

**Village of Cambridge Village Board
Teleconference Meeting
Thursday, April 22, 2021, 6:30 p.m.**

Due to the COVID-19 Pandemic, Including Federal, State and County Emergency orders limiting crowds, this meeting is being held via teleconference. You will be able to join the meeting any time after 6:20 p.m. Members of the Village Board and public may attend by:

Dial-in number (US): (727)731-3716

Online meeting ID: bgoeckner

Join the online meeting: <https://join.freeconferencecall.com/bgoeckner>

Village Board Agenda

- 1. Call to Order/Roll Call**
- 2. Pledge of Allegiance**
- 3. Proof of Posting**
- 4. Public Appearances:**
- 5. Consent Agenda:**
 - a. Personnel Committee meeting: April 15, 2021
- 6. New Business:**
 - a. Convene into Closed Session per 19.85(1) (g) Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. Winery Developers Agreements.
 - b. Reconvene into open session
 - c. Possible Action Taken on Closed Session items
 - d. Unanimous Recommendations from Personnel Committee:
 - 1) Recommendation from Personnel Committee to change administrative titles to Administrator/Clerk/Deputy Treasurer and Treasurer/Deputy Clerk/Deputy Administrator.
 - 2) Recommendation from Personnel Committee to post the position of Treasurer/Deputy Clerk/Deputy Administrator at the range of \$58,000 to \$62,000.
 - 3) Upon review of Dane County City and Villages Administrator wages survey, recommendation from Personnel Committee to bring the Administrator salary to the median salary of smaller municipalities in Dane County, \$85,000, effective immediately.
 - 4) Recommendation from Personnel Committee to accept a contract from Barb Goeckner to assist the Village as needed, upon her retirement, at a rate of \$35.00 per hour and mileage at the IRS mileage rate.
- 5) Unfinished Business:** Discussion and Possible Action regarding:
 - a. Referendum Updates:
 - 1) Question 1 – levy limit
 - b. Update from Energy Subcommittee
 - 1) Intervener Letter
- 6) Correspondence:**

7) **Upcoming Meetings:** April 27, Village Board; May 10, Plan Commission; May 11, Village Board; May 13, Library Board, May 18, Water and Sewer Committee; May 25, Village Board. *All subject to change due to COVID 19 Pandemic.*

8) **Questions, Referrals to Staff or Future Agenda Items:**

9) **Adjournment**

Lisa Moen, Administrator/Clerk/Treasurer

- 1) Persons needing special accommodations should call 608-423-3712 at least 24 hours prior to the meeting.
- 2) More specific information about agenda items may be obtained by calling 608- 423-3712.
- 3) Final Village Board agendas are typically posted by 4 PM on the Friday preceding the regular meeting at the Amundson Community Center, Cambridge Post Office, Cambridge News office and Cambridge State Bank and Village of Cambridge Web site at www.ci.cambridge.wi.us.

**Village Of Cambridge
Public Meeting
Personnel Committee Meeting**

REVISED TO VIRTUAL MEETING

Thursday, April 15, 2021
200 Spring St, Community Room
4:00 P.M.

Due to the COVID-19 Pandemic, Including Federal, State and County Emergency orders limiting crowds, this meeting is being held via teleconference. You will be able to join the meeting any time after 3:45 p.m. Members of the Village Board and public may attend by:

Dial-in number (US): (727)731-3716

Online meeting ID: bgoeckner

Join the online meeting: <https://join.freeconferencecall.com/bgoeckner>

1. **Call to Order/Roll Call:** Trustee Breunig called the meeting to order at 4:06 p.m. Members present: Trustee Cunningham, Kumbier and Breunig. Others present: President McNally, Lisa Moen, Administrator/Clerk/Treasurer; Barb Goeckner, Deputy Clerk, Treasurer, Administrator; Mark McNally, Village President.
2. **Approval of Minutes** from Meeting on December 22, 2020: Trustee Cunningham made a motion to approve the minutes as presented, seconded by Trustee Kumbier. Motion carried.
3. **Public Appearances/Citizen Input:** None
4. **New Business:**
 - a. Janice Beahlen leave: Peach is in her fourth week of a leave. She will be reporting back to determine if it will be extended.
5. **Convene into Closed Session** per 19.85(1)(c) of the Wisconsin Statutes to consider the employment, promotion, compensation or performance evaluation data of Village employees – Retirement of Deputy Clerk/Treasurer/Administrator Barbara Goeckner: Trustee Cunningham made a motion to enter into closed session per 19.85(1)(c) of the Wisconsin Statutes to consider the employment, promotion, compensation or performance evaluation data of Village employees, seconded by Trustee Kumbier. Motion carried 3-0 on a roll call vote.
6. **Reconvene into open session:** Trustee Cunningham made a motion to reconvene into open session. Motion carried on a 3-0 roll call vote.
7. **Possible Action Taken on Closed Session items**
 1. Trustee Cunningham made a motion to recommend to the Village Board to change administrative titles to Administrator/Clerk/Deputy Treasurer and Treasurer/Deputy Clerk/Deputy Administrator, seconded by Trustee Kumbier. Motion carried.
 2. Trustee Cunningham made a motion to recommend to the Village Board to post the position of Treasurer/Deputy Clerk/Deputy Administrator at the range of \$58,000 to \$62,000, seconded by Trustee Kumbier. Motion carried.

3. Trustee Cunningham made a motion to recommend to the Village Board, upon review of Dane County City and Villages Administrator wages survey, to bring the Administrator salary to the median salary of smaller municipalities in Dane County, \$85,000, effective immediately, seconded by Trustee Kumbier. Motion carried.
4. Trustee Cunningham made a motion to recommend to the Village Board to accept a contract from Barb Goeckner to assist the Village as needed, upon her retirement, at a rate of \$35.00 per hour and mileage at the IRS mileage rate, seconded by Trustee Kumbier. Motion carried.

8. Questions, Referrals to Staff or Future Agenda Items: None

9. **Adjournment:** Trustee Kumbier made a motion to adjourn, seconded by Trustee Cunningham. Motion carried. Trustee Breunig adjourned the meeting at 5:12 p.m.

