a)	1 Valid License Required in Parking Lot	\$ 25.00	\$92.50		
70-10(b)	1 Traffic Regulations Applicable in Parking Lot	\$ 25.00	\$92.50		
70-12	1 Inoperable/Wrecked/Discarded Vehicle (1st)	\$ 25.00	\$92.50		
70-12	2 Inoperable/Wrecked/Discarded Vehicle (2nd)	\$ 50.00	\$124.00		
70-12	3 Inoperable/Wrecked/Discarded Vehicle (3rd+)	\$ 100.00	\$187.00		
70-13(a)	1 Unnecessary Noise Prohibited (1st)	\$ 50.00	\$124.00	Approved change 12/12/2023	70/149.2
70-13(a)	2 Unnecessary Noise Prohibited (2nd)	\$ 100.00	\$187.00		
70-13(a)	3 Unnecessary Noise Prohibited (3rd+)	\$ 150.00	\$250.00		
70-13(b)	1 Unnecessary Smoke Prohibited (1st)	\$ 50.00	\$124.00	Approved change 12/12/2023	70/149.2
70-13(b)	2 Unnecessary Smoke Prohibited (2nd)	\$ 100.00	\$187.00		
70-13(b)	3 Unnecessary Smoke Prohibited (3rd+)	\$ 150.00	\$250.00		
70-13(c)	1 Unnecessary Acceleration Prohibited (1st)	\$ 50.00	\$124.00	Approved change 12/12/2023	70/149.2
70-13(c)	2 Unnecessary Acceleration Prohibited (2nd)	\$ 100.00	\$187.00		
70-13(c)	3 Unnecessary Acceleration Prohibited (3rd+)	\$ 150.00	\$250.00		
70-13(d)	1 Avoidance of Traffic Control Prohibited (1st)	\$ 30.00	\$98.80		
70-13(d)	2 Avoidance of Traffic Control Prohibited (2nd)	\$ 60.00	\$136.60		
70-13(d)	3 Avoidance of Traffic Control Prohibited(3rd+)	\$ 125.00	\$218.50		
70-13(e)	1 Operation in Restricted Area Prohibited (1st)	\$ 20.00	\$66.20		
70-13(e)	2 Operation in Restricted Area Prohibited (2nd)	\$ 40.00	\$111.40		
70-13(e)	3 Operation in Restricted Area Prohibited(3rd+)	\$ 80.00	\$161.80		
70-14	1 Motor Vehicle on Pedestrian Way (1st)	\$ 20.00	\$66.20		
70-14	2 Motor Vehicle on Pedestrian Way (2nd)	\$ 40.00	\$111.40		
70-14	3 Motor Vehicle on Pedestrian Way (3rd+)	\$ 80.00	\$161.80		
70-15	1 Fail to Stop - School Crossing Guard (1st)	\$ 40.00	\$111.40		
70-15	2 Fail to Stop - School Crossing Guard (2nd)	\$ 80.00	\$161.80		
70-15	3 Fail to Stop - School Crossing Guard (3rd+)	\$ 125.00	\$218.50		
70-16(a)	1 Driving over Curbing Prohibited (1st)	\$ 25.00	\$92.50		
70-16(a)	2 Driving over Curbing Prohibited (2nd)	\$ 50.00	\$124.00		
70-16(a)	3 Driving over Curbing Prohibited (3rd+)	\$ 100.00	\$187.00		
70-16(b)	1 Driving over Safety Island Prohibited (1st)	\$ 25.00	\$92.50		
70-16(b)	2 Driving over Safety Island Prohibited (2nd)	\$ 50.00	\$124.00		
70-16(b)	3 Driving over Safety Island Prohibited (3rd+)	\$ 100.00	\$187.00		
70-18(b)	1 Motor Craft Unauthorized Off-Road Ops (1st)	\$ 25.00	\$92.50		
70-18(b)	2 Motor Craft Unauthorized Off-Road Ops (2nd)	\$ 50.00	\$124.00		
70-18(b)	3 Motor Craft Unauthorized Off-Road Ops (3rd+)	\$ 100.00	\$187.00		
70-18(c)	1 Prohibited Use of Snowmobile Trail (1st)	\$ 30.00	\$98.80		
70-18(c)	2 Prohibited Use of Snowmobile Trail (2nd)	\$ 60.00	\$136.60		
70-18(c)	3 Prohibited Use of Snowmobile Trail (3rd+)	\$ 125.00	\$218.50		
70-62	1 State Statutes Adopted - Ch 23.33	\$ 70.00	\$149.20		
70-65(a)	1 ATV/UTV Registered for Public Use	\$ 70.00	\$149.20		
70-65(b)	1 ATV/UTV fail to follow Road Rules	\$ 70.00	\$149.20		
70-65(c)	1 ATV/UTV 10pm to 6am Restricted	\$ 70.00	\$149.20		
70-65(d)	1 ATV/UTV Speeding	\$ 70.00	\$149.20		

