

CITY OF LINCOLN
REGULAR CITY COUNCIL MEETING
AGENDA
JUNE 21, 2025
CITY HALL COUNCIL CHAMBERS
700 BROADWAY STREET
6:05 PM

1. **Call to Order**
2. **Roll call**
3. **Pledge of allegiance**
4. **Public Participation**
5. **Consent Agenda By Omnibus Vote**

All items under the Consent Agenda are considered to be routine in nature and/or non-controversial and will be approved by on motion. If anyone wishes to have a separate vote on any item, it will be pulled from the Consent Agenda and voted on separately.

Payment of Bills.

6. **Ordinances and Resolutions**

- A. Ordinance Implementing a Municipal Grocery Retailers Occupation Tax and a Municipal Grocery Service Occupation Tax for the City of Lincoln, Illinois.
- B. Ordinance Appropriating Funds for all Corporate Purposes for F.Y. 2025-2026.

7. **Bids**

Approval of request for bids for the 2025 MFT Scarification/Oil& Chip Contract.

8. **Reports**

- A. City Treasurer's Report for June, 2025
- B. City Clerk's Report for June, 2025
- C. Department Head Reports for June, 2025

9. **New Business/Communication**

- A. Approval of M&R Reconciliation for F.Y. 2024-2025 for the Wastewater Treatment Plant from the Sewer O&M Fund in an amount not to exceed \$6,984.52.
- B. Approval of RAS FVD Replacement for the operation of the Wastewater Treatment Plant from the Sewer O&M Fund in an amount not to exceed \$55,100.00.
- C. Approval of the City of Lincoln, Illinois Tourism Department Logo.
- D. Approval of Donation Agreement between John and Darlene Ruh and the City of Lincoln for the donation of "John Ruh's Route 66 Model Train Exhibit".
- E. Approval of Master Service Agreement for a Compensation Study between MGT Impact Solutions, LLC and the City of Lincoln in an amount not to exceed \$11,470.00

10. **Announcements**

11. **Possible Executive Session**

12. **Adjournment**

We welcome the participation of persons with disabilities at all City of Lincoln meetings. If auxiliary aid or service is required for most effective participation and communication, please notify the City Clerk's Office at 217-735-2815 or cityclerk@lincolnil.gov no later than 48 hours prior to the meeting time.

ORDINANCE NO. _____

**AN ORDINANCE IMPLEMENTING A MUNICIPAL GROCERY RETAILERS'
OCCUPATION TAX AND A MUNICIPAL GROCERY SERVICE OCCUPATION TAX
FOR THE CITY OF LINCOLN, ILLINOIS**

THIS ORDINANCE is made and adopted by the CITY COUNCIL OF THE CITY OF LINCOLN, LOGAN COUNTY, ILLINOIS, at a regular meeting held in the City Council Chambers in said City on the _____ day of _____, 2025, WITNESSETH:

WHEREAS, the Illinois Municipal Code, 65 ILCS 5/1-2-1, provides that the corporate authorities of each municipality may pass all ordinances and make all rules and regulations proper or necessary, to carry into effect the powers granted to municipalities, with such fines or penalties as may be deemed proper; and,

WHEREAS, the City of Lincoln is a non-home rule Illinois municipality pursuant to the Constitution of the State of Illinois of 1970, as amended; and,

WHEREAS, Section 8-11-24 of the Illinois Municipal Code (65 ILCS 5/8-11-24) provides that, beginning on January 1, 2026, all Illinois municipalities may impose a tax “upon all persons engaged in the business of selling groceries at retail in the municipality” (the “Municipal Grocery Tax”) (65 ILCS 5/8-11-24); and,

WHEREAS, the Municipal Grocery Retailers’ Occupation Tax may be imposed “at the rate of 1% of the gross receipts from these sales” (65 ILCS 5/8-11-24); and,

WHEREAS, any Municipal Grocery Retailers’ Occupation Tax shall be administered, collected and enforced by the Illinois Department of Revenue; and,

WHEREAS, Section 8-11-24 of the Illinois Municipal Code (65 ILCS 5/8-11-24) requires any municipality imposing a Municipal Grocery Retailers’ Occupation Tax under Section 8-11-24 of the Illinois Municipal Code (65 ILCS 5/8-11-24) to also impose a Service Occupation Tax at the same rate, “upon all persons engaged, in the municipality, in the business of making sales of service, who, as an incident to making those sales of service, transfer groceries” as “an incident to a sale of service” (the “Municipal Grocery Service Occupation Tax”) (65 ILCS 5/8-11-24); and,