Lisa Moen, Village Administrator/Clerk/Treasurer

VILLAGE OF CAMBRIDGE
POSITION DESCRIPTION
Treasurer/ Deputy Clerk/ Deputy Administrator

GENERAL FUNCTION

To perform statutory treasurer and clerk duties, accounting and auditing functions in support of the Village of Cambridge General Ledger System for various funds. This position is performed in accordance with the provisions set forth by State Statute 61.25 and 61.26 and Cambridge ordinances and policies. The Deputy Treasurer/Clerk/Administrator receives supervision and guidance from the Village Administrator/Clerk/Treasurer

REPORTS TO

Administrator/Clerk/Deputy Treasurer

RESPONSIBILITIES

A. ESSENTIAL FUNCTIONS: Treasurer

1. Maintain, monitor, and perform details necessary to support the Village General Ledger System:
 - a. Maintain accounts payable system.
 - b. Maintain accounts receivable system.
 - b. Maintain the Village general ledger system.
 - c. Maintain Misc. billing system
 - d. Record department budgets and revisions adopted by Village Board.
 - e. Analyze activity of general ledger accounts and make adjustments where required.
 - f. Maintain Village Fixed Asset System.
2. Treasurer functions per Wisconsin Statutes 61.26. Oversee collections, deposits. Invest funds. Tax collections. Tax reconciliations. Tax settlements. Calculations for preparing tax bills, including all mill rates. Multiple state and county reports throughout the year.
3. Process, print, and distribute periodic Financial Statements. Review monthly reports for inaccuracies.
4. Reconcile bank statements monthly. .
5. Assist Village Departments in preparation of annual budgets.
 - a. Provide data for budget preparation (six months actual, prior year actual, current year budget).
 - b. Modify and update budget document in Work Horse.
 - c. Answer questions, enter data and print documents when needed.

- d. Review submitted budgets for completeness and accuracy and assist in correction of errors.
 - b. Assist in preparation of annual audit conducted by independent Certified Public Accounting firm.
6. Assist in preparation of and/or prepare other financial reports to internal and external parties (departments, Village Board, committees, State agencies).
7. Perform internal audit functions such as review of departmental internal controls, reconciliations, cash counts and specific requests.
8. Perform Village accounting functions using appropriate software (Work Horse Applications, Word and Excel) and provide technical support to departments.
9. Oversee accuracy of utility billing process.
10. In the absence of the Administrator/Clerk/Treasurer, perform payroll functions including time card review, process payroll, and electronic payments for federal, FICA and State taxes. Prepare and submit periodic reports to include the federal and social security taxes, state withholding taxes, unemployment compensation.
11. Accumulate and analyze financial data and make recommendations for special assigned projects.

B. ESSENTIAL FUNCTIONS: Deputy Clerk

1. Election administration support
2. Website management
3. Municipal Code updates
4. Licensing for alcohol, tobacco, dogs and cats
5. Perform confidential duties involving litigation, personnel issues, and closed session meetings as assigned.
6. Responsible to know and practice the Safety policies of the Village. Perform all job tasks in a safe and prescribed manner.
7. Assist with agenda and meeting packet preparation for Village Board and various other committees.
8. Occasional night meetings
9. Any other duties as may be assigned.

EXPERIENCE, TRAINING, QUALIFICATIONS

Municipal government experience and an Associate Degree in Accounting or related field or equivalent is required. Working knowledge of computers and software (Word, Excel) and the ability to learn upgrades as they occur; data entry experience required. Ability to become proficient with Work Horse Accounting software within 4 months of hire. Proficiency using a calculator required. Ability to work under pressure, independently, and pay attention to detail, is required. Basic everyday living skills are needed, as is the ability to understand and follow oral and written directions and to

communicate effectively, verbally and in writing. Reading, writing, adding, and subtracting is needed for maintaining and creating various reports, data entry and general accounting. Ability to maintain confidentiality, critical.

Basic office equipment used: computer terminal and printing equipment, FAX machine, copy machine, calculator, typewriter, and telephone.

PHYSICAL REQUIREMENTS OF THE ESSENTIAL FUNCTIONS

Seventy-five percent (75%) of the time is spent sitting and using near vision. Over fifty percent (50%) of the time is spent talking, hearing, medium and high fingering (writing and typing). Ten percent (10%) of the time is spent standing, walking, climbing (ascending or descending steps), using far vision, reaching, feeling, low, medium, and high lifting and carrying. In unusual situations, stooping, kneeling, crouching, bending/twisting, low and medium pushing/pulling may be used.

This description has been prepared to assist in defining job responsibilities, physical demands, and skills needed. It is not intended as a complete list of job duties, responsibilities, and/or essential functions. This description is not intended to limit or modify the right of any supervisor to assign, direct, and control the work of employees under supervision. The Village retains and reserves any or all rights to change, modify, amend, add to or delete, from any section of this document as it deems, in its judgment, to be proper.

Village of Cambridge is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the Village will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

Employee's Signature

Supervisor's Signature

Date

Date

Revised 4/2021

Village of Cambridge
Notice of job opening
Treasurer/ Deputy Clerk/ Deputy Administrator