70-65(e)	1 ATV/UTV Age and Safety Requirements	\$ 70.00	\$149.20
70-65(f)	1 ATV/UTV Lights Required	\$ 70.00	\$149.20
70-65(g)	1 ATV/UTV Exhaust restriction	\$ 70.00	\$149.20
70-65(h)	1 ATV/UTV Operation Off Paved Roadway	\$ 70.00	\$149.20
70-65(i)	1 ATV/UTV Running Unattended or w/Key	\$ 70.00	\$149.20
70-65(j)	1 ATV/UTV Insurance Required	\$ 70.00	\$149.20
70-65(k)	1 ATV/UTV Op. Under 16y w/o Helmet	\$ 70.00	\$149.20
70-65(l)	1 ATV/UTV Pass. Under 18y w/o Helmet	\$ 70.00	\$149.20
70-65(m)	1 ATV/UTV Op. Under 16y or without DL	\$ 70.00	\$149.20
70-65(n)	1 ATV/UTV Op. with Open intoxicant	\$ 70.00	\$149.20
70-116	1 Trick Riding on Bicycle (1st)	\$ 5.00	\$67.30
70-116	2 Trick Riding on Bicycle (2nd)	\$ 10.00	\$73.60
70-116	3 Trick Riding on Bicycle (3rd+)	\$ 20.00	\$86.20
70-117	1 Bicycle Parking - Obstruct Pedestrian Traffic	\$ 20.00	\$20.00
70-118(a)	1 Bicycle Registration Required (1st)	\$ 5.00	\$67.30
70-118(a)	2 Bicycle Registration Required (2nd)	\$ 10.00	\$73.60
70-118(a)	3 Bicycle Registration Required (3rd+)	\$ 20.00	\$86.20
70-118(b)2	1 Bicycle Tag - Display Required (1st)	\$ 5.00	\$67.30
70-118(b)2	2 Bicycle Tag - Display Required (2nd)	\$ 10.00	\$73.60
70-118(b)2	3 Bicycle Tag - Display Required (3rd+)	\$ 20.00	\$86.20
70-118(e)	1 Ownership Change Notification Required (1st)	\$ 5.00	\$67.30
70-118(e)	2 Ownership Change Notification Required (2nd)	\$ 10.00	\$73.60
70-118(e)	3 Ownership Change Notification Required (3rd+)	\$ 20.00	\$86.20
70-118(f)	1 Bicycle Tag - Display Required (1st)	\$ 5.00	\$67.30
70-118(f)	2 Bicycle Tag - Display Required (2nd)	\$ 10.00	\$73.60
70-118(f)	3 Bicycle Tag - Display Required (3rd+)	\$ 20.00	\$86.20
70-118(g)	1 Non-Resident Registration Exempt (1st)	\$ 5.00	\$67.30
70-118(g)	2 Non-Resident Registration Exempt (2nd)	\$ 10.00	\$73.60
70-118(g)	3 Non-Resident Registration Exempt (3rd+)	\$ 20.00	\$86.20
70-118(h)1	1 Removal of Registration Tag Prohibited (1st)	\$ 5.00	\$67.30
70-118(h)1	2 Removal of Registration Tag Prohibited (2nd)	\$ 10.00	\$73.60
70-118(h)1	3 Removal of Registration Tag Prohibited (3rd+)	\$ 20.00	\$86.20
70-118(h)2	1 Altering of Registration Tag Prohibited (1st)	\$ 5.00	\$67.30