WHEREAS, any Municipal Grocery Service Occupation Tax shall be administered, collected and enforced by the Illinois Department of Revenue; and,

WHEREAS, the City Council believe that it is appropriate, necessary and in the best interests of the City and its residents, that the City levy a Municipal Grocery Retailers' Occupation Tax as permitted by Section 8-11-24 of the Illinois Municipal Code (65 ILCS 5/8-11-24); and

WHEREAS, the City Council believe that it is appropriate, necessary and in the best interests of the City and its residents, that the City levy a Municipal Grocery Service Occupation Tax as permitted by Section 8-11-24 of the Illinois Municipal Code (65 ILCS 5/8-11-24); and,

NOW, THEREFORE, be it Ordained, by the City Council of the City of Lincoln as follows:

Section 1. Incorporation of Recitals. The foregoing recitals shall be and are hereby incorporated as findings of fact as if said recitals were fully set forth herein.

Section 2. Municipal Grocery Retailers' Occupation Tax Imposed. A tax is hereby imposed upon all persons engaged in the business of selling groceries at retail in this municipality at the rate of 1% of the gross receipts from such sales made in the course of such business while this Ordinance is in effect. The imposition of this tax is in accordance with and subject to the provisions of Section 8-11-24 of the Illinois Municipal Code (65 ILCS 5/8-11-24).

Section 3. Municipal Grocery Service Occupation Tax. A tax is hereby imposed upon all persons engaged in this municipality in the business of making sales of service, who, as an incident to making those sales of service, transfer groceries as an incident to a sale of service. The rate of this tax shall be the same rate identified in Section 2, above. The imposition of this tax is in accordance with and subject to the provisions of Section 8-11-24 of the Illinois Municipal Code (65 ILCS 5/8-11-24).

Section 4. Illinois Department of Revenue to Administer Both Taxes. The taxes hereby imposed, and all civil penalties that may be assessed as an incident thereto, shall be collected and enforced by the Department of Revenue of the State of Illinois. The Illinois Department of Revenue shall have full power to administer and enforce the provisions of this Ordinance.

Section 5. Clerk to file Ordinance with Illinois Department of Revenue. As required under Section 8-11-24 of the Illinois Municipal Code (65 ILCS 5/8-11-24), the Clerk is hereby directed to file a certified copy of this Ordinance with the Illinois Department of Revenue on or before October 1, 2025.

Section 6. Effective Date. The taxes imposed by this Ordinance shall take effect on the later of: (i) January 1, 2026; (ii) the first day of July next following the adoption and filing of this Ordinance with the Department of Revenue, if filed on or before the preceding April 1st; or, (iii) the first day of January next following the adoption and filing of this Ordinance with the Department of Revenue, if filed on or before the preceding October 1st.

Section 7. Repeal of Conflicting Provisions. All ordinances, resolutions and policies or parts thereof, in conflict with the provisions of this Ordinance are, to the extent of the conflict, expressly repealed on the effective date of this Ordinance.

Section 8. Severability. If any provision of this Ordinance or application thereof to any person or circumstances is ruled unconstitutional or otherwise invalid, such invalidity shall not affect other provisions or applications of this Ordinance that can be given effect without the invalid application or provision, and each invalid provision or invalid application of this Ordinance is severable.

Section 9. Headings/Captions. The headings/captions identifying the various sections and subsections of this Ordinance are for reference only and do not define, modify, expand or limit any of the terms or provisions of the Ordinance.

Section 10. Publication. The Clerk is directed by the corporate authorities to publish this Ordinance in pamphlet form. This Ordinance shall be in full force and effect after its passage and publication in accordance with 65 ILCS 5/1-2-4.

The vote on the adoption of this Ordinance was as follows:

Alderman Parrott	_____	Alderwoman McClallen	_____
Alderman Clemmons	_____	Alderman Bateman	_____
Alderwoman O'Donoghue	_____	Alderman Anderson	_____
Alderman Downs	_____	Alderman Sanders	_____

Ayes: _____
Nays: _____
Absent: _____
Abstain: _____

Passed and approved this _____ day of _____, 2025.