The Village of Cambridge is seeking candidates for a Treasurer/ Deputy Clerk/ Deputy Administrator. This position will be responsible for assisting the Village Administrator/Clerk/Deputy Treasurer and the duties will focus on, but are not limited to accounting, accounts payable and receivable including journal entries, budgeting audit preparation, election administration support, licensing customer service, website management, agenda and packet management and general staff support. Preferred candidates will have municipal government experience. In addition, strong governmental accounting, budget, Treasurer's Certification, tax incremental financing experience, a degree in accounting or finance and Work Horse Accounting software are plusses. Starting salary of \$58,000 - \$62,000 DOQ and comprehensive benefit package. The application package and job description can be found on the Village Website at ci.cambridge.wi.us. Applications will be accepted until May 13, 2021, or until the position is filled. Send application materials to the Village of Cambridge, 200 Spring St, Cambridge WI 53523 or via email to lmoen@ci.cambridge.wi.us.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		City/Village Administrator			
Dane County Communities	Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments
7 Madison					N/A
Sun Prairie			148,052.79	8.00	Receives add'l retirement contribution 4.9%
6 Fitchburg			150,425.60	5.00	
Middleton	120,123.00	156,154.00	129,563.00		
Waunakee			127,961.00	10.00	VA/Economic Dev. Director. Contract
Stoughton			63,918.00	3.00	Mayor (Full-time, Elected)
5 Verona	112,568.80	139,853.29	132,467.40	2.00	
Deforest			140,004.44	18.00	Village Administrator/Finance Director
Oregon	113,300.00	126,114.00	126,107.00	21.00	
McFarland	94,307.20	122,491.20	115,523.20	4.00	
Monona			104,806.00	2.00	City Administrator/ED Director
4 Windsor			93,636.00	12.00	
Mount Horeb	93,519.78	140,279.67	111,300.80	5.00	
Cottage Grove			130,795.00	9.00	
Edgerton			91,020.80		
Cross Plains			87,000.00	1.50	Village Administrator/Clerk
3 Marshall			84,000.00	20.00	
Belleville			83,330.00	4.00	Village Administrator/Clerk/Treasurer
Shorewood Hills			121,284.80	16.00	Performs some functions of Finance Director
Cambridge			61,000.00	2.00	Administrator/Clerk/Treasurer
Brooklyn					N/A
2 Black Earth			68,600.00	17.00	Administrator/Clerk/Treasurer
Dane			58,000.00	8.00	Clerk-Treasurer/Work is Administrator
Blue Mounds					N/A
1 Rockdale					N/A
Range Data					
Average	106,763.76	136,978.43	106,133.13	8.82	
50th Percentile	112,568.80	139,853.29	111,300.80		
60th Percentile	112,861.28	140,023.84	121,284.80		
65th Percentile	113,007.52	140,109.12	126,107.00		
70th Percentile	113,153.76	140,194.39	127,961.00		
80th Percentile	114,664.60	143,454.54	130,795.00		
Actual Data					
Average	84,906.51	127,359.76			
50th Percentile	89,040.64	133,560.96			
60th Percentile	97,027.84	145,541.76			
65th Percentile	100,885.60	151,328.40			
70th Percentile	102,368.80	153,553.20			
80th Percentile	104,636.00	156,954.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Finance Director			
Dane County Communities	Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments
7 Madison			174,925.00	6.00	7.75 hrs/day
Sun Prairie	75,512.02	101,941.23	93,177.15	6.00	
6 Fitchburg	91,811.20	131,164.80	114,088.00	6.00	
Middleton	106,909.00	119,257.00	116,918.00	4.00	Assistant City Administrator/Finance Dtr.
Waunakee	99,632.00	127,524.80	112,715.20	4.00	
Stoughton	84,905.60	112,132.80	113,963.00		Resp. for both City and Utility finances
5 Verona	84,117.95	104,506.52	104,506.52	4.00	Finance Dtr/Treasurer
Deforest					Included in VA/Finance Director position
Oregon	78,585.00	102,556.00	99,733.00	8.00	Finance Director/Treasurer
McFarland					N/A
Monona			101,808.00	16.00	
4 Windsor					N/A
Mount Horeb	83,499.80	125,249.71	102,960.00	3.00	
Cottage Grove			80,005.00	11.00	Treasurer
Edgerton					N/A
Cross Plains			68,200.00	4.00	
3 Marshall					N/A
Belleville					See Village Administrator/Clerk/Treasurer
Shorewood Hills					Performed by VA, Clerk, DC/ASM
Cambridge			51,500.00		Deputy Clerk/Treasurer/Administrator.
Brooklyn					N/A
2 Black Earth					Finance is combined with A/C/T
Dane					N/A
Blue Mounds					N/A
1 Rockdale					N/A
Range Data					
Average	88,121.57	115,541.61	102,653.76	6.55	
50th Percentile	84,511.78	115,694.90	102,960.00		
60th Percentile	86,286.72	120,455.54	106,148.26		
65th Percentile	88,703.68	122,552.99	111,073.46		
70th Percentile	91,120.64	124,650.44	113,214.32		
80th Percentile	96,503.68	126,614.76	114,038.00		
Actual Data					
Average	82,123.01	123,184.51			
50th Percentile	82,368.00	123,552.00			
60th Percentile	84,918.60	127,377.91			
65th Percentile	88,858.77	133,288.16			
70th Percentile	90,571.46	135,857.18			
80th Percentile	91,230.40	136,845.60			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		City/Village Clerk			
Dane County Communities	Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments
7 Madison			121,768.00	4.00	7.75 hrs/day
Sun Prairie	48,491.63	92,463.70	80,363.46	3.00	
6 Fitchburg	72,009.60	102,856.00	74,048.00	1.00	
Middleton	67,076.00	87,199.00	71,144.00	17.00	
Waunakee	87,900.80	112,486.40	94,640.00	2.00	Dep. VA/Village Clerk. Also serves as HR Mgr.
Stoughton	63,460.80	83,824.00	69,638.00	2.00	Does not handle HR activities.
5 Verona	59,299.84	73,672.98	69,782.18	5.00	
Deforest			87,000.00	15.00	Deputy Administrator/Village Clerk
Oregon	66,881.00	88,591.00	72,450.00	7.00	Village Clerk/Deputy Treasurer
McFarland	74,692.80	97,032.00	80,995.20	4.00	Clerk/Treasurer - lots of financial duties.
Monona			69,543.00	19.00	City Clerk. Also does Accounts Payable
4 Windsor			70,000.00	10.00	
Mount Horeb	53,065.64	79,598.45	62,400.00	8.00	
Cottage Grove			75,361.00	5.00	
Edgerton			66,664.00		Clerk/Treasurer
Cross Plains					See Village Administrator
3 Marshall			47,300.00	6.00	Village Clerk/Clerk of Courts/Utility Clerk
Belleville					See Village Administrator
Shorewood Hills	57,324.80	73,715.20	67,163.20	3.00	Also performs Rec., Fin & Office Mgr.
Cambridge			61,000.00	15.00	Administrator/Clerk/Treasurer
Brooklyn			46,488.00	5.00	4 10-hour days
2 Black Earth	50,000.00		68,600.00	17.00	Administrator/Clerk/Treasurer
Dane			58,000.00	8.00	Clerk/Treasurer
Blue Mounds			45,884.00	7.00	Clerk/Treasurer. Also all HR duties
1 Rockdale	29,328.00	42,660.80	31,990.40	0.50	15 hrs/wk. - converted to hrs/wk.
Range Data					
Average	60,794.24	84,918.14	69,227.06	7.43	
50th Percentile	61,380.32	87,199.00	69,638.00		
60th Percentile	65,512.92	88,591.00	70,228.80		
65th Percentile	66,910.25	90,527.35	71,535.80		
70th Percentile	67,017.50	92,463.70	73,089.20		
80th Percentile	71,022.88	97,032.00	78,362.48		
Actual Data					
Average	55,381.65	83,072.48			
50th Percentile	55,710.40	83,565.60			
60th Percentile	56,183.04	84,274.56			
65th Percentile	57,228.64	85,842.96			
70th Percentile	58,471.36	87,707.04			
80th Percentile	62,689.98	94,034.97			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Office Manager/Administrative Services Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments
7	Madison	55,413.00	63,187.00	61,393.00	1.00	Admin. Supervisor. 7.75 hrs/day, 13 people
	Sun Prairie	59,165.64	79,873.62	72,683.54	17.00	Police Records Bureau Manager
6	Fitchburg	60,091.20	85,862.40	72,072.00	9.00	Police or Fire Admin. Services Manager
	Middleton	106,909.00	119,257.00	116,918.00	4.00	Assistant City Administrator/Finance Dtr.
	Waunakee	49,738.80	63,148.80	54,506.40	20.00	Office Manager. 2 FTEs in this position
	Stoughton					N/A
5	Verona	59,299.84	73,672.98	73,672.98	10.00	Exec. Admin. Asst., supervises Records Clerks
	Deforest					Role performed by Dep. Administrator/Clerk
	Oregon			63,356.80	2.00	Dtr. of Admin. Svcs./Dep. Clerk/Dep. Treas.
	McFarland					N/A
	Monona			68,865.00	8.00	ASD - HR & payroll and oversees IT contract
4	Windsor					N/A
	Mount Horeb	53,065.64	79,598.45	64,916.80	1.00	Human Resource Manager
	Cottage Grove					N/A
	Edgerton					N/A
	Cross Plains					N/A
3	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	57,324.80	73,715.20	67,163.20	3.00	Administrative Services Manager
	Cambridge					N/A
	Brooklyn					N/A
2	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
	Average	62,625.99	79,789.43	71,554.77	7.50	
	50th Percentile	58,245.22	76,656.83	68,014.10		
	60th Percentile	59,192.48	79,653.48	70,147.80		
	65th Percentile	59,239.45	79,749.79	71,590.95		
	70th Percentile	59,286.42	79,846.10	72,255.46		
	80th Percentile	59,774.66	83,466.89	72,881.43		
Actual Data						
	Average	57,243.82	85,865.73			
	50th Percentile	54,411.28	81,616.92			
	60th Percentile	56,118.24	84,177.36			
	65th Percentile	57,272.76	85,909.14			
	70th Percentile	57,804.37	86,706.55			
	80th Percentile	58,305.14	87,457.71			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