70-118(h)2	2 Altering of Registration Tag Prohibited (2nd)	\$ 10.00	\$73.60
70-118(h)2	3 Altering of Registration Tag Prohibited (3rd+)	\$ 20.00	\$86.20
70-151	1 In-Line Skates (1st)	\$ 5.00	\$67.30
70-151	2 In-Line Skates (2nd)	\$ 10.00	\$73.60
70-151	3 In-Line Skates (3rd+)	\$ 20.00	\$86.20
70-151	1 Public Nuisance - CITE UNDER 46-152	\$ -	\$0.00
70-181(a)	1 Play Vehicle on Sidewalk Prohibited (1st)	\$ 5.00	\$67.30
70-181(a)	2 Play Vehicle on Sidewalk Prohibited (2nd)	\$ 10.00	\$73.60
70-181(a)	3 Play Vehicle on Sidewalk Prohibited (3rd+)	\$ 20.00	\$86.20
70-181(b)	1 Play Vehicle Areas Prohibited (1st)	\$ 5.00	\$67.30
70-181(b)	2 Play Vehicle Areas Prohibited (2nd)	\$ 10.00	\$73.60
70-181(b)	3 Play Vehicle Areas Prohibited (3rd+)	\$ 20.00	\$86.20
70-182	1 Play Vehicle Operation after Dark (1st)	\$ 5.00	\$67.30
70-182	2 Play Vehicle Operation after Dark (2nd)	\$ 10.00	\$73.60
70-182	3 Play Vehicle Operation after Dark (3rd+)	\$ 20.00	\$86.20
70-216	1 State Statutes Adopted: Ch 350	\$ -	\$0.00
70-217	1 Snowmobiles Hours of Operation (1st)	\$ 70.00	\$149.20
70-217	2 Snowmobiles Hours of Operation (2nd)	\$ 100.00	\$187.00
70-217	3 Snowmobiles Hours of Operation (3rd+)	\$ 150.00	\$250.00
70-219	1 Operation of Snowmobile on Sidewalk (1st)	\$ 70.00	\$149.20
70-219	2 Operation of Snowmobile on Sidewalk (2nd)	\$ 100.00	\$187.00
70-219	3 Operation of Snowmobile on Sidewalk (3rd+)	\$ 150.00	\$250.00
70-221(a)	1 Operation of Snowmobile on City Property (1st)	\$ 70.00	\$149.20
70-221(a)	2 Operation of Snowmobile on City Property (2nd)	\$ 100.00	\$187.00
70-221(a)	3 Operation of Snowmobile on City Property (3rd+)	\$ 150.00	\$250.00
70-221(b)	1 Operate Snowmobile Off Designated Route (1st)	\$ 70.00	\$149.20
70-221(b)	2 Operate Snowmobile Off Designated Route (2nd)	\$ 100.00	\$187.00
70-221(b)	3 Operate Snowmobile Off Designated Route (3rd+)	\$ 150.00	\$250.00
70-282	1 Abandonment of Vehicle Prohibited (1st)	\$ 50.00	\$124.00
70-282	2 Abandonment of Vehicle Prohibited (2nd)	\$ 100.00	\$187.00
70-282	3 Abandonment of Vehicle Prohibited (3rd+)	\$ 200.00	\$313.00