CITY OF LINCOLN,

BY: _____
Tracy Welch, Mayor
City of Lincoln, Logan County, Illinois

ATTEST: _____ (SEAL)
City Clerk, City of Lincoln,
Logan County, Illinois

CERTIFIED ESTIMATE OF REVENUES BY SOURCE

CITY OF LINCOLN

The undersigned, City Treasurer of the City of Lincoln, Logan County, Illinois, does hereby certify that the estimate of revenues by source, and anticipated to be received by said taxing district is attached hereto by separate document and is a true and correct copy of said anticipated revenues for the fiscal year beginning May 1, 2025 and ending April 30, 2026.

This certification is made and filed pursuant to the requirement of Public Act 88-455 (35 ILCS 200/18-50) and on behalf of the City of Lincoln, Logan County, Illinois.

This certification must be filed within thirty (30) days after The adoption of the Appropriation Ordinance.

Dated this ____ day of July, 2025

Charles N. Conzo, City Treasurer

Filed this ____ day of July, 2025

Theresa Moore, County Clerk

REVENUE PROJECTIONS 2025-2026 (Rev. July, 2026)

02	General Fund	Property Tax - Corporate (Not Specified Elsewhere)	5,139	
		Property Tax - Police Protection	59,809	
		Property Tax - Fire Protection	125,902	
		Property Tax - Streets & Alleys	100	
		Property Tax - Road & Bridge	105,622	
		Outside Fire Protection Fees	4,700	
		Municipal Sales Tax/State Use Tax	4,153,900	
		Municipal Telecommunications Tax	38,500	
		State Income Tax	2,355,125	
		State Pull Tabs/Jar Games	1,900	
		Mobil Home Taxes/Housing Authority	9,825	
		Forfeited/Housing Auth. Taxes	6,450	
		Replacement Tax	360,666	
		SRO Contributions	85,200	
		Depot Rental	10,800	
		Permits/Licenses/Fines/Fees/Other	512,315	
		Franchise Fees	375,000	
		Health Ins. Reimbursements	95,000	
		Safety Grant	20,425	
		Total Interest Earned	50,000	
		Police Dept. Retention Grant	152,175	
		Cannabis Sales Tax	7,875	
		State Cannabis Use Tax	21,250	
		Utility Tax	490,000	
		Video Gaming Tax	266,000	
		Loan From Sewer Fund	403,746	
			9,817,424	9,817,424
	Sub-Total (02)			
	Other General Fund Accts.			
10	Audit Fund		-	-
12	ESDA Fund	Property and Other Taxes	-	-
16	Forestry Fund	Property and Other Taxes	17,470	17,470
18	Liability Insurance	Property and Other Taxes	4,864	4,864
		Property and Other Taxes	48,705	48,705
			126,742	126,742
			-	-

22	IMRF Fund	Property Taxes - IMRF	30,000	-
		Property Taxes - Social Security	90,010	-
		Replacement Tax	124,334	-
	Sub-Total (22)		-	244,344
26	Public Benefit	Property and Other Taxes & Fees	47,010	47,010
32	Crossing Guard	Property and Other Taxes	3,200	3,200
	Total General Fund (02)		10,309,759	10,309,759
20	Motor Fuel Tax Fund	MFT Bal./Fwd. (Est.)	1,729,146	
		MFT Allocations	605,252	
		Re-imbursements	10,000	
		Re-Build Illinois	-	
		Fifth St. Road Improvement Grants/Reimb.	-	
		Interest	8,000	
	Sub-Total (20)		2,352,398	2,352,398
40	Debt Service	Debt Service/Bal. Fwd.	18,488	
		Property and Other Taxes	179,130	
		Interest	460	
	Sub-Total (40)		198,078	198,078
43	G.O. Bond (Series 2020)	2022 G.O. Bond Proceeds/Bal. Fwd.	5,401	
		2025 G.O. Bond Proceeds/Bal. Fwd.	500,000	
		Interest	1,007	
			506,408	506,408
50	Sewerage Operations & Maintenance Fund	Sewer Fund/Bal. Fwd.	3,520,000	
		Sewer Fees-Comb.	4,000,000	
		Penalties	176,618	
		Farm Lease Agreement	22,000	
		Interest	33,440	
		Loan Proceeds	-	
		Other Revenues	3,000	
	Sub-Total (50)		7,755,058	7,755,058