VILLAGE - ADMIN CLERK/TREASURER WAGE SURVEY - 2020

Title	Municipality	County	Population	Hours	Type of Position	Years in your current position?	Annual Salary (Est. or Actual)
Administrator/Clerk/Treasurer	Hilbert	Calumet	1171	Full-Time	Appointed/Hired	28	\$ 66,850.00
Administrator/Clerk/Treasurer	Rio	Columbia	1057	Full-Time	Appointed/Hired	3	\$ 37,435.00
Administrator/Clerk/Treasurer	Black Earth	Dane	1438	Full-Time	Appointed/Hired	16	\$ 65,655.00
Administrator/Clerk/Treasurer	Deerfield	Dane	2367	Full-Time	Appointed/Hired	34	\$ 78,000.00
Administrator/Clerk/Treasurer	Cambridge	Dane/Jefferson	1470	Full-Time	Appointed/Hired	5	\$ 61,000.00
Administrator/Clerk/Treasurer	Colfax	Dunn	1105	Full-Time	Appointed/Hired	5	\$ 60,944.00
Administrator/Clerk/Treasurer	Bangor	La Crosse	1520	Full-Time	Appointed/Hired	1	\$ 66,560.00
Administrator/Clerk/Treasurer	West Salem	La Crosse	5045	Full-Time	Appointed/Hired	17	\$ 79,400.00
Administrator/Clerk/Treasurer	Spencer	Marathon	1925	Full-Time	Appointed/Hired	5	\$ 70,000.00
Administrator/Clerk/Treasurer	Combined Locks	Outagamie	3525	Full-Time	Appointed/Hired	4	\$ 79,000.00
Administrator/Clerk/Treasurer	Elkhart Lake	Sheboygan	955	Full-Time	Appointed/Hired	6	\$ 70,000.00
Administrator/Clerk/Treasurer	Woodville	St Croix	1344	Full-Time	Appointed/Hired	25	\$ 67,000.00
Administrator/Clerk/Treasurer	Baldwin	St Croix	3987	Full-Time	Appointed/Hired	8	\$ 81,900.00
Administrator/Clerk/Treasurer	Darien	Walworth	1580	Full-Time	Appointed/Hired	5	\$ 80,900.00
Administrator/Clerk/Treasurer	Sharon	Walworth	1604	Full-Time	Appointed/Hired	1	\$ 60,000.00
Administrator/Clerk/Treasurer	Newburg	Washington	1254	Full-Time	Appointed/Hired		\$ 68,000.00
Administrator/Clerk/Treasurer	Merton	Waukesha	3690	Part-Time	Appointed/Hired	40	\$ 59,000.00
Administrator/Clerk/Treasurer	Summit	Waukesha	4751	Full-Time	Appointed/Hired	12	\$ 100,000.00

CITY - ADMIN CLERK/TREASURER WAGE SURVEY - 2020

Title	Municipality	County	Population	Hours	Type of Position	Years in your current position?	Annual Salary (Est. or Actual)
Administrator/Clerk/Treasurer	Princeton	Green Lake	1200	Full-Time	Appointed/Hired	6	\$ 68,000.00
Administrator/Clerk/Treasurer	Shell Lake	Washburn	1359	Full-Time	Appointed/Hired	4	\$ 70,000.00
Administrator/Clerk/Treasurer	Niagara	Marquette	1570	Full-Time	Appointed/Hired	1	\$ 51,688.00
Administrator/Clerk/Treasurer	Wautoma	Wausara	2100	Full-Time	Appointed/Hired	2	\$ 87,000.00
Administrator/Clerk/Treasurer	Brillion	Calumet	3148	Full-Time	Appointed/Hired	20	\$ 79,000.00
Administrator/Clerk/Treasurer	New Holstein	Calumet	3344	Full-Time	Appointed/Hired	5	\$ 76,082.00
Administrator/Clerk/Treasurer	Bloomer	Chippewa	3500	Full-Time	Appointed/Hired	1	\$ 75,000.00
Administrator/Clerk/Treasurer	Berlin	Green Lake	5552	Full-Time	Appointed/Hired	17	\$ 77,896.00