70-314(a)	1 Junked Vehicles/Appliances Prohibited (1st)	\$ 50.00	\$124.00
70-314(a)	2 Junked Vehicles/Appliances Prohibited (2nd)	\$ 100.00	\$187.00
70-314(a)	3 Junked Vehicles/Appliances Prohibited (3rd+)	\$ 200.00	\$313.00
70-346	1 Enter Authorized Street Barrier Area	\$ 20.00	\$86.20
70-346	2 Parking within street barrier area	\$ 20.00	\$20.00
70-372(1)	1 Speeding on School District Grounds	\$ 20.00	\$86.20
70-372(2)	1 Operating on School Grounds Contrary to Regs	\$ 20.00	\$86.20
70-411	1 One-Way Traffic Established (1st)	\$ 30.00	\$98.80
70-411	2 One-Way Traffic Established (2nd+)	\$ 60.00	\$136.60
70-431	1 Right Turn Prohibited Intersections (1st)	\$ 30.00	\$98.80
70-431	2 Right Turn Prohibited Intersections (2nd+)	\$ 60.00	\$136.60
70-432	1 Left Turn Prohibited Intersections (1st)	\$ 30.00	\$98.80
70-432	2 Left Turn Prohibited Intersections (2nd+)	\$ 60.00	\$136.60
70-433	1 U-Turn Prohibited Intersections (1st)	\$ 30.00	\$98.80
70-433	2 U-Turn Prohibited Intersections (2nd+)	\$ 60.00	\$136.60
70-456(a)	1 All-Night Parking Prohibited (0230-0530)	\$ 20.00	\$20.00
70-456(c)	1 Posted 15 minute restricted parking	\$ 20.00	\$20.00
70-456(d)	1 Posted 30 minute restricted parking	\$ 20.00	\$20.00
70-456(e)	1 Posted 2 hour restricted parking	\$ 20.00	\$20.00
70-457	1 Parking/Stopping/Standing hours prohibited	\$ 20.00	\$20.00
70-458(a)	1 Winter Parking Restricted (0200-0700)	\$ 20.00	\$20.00
70-458(1)	1 Franklin St Lot - 24 Hour Restriction	\$ 20.00	\$20.00
70-458(2)	1 Commercial St Lot - 2 Hour Restriction	\$ 20.00	\$20.00
70-458(2)	2 Commercial St Lot - No Parking 2000-0530	\$ 20.00	\$20.00
70-458(3)	1 Water St Lot - 24 Hour Restriction	\$ 20.00	\$20.00
70-458(3)	2 Water St Lot - Posted City Hall Employee Only	\$ 20.00	\$20.00
70-458(4)	1 W Park Av Lot - 24 Hour Restriction	\$ 20.00	\$20.00
70-458(4)	2 W Park Av Lot - Library Parking Restriction	\$ 20.00	\$20.00
70-458(4)	3 W Park Av Lot - Private Parking Stall	\$ 20.00	\$20.00
70-458(5)	1 S Capron Lot - 24 Hour Restriction	\$ 20.00	\$20.00
70-458(5)	2 S Capron Lot - 3 Hour Restriction	\$ 20.00	\$20.00
70-458(5)	3 S Capron Lot - Commercial Vehicle Restriction	\$ 20.00	\$20.00