55	Tourism Fund	Fund Balance/ Fwd. (Est.)		
		Hotel/Motel Tax	12,670	
		Interest	202,000	
	Sub-Total (55)		110	
			214,780	214,780
60	Capital Improvements Fund	Capital Improvements Fund Bal./Fwd. (Est.)	1,231,270	
		Non Home Rule Sales Tax	100,000	
		Video Gaming Tax	260,000	
		Proceeds from Alt. Rev. Bond	3,000,000	
	Sub-Total (60)	Interest	6,510	
			5,599,780	5,599,780
65	TIF	Property Tax Increment	179,000	
	Sub-Total (65)	Interest	345	
			179,345	179,345
70	Equipment Fund	Balance Fwd.		
		Equipment Rental Receipts	570,266	
		Sale of Surplus Property	250,000	
	Sub-Total (70)	Interest	2,000	
			5,000	
			827,266	827,266
74	Police Pension Fund	Property and Other Taxes		
		Replacement Tax	578,332	
		Utility Tax	52,000	
		Interest & Dividend Income	99,850	
		Employee Contributions & Other Revenue	22,000	
	Sub-Total (74)	Cannibis Sales Tax	199,435	
			33,000	
			984,617	984,617

76	Firemen's Pension Fund	Property and Other Taxes	561,707	
		Replacement Tax	49,500	
		Utility Tax	120,500	
		Interest and Dividend Income	18,000	
		Employee Contributions & Other Revenues	148,960	
		Cannabis Sales Tax	39,100	
	Sub-Total (76)		937,667	937,767
81	American Rescue Plan Fund	Balance Fwd.	137,867	
		Interest	480	
			138,347	138,347
	Total	General Fund/Composite Account		10,309,759
	Total	Special Accounts		19,693,844
	Total Estimated Revenues	(Incl. Pending Grants/Reimbursements)		30,003,603

CERTIFICATION OF APPROPRIATION ORDINANCE

CITY OF LINCOLN

The undersigned, duly elected, qualified and acting Clerk of the City of Lincoln, Logan County, Illinois, does hereby certify that attached hereto is a true and correct copy of the Appropriation Ordinance of said City for the fiscal year beginning May 1, 2025 and ending April 30, 2026, as adopted on July __, 2025.

This certification is made and filed pursuant to the requirement of Public Act 88-455 (35 ILCS 200/18-50) and on behalf of the City of Lincoln, Logan County, Illinois.

This certification must be filed within thirty (30) days after The adoption of the Appropriation Ordinance.

Dated this ____ day of July, 2025

Peggy Bateman, City Clerk

Filed this ____ day of July, 2025

Theresa Moore, County Clerk

CITY OF LINCOLN

DRAFT

"An Ordinance Appropriating For All Corporate Purposes of the Council of The City Of Lincoln, Lincoln, Logan County, Illinois, For The Fiscal Year Beginning May 1, 2025 And Ending April 30, 2026."

Be it ordained by the Mayor and The City Council Of The City of Lincoln, Logan County, Illinois;

SECTION 1: That the amount hereinafter set forth, by or so much thereof as may be authorized by law, and as may be needed or deemed necessary to defray all expenses and liabilities of the municipality be and the same are hereby appropriated for the corporate purposes of the City of Lincoln, Logan County, Illinois, as hereinafter specified for the fiscal year beginning May 1, 2025 and ending April 30, 2026.

SECTION 2: That the appropriation herein made for any purpose shall be regarded as the maximum amounts to be expended under the respective appropriation accounts and shall not be construed as a commitment, agreement, obligation or liability of the City of Lincoln, and such appropriation begin subject to further approval as to expenditure thereof by the City Council.