VILLAGE - OTHER TITLES WAGE SURVEY - 2020

Title	Municipality	County	Population	Hours	Type of Position	Years in your current position?	Annual Salary (Est. or Actual)
Admin Services Director/Clerk/Treasurer	Sussex	Waukesha	11140	Full-Time	Appointed/Hired	1	\$ 79,434.00
Administration Clerk	Hales Corners	Milwaukee	7674	Full-Time	Appointed/Hired	2	\$ 39,582.40
Administrative Assistant	Johnson Creek	Jefferson	3021	Full-Time	Appointed/Hired	15	\$ 38,000.00
Administrative Assistant	Cottage Grove	Dane	6661	Full-Time	Appointed/Hired		\$ 40,560.00
Administrative Director/Clerk/Treasurer	Nashotah	Waukesha	1355	Full-Time	Appointed/Hired	29	\$ 76,500.00
Administrator	Edgar	Marathon	1455	Full-Time	Appointed/Hired	2	\$ 61,646.00
Administrator	Sauk City	Sauk	3434	Full-Time	Appointed/Hired	37	\$ 99,400.00
Administrator/Clerk	Muscoda	Grant/Iowa	1248	Full-Time	Appointed/Hired	37	\$ 51,625.00
Administrator/Clerk	North Hudson	St. Croix	3764	Full-Time	Appointed/Hired	6	\$ 60,000.00
Administrator/Clerk	Cross Plains	Dane	3538	Full-Time	Appointed/Hired	1	\$ 87,000.00
Administrator/Clerk	Fontana-On-Geneva Lake	Walworth	1695	Full-Time	Appointed/Hired	5	\$ 95,000.00
Administrator/Treasurer	Rochester	Racine	3847	Full-Time	Appointed/Hired	23	\$ 71,120.00
Assistant Administrator/Deputy Clerk/Treasurer	Sister Bay	Door	900	Full-Time	Appointed/Hired	14	\$ 64,000.00
Assistant to the Administrator	Bellevue	Brown	15733	Full-Time	Appointed/Hired	1	\$ 44,000.00
Clerk II	Shamico	Brown	12600	Full-Time	Appointed/Hired	5	\$ 30,000.00
Clerk/Clerk of Court	Marshall	Dane	3864	Full-Time	Appointed/Hired	4	\$ 41,952.00
Clerk/Deputy Treas/Economic Development Assistant	Somerset	St Croix	2761	Full-Time	Appointed/Hired	6	\$ 72,440.43
Clerk/Deputy Treasurer	Trempealeau	Trempealeau	1933	Full-Time	Appointed/Hired	2	\$ 58,000.00
Clerk/Deputy Treasurer	Elm Grove	Waukesha	5990	Full-Time	Appointed/Hired	28	\$ 79,500.00
Clerk/Deputy Treasurer	Thiensville	Ozaukee	3192	Full-Time	Appointed/Hired	5	\$ 55,000.00
Clerk/Deputy Treasurer/Office Manager	Mount Horeb	Dane	7312	Full-Time	Appointed/Hired	7	\$ 60,000.00
Clerk/Treasurer/ Administrator	Viola	Richland/Ver	700	Full-Time	Appointed/Hired	14	\$ 50,000.00
Clerk/Treasurer/Assessor I	Lyndon Station	Juneau	500	Part-Time	Appointed/Hired	10	\$ 19,000.00
Clerk/Treasurer/Utility Administrator	Genoa City	Walworth	3042	Full-Time	Appointed/Hired	6	\$ 65,665.00
Clerk/Treasurer/Zoning Administrator	Maiden Rock	Pierce	121	Full-Time	Appointed/Hired	32	\$ 36,000.00
Confidential Deputy Clerk/Treasurer	Edgar	Marathon	1455	Full-Time	Appointed/Hired	2	\$ 36,025.60
Deputy Administrator/Clerk	DeForest	Dane	10347	Full-Time	Appointed/Hired	14	\$ 85,000.00
Deputy Administrator/Clerk/Treasurer	Egg Harbor	Door	201	Full-Time	Appointed/Hired	3	\$ 42,000.00
Deputy Clerk/ Building Administrator	Twin Lakes	Kenosha	6054	Full-Time	Appointed/Hired	6	\$ 49,832.22
Deputy Clerk/Admin Specialist/Finance Specialist	Weston	Marathon	15800	Full-Time	Appointed/Hired		\$ 30,000.00
Deputy Clerk/Customer Service Manager	Shorewood	Milwaukee	13228	Full-Time	Appointed/Hired	5	\$ 69,000.00
Deputy Clerk/Director of Admin Services	Oregon	Dane	10078	Full-Time	Appointed/Hired	5	\$ 60,000.00
Deputy Clerk/Management Analyst	Germautown	Washington	19959	Full-Time	Appointed/Hired		\$ 41,745.00

VILLAGE - OTHER TITLES WAGE SURVEY - 2020

Title	Municipality	County	Population	Hours	Type of Position	Years in your current position?	Annual Salary (Est. or Actual)
Deputy Clerk/Management Analyst	Germanatown	Washington	20590	Full-Time	Appointed/Hired	2	\$ 42,000.00
Deputy Clerk/Office Asst.	Mount Horeb	Dane	7388	Full-Time	Appointed/Hired	1	\$ 36,000.00
Deputy Clerk/Treasurer/Administrator	Cambridge	Dane	1478	Full-Time	Appointed/Hired	1	\$ 50,000.00
Deputy Clerk/Utility Billing Clerk	Kimberly	Outagamie	6679	Full-Time	Appointed/Hired	1	\$ 52,000.00
Deputy Treasurer	Hartland	Waukesha	9279	Full-Time	Appointed/Hired	34	\$ 60,987.89
Deputy/Utility Clerk	Merrillan	Jackson	531	Part-Time	Appointed/Hired	1	\$ 11,960.00
Elections Clerk/Deputy Clerk	Ridgeway	Iowa	644	Full-Time	Appointed/Hired		\$ 30,000.00
Finance Director	Mukwonago	Waukesha	7878	Full-Time	Appointed/Hired		\$ 87,000.00
Finance Director/Treasurer	Mount Horeb	Dane	7240	Full-Time	Appointed/Hired	2	\$ 90,000.00
Interim Clerk/Treasurer	Hobart	Brown	9000	Full-Time	Appointed/Hired	1	\$ 45,800.00
Manager/Clerk/Treasurer	River Hills	Milwaukee	1558	Full-Time	Appointed/Hired	1	\$ 98,733.20
Public Relations/HR	Weston	Marathon	15630	Full-Time	Appointed/Hired		\$ 54,000.00
Treasurer	Jackson	Washington	7033	Full-Time	Appointed/Hired	1	\$ 60,465.60
Treasurer/Deputy Clerk	Hammond	St. Croix	1922	Full-Time	Appointed/Hired	9	\$ 43,500.00
Treasurer/Deputy Clerk	Trempealeau	Trempealeau	1842	Full-Time	Appointed/Hired	1	\$ 45,760.00
Treasurer/Deputy Clerk	Luck	Polk	1119	Full-Time	Appointed/Hired	6	\$ 46,000.00
Treasurer/Deputy Clerk	Marshall	Dane	3856	Full-Time	Appointed/Hired	4	\$ 48,700.00
Treasurer/Deputy Clerk	Clinton	Rock	2120	Full-Time	Appointed/Hired	22	\$ 56,182.00
Treasurer/Deputy Clerk	Somerset	St Croix	2650	Full-Time	Appointed/Hired	19	\$ 62,490.00
Utilities & Billing Clerk	Ashwaubenon	Brown	17000	Full-Time	Appointed/Hired	5	\$ 45,000.00
Utilities Clerk	Sister Bay	Door	910	Full-Time	Appointed/Hired	1	\$ 39,500.00
Utility Clerk	Weston	Marathon	14868	Full-Time			\$ 40,000.00
Utility/Office Clerk	Sauk City	Sauk	3434	Full-Time	Appointed/Hired	3	\$ 49,000.00