70-501	1 Through Truck Traffic Prohibited (1st)	\$ 30.00	\$98.80
70-501	2 Through Truck Traffic Prohibited (2nd)	\$ 60.00	\$136.60
70-501	3 Through Truck Traffic Prohibited (3rd+)	\$ 125.00	\$218.50
74-8	1 Unauthorized Use of Utility Property (1st)	\$ 100.00	\$187.00
74-8	2 Unauthorized Use of Utility Property (2nd)	\$ 200.00	\$313.00
74-8	3 Unauthorized Use of Utility Property (3rd+)	\$ 400.00	\$565.00
74-42	1 Compliance with Water Utility Rules (1st)	\$ 100.00	\$187.00
74-42	2 Compliance with Water Utility Rules (2nd)	\$ 200.00	\$313.00
74-42	3 Compliance with Water Utility Rules (3rd+)	\$ 400.00	\$565.00
74-88	1 Compliance with Sewer Utility Rules (1st)	\$ 100.00	\$187.00
74-88	2 Compliance with Sewer Utility Rules (2nd)	\$ 200.00	\$313.00
74-88	3 Compliance with Sewer Utility Rules (3rd+)	\$ 400.00	\$565.00
74-90	1 Use of Public Sewers Required (1st)	\$ 500.00	\$691.00
74-90	2 Use of Public Sewers Required (2nd+)	\$ 1,000.00	\$1,321.00
74-91	1 Permit for Private Wastewater Disposal (1st)	\$ 100.00	\$187.00
74-91	2 Permit for Private Wastewater Disposal (2nd)	\$ 200.00	\$313.00
74-91	3 Permit for Private Wastewater Disposal (3rd+)	\$ 400.00	\$565.00
74-92	1 Regulations for Sewers/Connections (1st)	\$ 100.00	\$187.00
74-92	2 Regulations for Sewers/Connections (2nd)	\$ 200.00	\$313.00
74-92	3 Regulations for Sewers/Connections (3rd+)	\$ 400.00	\$565.00
74-93	1 Regulations for Use of Public Sewers (1st)	\$ 100.00	\$187.00
74-93	2 Regulations for Use of Public Sewers (2nd)	\$ 200.00	\$313.00
74-93	3 Regulations for Use of Public Sewers (3rd+)	\$ 400.00	\$565.00
74-94	1 Tampering with Wastewater Facilities (1st)	\$ 500.00	\$691.00
74-94	2 Tampering with Wastewater Facilities (2nd+)	\$ 1,000.00	\$1,321.00
78-2	1 Destruction of Noxious Weeds (1st)	\$ 50.00	\$124.00
78-2	2 Destruction of Noxious Weeds (2nd)	\$ 100.00	\$187.00
78-2	3 Destruction of Noxious Weeds (3rd+)	\$ 200.00	\$313.00
78-3	1 Regulation of Natural Lawns (1st)	\$ 50.00	\$124.00
78-3	2 Regulation of Natural Lawns (2nd)	\$ 100.00	\$187.00
78-3	3 Regulation of Natural Lawns (3rd+)	\$ 200.00	\$313.00
78-4	1 Regulation of Lawn/Grass Length (1st)	\$ 50.00	\$124.00
78-4	2 Regulation of Lawn/Grass Length (2nd)	\$ 100.00	\$187.00
78-4	3 Regulation of Lawn/Grass Length (3rd+)	\$ 200.00	\$313.00
78-5(b)	1 Noxious Weeds - Paving Prohibited (1st)	\$ 25.00	\$92.50
78-5(b)	2 Noxious Weeds - Paving Prohibited (2nd)	\$ 50.00	\$124.00
78-5(b)	3 Noxious Weeds - Paving Prohibited (3rd+)	\$ 100.00	\$187.00
78-5(c)	1 Noxious Weeds - Paving Prohibited (1st)	\$ 25.00	\$92.50
78-5(c)	2 Noxious Weeds - Paving Prohibited (2nd)	\$ 50.00	\$124.00
78-5(c)	3 Noxious Weeds - Paving Prohibited (3rd+)	\$ 100.00	\$187.00
78-5(d)	1 Damage to Property w/in Right-of-Way (1st)	\$ 100.00	\$187.00
78-5(d)	2 Damage to Property w/in Right-of-Way (2nd)	\$ 200.00	\$313.00
78-5(d)	3 Damage to Property w/in Right-of-Way (3rd+)	\$ 400.00	\$565.00
78-40	1 Interference with City Forester (1st)	\$ 100.00	\$187.00
78-40	2 Interference with City Forester (2nd)	\$ 200.00	\$313.00
78-40	3 Interference with City Forester (3rd+)	\$ 400.00	\$565.00
78-43	1 Permit for Terrace Tree/Shrub Maint (1st)	\$ 50.00	\$124.00