SECTION 3: That the amount appropriated for each object and purpose shall be as follows:

DRAFT

DRAFT

Budget Appropriation -- F.F. 2025-2026

Revenues, Expenditures and Transfers

<u>Account Number</u>	<u>Description</u>	<u>F.F. 2025-2026</u> <u>Budget</u>	<u>F.F. 2025-2026</u> <u>Appropriation</u>
<u>02-</u>	<u>General Fund</u>		
	<u>Revenues</u>		
<u>02-</u>	Various	\$ 10,137,671.00	\$ 10,309,759.00
<u>02-</u>	<u>General Fund</u>		
<u>Account Number</u>	<u>Description</u>	<u>F.F. 2025-2026</u> <u>Budget</u>	<u>F.F. 2025-2026</u> <u>Appropriation</u>
02-0000	Gen. Fund/ Consolidated Sub-Funds		
02-0000-6342	Animal Control Contract	\$ 48,000.00	\$ 48,000.00
02-0000-8324	Audit Fee	\$ 36,200.00	\$ 38,000.00
02-0000-4098	Municipal Retirement Contrib.	\$ 50,200.00	\$ 59,000.00
02-0000-4096	Social Security Contribution	\$ 159,000.00	\$ 171,500.00
02-0000-5208	Repairs/Maint - Sirens	\$ 6,000.00	\$ 10,000.00
02-0000	Gen. Fund Consolidated Sub-Funds	\$ 299,400.00	\$ 326,500.00
02-0009	Transfers		
02-0009-9910	Transfer To TIF Fund (as needed)	\$ 15,000.00	\$ 15,000.00
02-0009-9969	Transfer To Police Pension	\$ 185,000.00	\$ 185,000.00
02-0009-9970	Transfer To Fire Pension	\$ 195,000.00	\$ 195,000.00
02-0009-9972	Transfer to Cap. Projects (as needed)	\$ 325,000.00	\$ 325,000.00
02-0009-9963	Transfer to Equip. Rental/Fire Truck Loan	\$ 88,875.00	\$ 88,875.00
02-0009-9966	Transfer to Equip. Rental/Equip. Loan	\$ 127,333.00	\$ 127,333.00
	Transfers Out	\$ 936,208.00	\$ 936,208.00
02-0009-9967	Transfer from Sewer O. & M.	\$ 403,746.00	\$ 403,746.00
02-0009-9915	Transfer from ARPA Fund	\$ -	\$ -
	Transfers In	\$ 403,746.00	\$ 403,746.00

Account Number**Description****F.Y. 2025-2026****F.Y. 2025-2026****02-0018****Liability Insurance****Budget****Appropriation**