VILLAGE - OTHER TITLES WAGE SURVEY - 2020

Title	Municipality	County	Population	Hours	Type of Position	Years in your current position?	Annual Salary (Est. or Actual)
Deputy Clerk/Management Analyst	Germanatown	Washington	20590	Full-Time	Appointed/Hired	2	\$ 42,000.00
Deputy Clerk/Office Asst.	Mount Horeb	Dane	7388	Full-Time	Appointed/Hired	1	\$ 36,000.00
Deputy Clerk/Treasurer/Administrator	Cambridge	Dane	1478	Full-Time	Appointed/Hired	1	\$ 50,000.00
Deputy Clerk/Utility Billing Clerk	Kimberly	Outagamie	6679	Full-Time	Appointed/Hired	1	\$ 52,000.00
Deputy Treasurer	Hartland	Waukesha	9279	Full-Time	Appointed/Hired	34	\$ 60,987.89
Deputy/Utility Clerk	Merrillan	Jackson	531	Part-Time	Appointed/Hired	1	\$ 11,960.00
Elections Clerk/Deputy Clerk	Ridgeway	Iowa	644	Full-Time	Appointed/Hired		\$ 30,000.00
Finance Director	Mukwonago	Waukesha	7878	Full-Time	Appointed/Hired		\$ 87,000.00
Finance Director/Treasurer	Mount Horeb	Dane	7240	Full-Time	Appointed/Hired	2	\$ 90,000.00
Interim Clerk/Treasurer	Hobart	Brown	9000	Full-Time	Appointed/Hired	1	\$ 45,800.00
Manager/Clerk/Treasurer	River Hills	Milwaukee	1558	Full-Time	Appointed/Hired	1	\$ 98,733.20
Public Relations/HR	Weston	Marathon	15630	Full-Time	Appointed/Hired		\$ 54,000.00
Treasurer	Jackson	Washington	7033	Full-Time	Appointed/Hired	1	\$ 60,465.60
Treasurer/Deputy Clerk	Hammond	St. Croix	1922	Full-Time	Appointed/Hired	9	\$ 43,500.00
Treasurer/Deputy Clerk	Trempealeau	Trempealeau	1842	Full-Time	Appointed/Hired	1	\$ 45,760.00
Treasurer/Deputy Clerk	Luck	Polk	1119	Full-Time	Appointed/Hired	6	\$ 46,000.00
Treasurer/Deputy Clerk	Marshall	Dane	3856	Full-Time	Appointed/Hired	4	\$ 48,700.00
Treasurer/Deputy Clerk	Clinton	Rock	2120	Full-Time	Appointed/Hired	22	\$ 56,182.00
Treasurer/Deputy Clerk	Somerset	St Croix	2650	Full-Time	Appointed/Hired	19	\$ 62,490.00
Utilities & Billing Clerk	Ashwaubenon	Brown	17000	Full-Time	Appointed/Hired	5	\$ 45,000.00
Utilities Clerk	Sister Bay	Door	910	Full-Time	Appointed/Hired	1	\$ 39,500.00
Utility Clerk	Weston	Marathon	14868	Full-Time			\$ 40,000.00
Utility/Office Clerk	Sauk City	Sauk	3434	Full-Time	Appointed/Hired	3	\$ 49,000.00

TOWN - OTHER TITLES WAGE SURVEY - 2020

Title	Municipality	County	Population	Hours	Type of Position	Years in your current position?	Annual Salary (Est. or Actual)
Acting Clerk	Cary	Wood	424	Part-Time	Appointed/Hired		\$ 4,750.00
Administrative Clerk	Watertown	Jefferson	1992	Part-Time	Elected	20	\$ 12,000.00
Administrator	Lemonweir	Juneau	1756	Full-Time	Appointed/Hired	19	\$ 38,171.00
Administrator	Clayton	Winnebago	3996	Full-Time	Appointed/Hired		\$ 79,500.00
Administrator	Lisbon	Waukesha	10523	Full-Time	Appointed/Hired	2	\$ 89,250.00
Administrator/Clerk	YORKVILLE	RACINE	3145	Full-Time	Appointed/Hired	1	\$ 70,000.00
Administrator/Clerk/Treasurer	Merrimac	Sauk	1004	Full-Time	Appointed/Hired	14	\$ 48,000.00
Administrator/Clerk/Treasurer	Bloomington Grove	Dane	1816	Full-Time	Appointed/Hired	9	\$ 61,000.00
Administrator/Clerk/Treasurer	Burke	Dane	3343	Full-Time	Appointed/Hired	18	\$ 64,000.00
Administrator/Clerk/Treasurer	Washington	Eau Claire	7431	Full-Time	Appointed/Hired	10	\$ 74,000.00
Administrator/Clerk/Treasurer	Mukwonago	Waukesha	7590	Full-Time	Appointed/Hired	9	\$ 85,000.00
Attorney/Administrator/Clerk/Treasurer	Westport	Dane	4016	Full-Time	Appointed/Hired	20	\$ 207,000.00
Clerk/Assessor II	Grover	Taylor	300	Part-Time	Elected	5	\$ 10,000.00
Clerk/Deputy Treasurer	Exeter	Green	2174	Full-Time	Appointed/Hired	1	\$ 27,712.00
Clerk/Deputy Treasurer	Merton	Waukesha	8383	Full-Time	Appointed/Hired	3	\$ 51,000.00
Clerk/Deputy Treasurer	Eagle	Waukesha	3567	Full-Time	Appointed/Hired	12	\$ 60,000.00
Clerk/Treasurer/Administrator	Gibraltar	Door	1052	Full-Time	Appointed/Hired	11	\$ 65,000.00
Deputy Clerk/Treasurer/Admin Assistant	Verona	Dane	1982	Part-Time	Appointed/Hired	20	\$ 23,000.00
Elections/Licensing Clerk	Grand Chute	Outagamie	22620	Part-Time	Appointed/Hired	1	\$ 18,000.00
Executive Assistant	Westport	Dane	4000	Full-Time	Appointed/Hired	3	\$ 40,000.00