78-43	2 Permit for Terrace Tree/Shrub Maint (2nd)	\$ 100.00	\$187.00
78-43	3 Permit for Terrace Tree/Shrub Maint (3rd+)	\$ 200.00	\$313.00
78-44	1 Planting Trees/Shrubs Conditions (1st)	\$ 50.00	\$124.00
78-44	2 Planting Trees/Shrubs Conditions (2nd)	\$ 100.00	\$187.00
78-44	3 Planting Trees/Shrubs Conditions (3rd+)	\$ 200.00	\$313.00
78-45	1 Trimming Trees/Shrubs Obstr Travel (1st)	\$ 50.00	\$124.00
78-45	2 Trimming Trees/Shrubs Obstr Travel (2nd)	\$ 100.00	\$187.00
78-45	3 Trimming Trees/Shrubs Obstr Travel (3rd+)	\$ 200.00	\$313.00
78-46	1 Trees/Shrubbery Obstr Traffic Sign/View (1st)	\$ 50.00	\$124.00
78-46	2 Trees/Shrubbery Obstr Traffic Sign/View (2nd)	\$ 100.00	\$187.00
78-46	3 Trees/Shrubbery Obstr Traffic Sign/View(3rd+)	\$ 200.00	\$313.00
78-47	1 Removal of Trees/Stumps (1st)	\$ 50.00	\$124.00
78-47	2 Removal of Trees/Stumps (2nd)	\$ 100.00	\$187.00
78-47	3 Removal of Trees/Stumps (3rd+)	\$ 200.00	\$313.00
78-48	1 Damage to Public Trees (1st)	\$ 100.00	\$187.00
78-48	2 Damage to Public Trees (2nd)	\$ 200.00	\$313.00
78-48	3 Damage to Public Trees (3rd+)	\$ 400.00	\$565.00
82-62(a)	1 Violation of Zoning Restrictions (1st)	\$ 25.00	\$92.50
82-62(a)	2 Violation of Zoning Restrictions (2nd)	\$ 50.00	\$124.00
82-62(a)	3 Violation of Zoning Restrictions (3rd+)	\$ 100.00	\$187.00
82-286(8)	1 Exceed Max. Number of Chickens (1st)	\$ 25.00	\$92.50
82-286(8)	2 Exceed Max. Number of Chickens (2nd)	\$ 50.00	\$124.00
82-286(8)	3 Exceed Max. Number of Chickens (3rd)	\$ 100.00	\$187.00
82-561	1 Lawn Accessory w/in 3' of Property Line (1st)	\$ 25.00	\$92.50
82-561	2 Lawn Accessory w/in 3' of Property Line (2nd)	\$ 50.00	\$124.00
82-561	3 Lawn Accessory w/in 3' of Property Line(3rd+)	\$ 100.00	\$187.00
82-563	1 Children's Play Structure Nuisance (1st)	\$ 25.00	\$92.50
82-563	2 Children's Play Structure Nuisance (2nd)	\$ 50.00	\$124.00
82-563	3 Children's Play Structure Nuisance (3rd+)	\$ 100.00	\$187.00
82-564	1 Terrace Area Prohibited Items (1st)	\$ 25.00	\$92.50
82-564	2 Terrace Area Prohibited Items (2nd)	\$ 50.00	\$124.00
82-564	3 Terrace Area Prohibited Items (3rd+)	\$ 100.00	\$187.00
82-585	1 Outdoor Firewood Storage Restrictions (1st)	\$ 25.00	\$92.50
82-585	2 Outdoor Firewood Storage Restrictions (2nd)	\$ 50.00	\$124.00
82-585	3 Outdoor Firewood Storage Restrictions (3rd+)	\$ 100.00	\$187.00
82-586	1 Outside Storage of Garbage, Junk, etc. 1st	\$ 25.00	\$92.50
82-586	2 Outside Storage of Garbage, Junk, etc. 2nd	\$ 50.00	\$124.00
82-586	3 Outside Storage of Garbage, Junk, etc. 3rd	\$ 100.00	\$187.00
82-567(h)	1 Nonconforming Fences/Hedges (1st)	\$ 25.00	\$92.50
82-567(h)	2 Nonconforming Fences/Hedges (2nd)	\$ 50.00	\$124.00
82-567(h)	3 Nonconforming Fences/Hedges (3rd+)	\$ 100.00	\$187.00
82-568	1 Swimming Pools	\$ 25.00	\$92.50
82-681	1 Corner Lot Traffic Visibility Required (1st)	\$ 25.00	\$92.50
82-681	2 Corner Lot Traffic Visibility Required (2nd)	\$ 50.00	\$124.00
82-681	3 Corner Lot Traffic Visibility Required (3rd+)	\$ 100.00	\$187.00
82-682(b)(2)	1 Off Street Parking (1st)	\$ 25.00	\$92.50
82-682(b)(2)	2 Off Street Parking (2nd)	\$ 50.00	\$124.00
82-682(b)(2)	3 Off Street Parking (3rd)	\$ 100.00	\$187.00
82-683	1 Storage/Parking of Recreational Vehicle (1st)	\$ 25.00	\$92.50

82-683	2 Storage/Parking of Recreational Vehicle (2nd)	\$ 50.00	\$124.00
82-683	3 Storage/Parking of Recreational Vehicle(3rd+)	\$ 100.00	\$187.00
82-684(a)	1 CMV Parking in Residential Area (1st)	\$ 25.00	\$92.50
82-684(a)	2 CMV Parking in Residential Area (2nd)	\$ 50.00	\$124.00
82-684(a)	3 CMV Parking in Residential Area (3rd+)	\$ 100.00	\$187.00
82-684(b)	1 Tractors/Road Machinery Parking/Storage (1st)	\$ 25.00	\$92.50
82-684(b)	2 Tractors/Road Machinery Parking/Storage (2nd)	\$ 50.00	\$124.00
82-684(b)	3 Tractors/Road Machinery Parking/Storage(3rd+)	\$ 100.00	\$187.00
82-717(b)	1 Antenna Exceeds 60' in Residential Area (1st)	\$ 25.00	\$92.50
82-717(b)	2 Antenna Exceeds 60' in Residential Area (2nd)	\$ 50.00	\$124.00
82-717(b)	3 Antenna Exceeds 60' in Residential Area(3rd+)	\$ 100.00	\$187.00

OAKWOOD CEMETERY FEE SCHEDULE

Updated 02/21/2024

BURIAL FEES:**Regular Graves:**

Monday-Friday, 8:00AM - 3:00 PM	\$825 *
Saturday	\$1,100 *
Sundays & Holidays	\$1,600 *

Columbarium:

Burial Recording Fee	\$200 *
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Child Graves (dependent on size, not age):

Monday-Friday, 8:00AM - 3:00 PM	\$150 *
Saturday	\$200 *
Sundays & Holidays	\$700 *

Cremation Urn Graves:

Monday-Friday, 8:00AM - 3:00 PM	\$150 *
Saturday	\$200 *
Sundays & Holidays	\$700 *

* Overtime Rate: \$75/hr per required employee.

Overtime charges apply to all Mon-Fri burials after 3:00 P.M. and on all Saturday, Sunday and Holiday burials.

The minimum overtime charge is two (2) hours per required worker.

Winter Burial Fee: December 1- April 1 upon request

Regular Graves: A maximum fee of \$300 in addition to normal and customary burial fees.

Urn Graves: A maximum fee of \$150 in addition to normal and customary burial fees.

BURIAL SPACE PRICING:**Space Prices:**

Old Section (Blocks 1-31)	\$400
New Section (Blocks 32-45)	\$500
Additional Spaces after Block 45	\$500

Space Repurchase Prices

Blocks 1 - 31:	\$100.00 per space for two or more adjacent spaces for repurchase
Blocks 1 - 31:	\$ 75.00 per space per each single space
Blocks 32 - 45:	\$150.00 per space for two or more adjacent spaces for repurchase
Blocks 32 - 45:	\$100.00 per space per each single space

OTHER FEES:

Headstone Permit Fee	\$15	
Cemetery Lot Deed Transfer Fee	\$15	Anticipated increase to \$50 November
Winter Storage Fees	\$75 Casket, \$35 Urn	Anticipated additional fee in November
		Subsequent Burial Recording Fee \$200

Ambulance Fee Schedule**Verified 9/23/25**

Service Code	CPT Code	Description	2023
A0380N	A0380	Ground Mileage	\$21.00
A0380R	A0380	Ground Mileage District Resident	\$20.00
A0390N	A0390	Ground Mileage	\$21.00
A0390R	A0390	Ground Mileage District Resident	\$20.00
A0425N	A0425	Ground Mileage	\$21.00
A0425R	A0425	Ground Mileage District Resident	\$20.00
A0426N	A0426	ALS Non-Emergent Call	\$1,100.00
A0426R	A0426	ALS1 Non-Emergent Call District Resident	\$1,000.00
A0427N	A0427	ALS1 Emergency Call	\$1,100.00
A0427R	A0427	ALS1 Emergency Call District Resident	\$1,000.00
A0428N	A0428	BLS Non Emergent Call	\$950.00
A0428R	A0428	BLS Non Emergent Call District Resident	\$850.00
A0429N	A0429	BLS Emergency Call	\$950.00
A0429R	A0429	BLS Emergency Call District Resident	\$850.00
A0433N	A0433	ALS2 Emergency Call	\$1,275.00
A0433R	A0433	ALS2 Emergency Call District Resident	\$1,175.00
A0888	A0888	Non Covered Mileage	\$20.00
A0998	A0998	Ambulance response and treatment, no transport BLS	\$275.00
A0988A	A0988	Ambulance response and treatment, no transport ALS	\$615.00
A0988L	A0988	Ambulance response and treatment, no transport	\$125.00