VILLAGE - ADMIN CLERK/TREASURER WAGE SURVEY - 2020

Title	Municipality	County	Population	Hours	Type of Position	Years in your current position?	Annual Salary (Est. or Actual)
Administrator/Clerk/Treasurer	Hilbert	Calumet	1171	Full-Time	Appointed/Hired	28	\$ 66,850.00
Administrator/Clerk/Treasurer	Rio	Columbia	1057	Full-Time	Appointed/Hired	3	\$ 37,435.00
Administrator/Clerk/Treasurer	Black Earth	Dane	1438	Full-Time	Appointed/Hired	16	\$ 65,655.00
Administrator/Clerk/Treasurer	Deerfield	Dane	2367	Full-Time	Appointed/Hired	34	\$ 78,000.00
Administrator/Clerk/Treasurer	Cambridge	Dane/Jefferson	1470	Full-Time	Appointed/Hired	5	\$ 61,000.00
Administrator/Clerk/Treasurer	Colfax	Dunn	1105	Full-Time	Appointed/Hired	5	\$ 60,944.00
Administrator/Clerk/Treasurer	Bangor	La Crosse	1520	Full-Time	Appointed/Hired	1	\$ 66,560.00
Administrator/Clerk/Treasurer	West Salem	La Crosse	5045	Full-Time	Appointed/Hired	17	\$ 79,400.00
Administrator/Clerk/Treasurer	Spencer	Marathon	1925	Full-Time	Appointed/Hired	5	\$ 70,000.00
Administrator/Clerk/Treasurer	Combined Locks	Outagamie	3525	Full-Time	Appointed/Hired	4	\$ 79,000.00
Administrator/Clerk/Treasurer	Elkhart Lake	Sheboygan	955	Full-Time	Appointed/Hired	6	\$ 70,000.00
Administrator/Clerk/Treasurer	Woodville	St Croix	1344	Full-Time	Appointed/Hired	25	\$ 67,000.00
Administrator/Clerk/Treasurer	Baldwin	St Croix	3987	Full-Time	Appointed/Hired	8	\$ 81,900.00
Administrator/Clerk/Treasurer	Darien	Walworth	1580	Full-Time	Appointed/Hired	5	\$ 80,900.00
Administrator/Clerk/Treasurer	Sharon	Walworth	1604	Full-Time	Appointed/Hired	1	\$ 60,000.00
Administrator/Clerk/Treasurer	Newburg	Washington	1254	Full-Time	Appointed/Hired		\$ 68,000.00
Administrator/Clerk/Treasurer	Merton	Waukesha	3690	Part-Time	Appointed/Hired	40	\$ 59,000.00
Administrator/Clerk/Treasurer	Summit	Waukesha	4751	Full-Time	Appointed/Hired	12	\$ 100,000.00

CITY - ADMIN CLERK/TREASURER WAGE SURVEY - 2020

Title	Municipality	County	Population	Hours	Type of Position	Years in your current position?	Annual Salary (Est. or Actual)
Administrator/Clerk/Treasurer	Princeton	Green Lake	1200	Full-Time	Appointed/Hired	6	\$ 68,000.00
Administrator/Clerk/Treasurer	Shell Lake	Washburn	1359	Full-Time	Appointed/Hired	4	\$ 70,000.00
Administrator/Clerk/Treasurer	Niagara	Marquette	1570	Full-Time	Appointed/Hired	1	\$ 51,688.00
Administrator/Clerk/Treasurer	Wautoma	Waushara	2100	Full-Time	Appointed/Hired	2	\$ 87,000.00
Administrator/Clerk/Treasurer	Brillion	Calumet	3148	Full-Time	Appointed/Hired	20	\$ 79,000.00
Administrator/Clerk/Treasurer	New Holstein	Calumet	3344	Full-Time	Appointed/Hired	5	\$ 76,082.00
Administrator/Clerk/Treasurer	Bloomer	Chippewa	3500	Full-Time	Appointed/Hired	1	\$ 75,000.00
Administrator/Clerk/Treasurer	Berlin	Green Lake	5552	Full-Time	Appointed/Hired	17	\$ 77,896.00

April 22, 2021

The Synectic Group, LLC
Attn. Barbara K. D. Goeckner
10421 Lawndale Dr
Cedarburg, WI 53012

Dear Barb:

This letter sets forth the terms and conditions of the Independent Contractor Agreement between the Village of Cambridge (the "Village") and The Synectic Group, LLC, Barbara K. D. Goeckner, Manager/Member, (the "Contractor") to provide administrative, consulting, and training services to the Village. (this "Agreement").

INDEPENDENT CONTRACTOR AGREEMENT
BETWEEN THE VILLAGE OF CAMBRIDGE AND THE SYNECTIC GROUP,
LLC

1. Engagement. The Village engages the Contractor, and the Contractor accepts such engagement as an independent contractor to provide Services to the Village as needed. The Services offered by the Contractor will be solely delivered by and through Barbara K. D. Goeckner as an agent for the Contractor.
2. Term. This Agreement shall commence upon the retirement of Barbara K. D. Goeckner as an employee with the Village of Cambridge.
3. Relationship of the Parties. The Contractor is an independent contractor of the Village and this Agreement shall not be construed to create any association, partnership, joint venture, employment, or agency relationship between the parties.

The Contractor is not eligible to participate in any vacation, life insurance, disability, or retirement benefits, or any other benefit plans offered by the Village to its employees, and the Village is not responsible for withholding or paying any income, payroll, Social Security, or other federal, state, or local taxes, or making contributions for unemployment or disability, or obtaining workers' compensation insurance on the Contractor's behalf. Except for reasonably

carrying out the Services, the Contractor has no authority (and shall not represent as having such authority) to bind the Village to incurring expenses, make any agreements or representations on the Village's behalf without the Village's prior written consent.

4. Fees. The Village shall pay the Contractor for the Services at a fee of \$35 per hour (the "Hourly Fee"), in 30-minute increments, plus mileage at the IRS mileage rate. Meals and materials are not included. Phone calls, e-mails and other work performed on nights and weekends shall be counted as hours worked and shall be documented on the invoice for the Village of Cambridge. The sum of the Hourly Fee for each two-week period during the Term shall be paid by Village's accounts payable account at the end of that two-week period. The Contractor will provide a W-9 Taxpayer Identification and Certification form to the Village and acknowledges that it will receive an IRS Form 1099-MISC from the Village, and that the Contractor is solely responsible for all federal, state, and local taxes. Contractor will be reimbursed only for those expenses that are authorized by the Village, which are incurred in connection with the performance of the Services.
5. Village Responsibility. The Village shall provide Contractor with access to its premises, materials, information, and systems to the extent necessary for the performance of the Services. Unless otherwise specified in this Agreement, the Contractor shall furnish, at its own expense, the materials, equipment, and other resources necessary to perform the Services.
6. Indemnification. The Contractor shall defend, indemnify, and hold harmless the Village and its officers, directors, employees, and agents from and against all losses, damages, liabilities, deficiencies, actions, judgments, interest, awards, penalties, fines, costs, or expenses of whatever kind (including reasonable attorneys' fees) arising out of or resulting any claim, action, or proceeding against the Village that would constitute a breach of this Agreement. The Village may satisfy such indemnity (in whole or in part) by way of deduction from any payment due to the Contractor. In no event will Contractor be liable for incidental or consequential damages including the loss of revenues incurred by the Village as a direct or indirect result of work performed by the Contractor.
7. Hours. The Contractor shall perform the Services on an as needed basis, with schedule as agreed upon by both parties. The amount of hours worked per week does not affect the Hourly Fee. The Village shall exercise reasonable efforts to provide the Contractor with a work schedule 48 hours in advance. If the Contractor is unable to comply with the work schedule provided, the Village may provide a revised work schedule.