***Added Service and CPT Codes for Clarity**

**CITY OF BERLIN
COMMITTEE OF THE WHOLE MEETING
STAFF REPORT**

TO: Common Council
FROM: Jessi Balcom, City Administrator
AGENDA ITEM: 2025 Emergency Medical and Ambulance Service Contract with the Town of Aurora.
MEETING DATE: October 7, 2025

BACKGROUND

In 2022 and 2023 the City of Berlin had a contract to provide Emergency Medical and Ambulance Service to the Town of Aurora. This contract has not been updated and signed for 2025. Staff has invoiced the Town of Aurora for 2024 services and will invoice the Town for 2025 services following the signing of the 2025 contract.

The per capita rate has not changed since the contract was originally drafted in 2022.

SUGGESTED MOTION

Motion to recommend to Common Council approval of the Emergency Medical and Ambulance Service Contract with the Town of Aurora for 2025.

EMERGENCY MEDICAL AND AMBULANCE SERVICE CONTRACT

This Agreement, made this 1st day of January, 2025, by and between the City of Berlin, a municipal corporation located in Green Lake and Waushara Counties (hereinafter referred to as Berlin) and the Town of Aurora, located in Waushara County, (hereinafter referred to as Aurora).

WHEREAS, Berlin currently operated a 23-hour emergency medical and ambulance services under a state licensed EMS Operational Plan; and

WHEREAS, Berlin agrees to furnish on an emergency and nonemergency basis to Aurora and Aurora agrees to contract such services on the following terms and conditions:

AREA SERVED:

All areas within the corporate limits of AURORA

TERM

The term of this contract shall be for a period of one year, beginning January 1st, 2025, and ending on December 31st, 2025. A ninety (90) day written notice of termination of the contract is required by both parties.

CONSIDERATION

Aurora shall pay to Berlin for the emergency services the following amounts for people served in Aurora area as follows:

- A) Per Capita Rate: Aurora agrees to pay a rate calculated and apportioned on a per capita basis according to population in the area served. This payment shall be due on January 31st, 2025.

YEAR	PER CAPITA RATE	POPULATION	PAYMENT
2024	\$31.00	1023	\$31713.00

ANNUAL REPORT

Berlin shall provide an annual report to Aurora in regards to the operations of Berlin’s emergency medical and ambulance service.

INSURANCE

Berlin shall furnish all liability insurance necessary for ambulance runs and all incidents connected or associated thereto.

PERSONNEL

Berlin shall provide all ambulance personnel. Personnel shall remain employees of Berlin and shall not become employees of Aurora by virtue of this contract for services.

DEFAULTS

If Aurora fails to comply with the terms and conditions of this Agreement, Berlin reserves the right to terminate this agreement. Aurora shall remain liable to Berlin for all monetary obligations incurred under this agreement through the date of the termination. Berlin shall provide to Aurora an invoice of all expenses incurred through the termination date, which shall be paid by Aurora within forty-five (45) days of receipt of said invoice.

FORCE MAJEURE

If Berlin is unable to carry out any of its obligations under this agreement by reason of Force Majeure, including but not limited to conflicting dispatch calls, unavailability of resources or personnel, acts of God, laws and regulations changes, lightning, fire, flood, wash-out, storms or any other cause that are not reasonably within the control of Berlin, then such obligations shall be suspended until the Force Majeure ceases.

ENTIRE AGREEMENT

Both Parties agree this agreement contains the entire understanding between parties. This Agreement may only be changed in writing by both parties' consent.

IN WITNESS THEROF,

The Mayor and City Clerk representing Berlin, and the Town Chair and Town Clerk representing Aurora, have executed tow duplicate originals of this contract and all certify that they are authorized to execute this document and bind their respective city and township, as applicable.

CITY OF BERLIN

Mayor, Catrina Burgess

Berlin City Clerk, Jessi Balcom

Date

Date

TOWN OF AURORA

Aurora Town Chair, CJ Young

Aurora Town Clerk, Ann Mosling

Date

Date