8. Confidentiality. The Contractor acknowledges that it will have access to information that is treated as confidential by the Village, including without limitation, information pertaining to Village operations and strategies, constituents, negotiations, agreements, financials, and personnel, in each case whether spoken, written, printed, electronic, or in any other form or medium (collectively, the "Confidential Information").

Any Confidential Information that the Contractor accesses or develops in connection with the Services is subject to this Agreement. The Contractor shall treat all Confidential Information as strictly confidential, not to disclose Confidential Information or permit it to be disclosed, in whole or part, to any third party without the prior written consent of the Village in each instance, and not to use any Confidential Information for any purpose except as required in the performance of the Services. The Contractor shall immediately notify the Village if it becomes aware of any loss or disclosure of any Confidential Information.

9. Representations and Warranties. The Contractor represents and warrants to the Village that: (a) it is a Manager/Member of a duly organized limited liability company under the laws of Wisconsin; (b) it has a Federal Employer Identification Number or has filed business or self-employment income tax returns with the Internal Revenue Service based on the work or service in the previous year; (c) it has the right to enter into and perform the duties of this Agreement; (d) entering into this Agreement does not and will not result in any breach or default under any other agreement to which Contractor is a party; and (e) it has the required skill, experience, and qualifications to perform the Services.

The Village represents and warrants to the Contractor that the execution of this Agreement by its representative whose signature is set forth below has been duly authorized by the Village.

10. Termination. The Contractor may terminate this Agreement after giving written notice to the Village. After termination, the Contractor shall deliver to the Village all materials, equipment, and other property provided to Contractor by the Village; deliver to the Village all tangible documents and other media, including any copies, containing, reflecting, incorporating, or based on the Confidential Information; and permanently erase all the Confidential Information from the Contractor's computer systems. The Village may terminate this Agreement at any time for any reason with prior notice to the Contractor.
11. Other Business Activities. The Contractor may be engaged or employed in any other business, trade, profession, or other activity which does not place it in a conflict of interest with the Village or render the Contractor unable to reasonably perform any provision in this Agreement.

12. Miscellaneous Provisions.

- (a) Amendment. This Agreement may only be amended or supplemented by an agreement in writing signed by the parties.
- (b) Severability. If any term or provision of this Agreement is deemed invalid or unenforceable, such invalidity or unenforceability shall not affect any other provision of this Agreement.
- (c) Counterparts. This Agreement may be executed in multiple counterparts and by electronic signature, each of which shall be deemed an original and all of which together shall constitute one instrument.
- (d) Governing law. This Agreement and all disputes arising out of or relating to this Agreement shall be governed by and construed in accordance with the laws of the State of Wisconsin without giving effect to any conflict of laws principles. Any action to enforce this Agreement shall be brought in Dane County Circuit Court or the United States District Court - Western District of Wisconsin.

If this Agreement sets forth our understanding, please sign below and return it to the Village.

Sincerely,

Lisa Moen
Village of Cambridge Administrator/Clerk/Treasurer

Agreement with the preceding terms and conditions:

Barbara K. D. Goeckner, Manager/Member The Synectic Group, LLC	Date
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Lisa Moen, Administrator/Clerk/Treasurer Village of Cambridge	Date
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**BEFORE THE
PUBLIC SERVICE COMMISSION OF WISCONSIN**

Application for a Certificate of Public Convenience and
Necessity of Koshkonong Solar Energy Center LLC to
Construct a Solar Electric Generation Facility in the
Town of Christiana and the Town of Deerfield, Dane
County, Wisconsin

9811-CE-100

**VILLAGE OF CAMBRIDGE, DANE COUNTY, WI
REQUEST TO INTERVENE AND NOTICE OF APPEARANCE**

Pursuant to Wis. Admin. Code § PSC 2.21, the **VILLAGE OF CAMBRIDGE** hereby files this request to intervene in the above-captioned proceeding.

I. Some of our Interests in this Proceeding are:

- A. Our municipality acts in the substantial, financial interests of residential and commercial electric customers of Alliant Energy (Wisconsin Power & Light) who could assume a portion, or all of the costs associated with new utility infrastructure at a later date. Through the additions of the Paddock-Rockdale and Rockdale-West Middleton 345 kV transmission lines and the Rockgen Power Plant, our municipality has directly experienced the tendency of utility expansions to invite more expansion. According to the MISO interconnection queue on January 21, 2021 and the engineering plan for this docket our immediate area is being evaluated for another 345 kV expansion transmission line and 300MW as part of the Koshkonong Solar Energy Center.
- B. To date, our Village has not been able to acquire the sufficient information we require in order to evaluate the stature and impacts of the proposed Koshkonong Solar Energy Center.
- C. Our municipality has an obligation to preserve both the health and the appearance of the natural assets surrounding our community because they underpin our ability to survive and grow. Key to this is tourism and the attraction of new residents and businesses into our area with economic benefits.
- D. In response to financial and environmental priorities, residents and businesses within Village jurisdiction are developing conservation practices, making energy improvements and are increasingly adding locally owned solar resources. To improve efficiency the Village has made long term investments in updated infrastructure in partnership with neighboring communities. The long term affordability of these investments is significantly influenced by our ability to grow in accordance with our "Smart Growth Plan". Other elements include Focus on

Energy rebates benefits which are alternatives to supply side generation additions such as the Koshkonong Solar Energy Center.

- E. To that end the Village has invested in and has adhered to the aspects of the “Smart Growth Plan,” which has detailed the intended pattern of growth for the Village. The possibility and need for growth are incorporated into our existing infrastructure. This is critical to the defrayment of cost related to the sewage collection and water treatment system as well as stormwater collection and treatment.
- The potential encroachment of an industrial scale non-agricultural land use for power collection with 35 year lifespan within the extra territorial boundaries detailed in our smart growth plan represent an unreasonable interference with the orderly land use and development plans for the village, constraint to our orderly growth, the proper operation and financing of our existing infrastructure as well our ability to expand.
- F. Our municipality represents residents and businesses with substantial interests as property owners facing possible losses in property values, losses of livelihood and tax base revenue over time.

II. Notice of Appearance

Until further notice, the **VILLAGE OF CAMBRIDGE** will represent our interests in this matter and ask that future documents and correspondence in this docket be served to us using the below email address.

VILLAGE OF CAMBRIDGE

Lisa Moen, Clerk
Street Address,
Cambridge WI
608- 423-3712
lmoen@ci.cambridge.wi.us

Our Village Board respectfully requests that the Commission grant our request to intervene in this proceeding.

Sincerely,

President, **VILLAGE OF CAMBRIDGE**

Dated this ____ day of _____, 2021