02-0018-8385

Vehicle Liability Insurance

\$ 75,100.00 \$ 79,650.00

02-0018-8387

Liability Insurance

\$ 191,200.00 \$ 198,071.00

02-0018-8388

Workmens Compensation

\$ 615,155.00 \$ 643,000.00

02-0018-8389

Insurance-Property

\$ 69,510.00 \$ 73,661.00

02-0018-8390

Compensable Claims

\$ 25,000.00 \$ 30,000.00

02-0018**Liability Insurance**

\$ 975,965.00 \$ 1,024,382.00

02-0204**City Clerk**

02-0204-4010

Salaries-Elected Officials

\$ 63,729.00 \$ 63,735.00

02-0204-4012

Salaries-Appointed

\$ 25,216.00 \$ 25,216.00

02-0204-4013

Salaries-Hourly

\$ - \$ -

02-0204-4016

Salaries-Part-time

\$ - \$ -

02-0204-4017

Salaries-Clerical

\$ 15,300.00 \$ 15,328.00

02-0204-5102

Supplies-Office

\$ 1,200.00 \$ 1,200.00

02-0204-5112

Equipment/Computers

\$ 1,041.00 \$ 1,041.00

02-0204-5202

Repairs/Maint- Equipment

\$ 500.00 \$ 500.00

02-0204-5220

Miscellaneous

\$ 200.00 \$ 200.00

02-0204-6435

Contractual Services

\$ 1,660.00 \$ 1,900.00

02-0204-8342

Legal Fees

\$ - \$ -

02-0204-8345

Vital Records

\$ 10,000.00 \$ 10,000.00

02-0204-8362

Printing/Publishing

\$ 4,500.00 \$ 4,500.00

02-0204-8402

Dues/Publications

\$ 200.00 \$ 200.00

02-0204-8420

Travel & Training

\$ 200.00 \$ 200.00

02-0204-8474

Telephone

\$ 900.00 \$ 900.00

02-0204**City Clerk**

\$ 124,646.00 \$ 124,920.00

02-0206**City Treasurer**

02-0206-4010

Salaries-Elected Officials

\$ 10,002.00 \$ 10,006.00

02-0206-5102

Supplies-Office

\$ 1,100.00 \$ 1,100.00

02-0206-8362

Printing/Publishing

\$ 3,500.00 \$ 3,600.00

02-0206-8402

Dues/Publications

\$ 100.00 \$ 100.00

02-0206-8420

Travel & Training

\$ 150.00 \$ 150.00

02-0206-8474

Telephone

\$ 400.00 \$ 400.00

02-0206**City Treasurer**

\$ 15,252.00 \$ 15,356.00

Account Number**02-0224**

02-0224-4012

02-0224-4014

02-0224-4016

02-0224-4017

02-0224-5102

02-0224-5106

02-0224-5112

02-0224-5204

02-0224-5220

02-0224-6450

02-0224-6452

02-0224-8342

02-0224-8362

02-0224-8402

02-0224-8410

02-0224-8420

02-0224-8474

02-0224-8599

02-0224-8620

02-0224Description**Building and Zoning**

Salaries-Appointed

Salaries-Zoning Board Of Appeals

Salaries-Part-time(Office)

Salaries-Clerical

Supplies

Supplies-Gas & Oil

Equipment/Computers

Vehicle Repair

Miscellaneous

Nuisance Abatement

Plan Design Review

Legal Expense And Filing Fees

Print/ Publishing(Notices)

Dues

Postage

Travel & Training

Telephone/Mobile/Fax

Demolition/Clean Up

Zoning Expense-Books, Etc

Building and ZoningAccount Number**02-0232**

02-0232-4014

02-0232Description**Crossing Guards**

Crossing Guards

Crossing GuardsAccount Number

02-0234-4014

02-0234-4015

02-0234-8610

02-0234Description**Merit Commission**

Civil Svc Comm/Secret Salaries

Police & Fire Comm Salaries

Commission Expenses

Merit CommissionF.Y. 2025-2026Budget

130,695.00

500.00

15,304.00

750.00

1,400.00

4,200.00

500.00

100.00

22,000.00

400.00

500.00

800.00

700.00

1,500.00

1,000.00

1,100.00

30,000.00

500.00

211,949.00F.Y. 2025-2026Appropriation

130,695.00

500.00

15,304.00

750.00

1,400.00

4,200.00

500.00

100.00

32,000.00

400.00

500.00

800.00

700.00

1,500.00

1,500.00

1,100.00

30,000.00

500.00

222,449.00F.Y. 2025-2026Budget

\$ 4,900.00

\$ 4,900.00

F.Y. 2025-2026Appropriation

\$ 4,900.00

\$ 4,900.00

F.Y. 2025-2026Budget

\$ 600.00

\$ 4,000.00

\$ 4,600.00

F.Y. 2025-2026Appropriation

\$ 600.00

\$ 4,000.00

\$ 4,600.00

02-0254

02-0254-4010
02-0254-4014
02-0254-4017
02-0254-5102
02-0254-5112
02-0254-8402
02-0254-8410
02-0254-8420
02-0254-8474
02-0254-8520
02-0254-8522
02-0254-6436

02-0254**Mayor & City Council**

Salaries-Elected Officials
Salaries - Council Secretary
Salaries-Clerical
Supplies-Office
Equipment/Computers
Dues/Donations
Postage
Travel & Training
Telephone/Internet/Fax
Public Relations
Safety Grant--Expenses
Public Communication

Mayor & City Council**02-0404**

02-0404-5227
02-0404-8342
02-0404-8344

02-0404**Contract Services - Legal**

Contract Services
Outside Legal Services
Labor Attorney

Contract Services - Legal**F.Y. 2025-2026****Budget**

\$ 44,200.00
\$ 4,000.00
\$ 45,900.00
\$ 8,500.00
\$ 6,000.00
\$ 2,200.00
\$ 50.00
\$ 2,000.00
\$ 2,100.00
\$ 5,000.00
\$ 20,425.00
\$ 6,000.00
\$ **146,375.00**

F.Y. 2025-2026**Appropriation**

\$ 44,400.00
\$ 4,200.00
\$ 45,905.00
\$ 8,500.00
\$ 6,000.00
\$ 2,200.00
\$ 50.00
\$ 2,000.00
\$ 2,100.00
\$ 5,000.00
\$ 20,425.00
\$ 6,000.00
\$ **146,780.00**

\$ 101,101.00
\$ 3,000.00
\$ 20,000.00
\$ **124,101.00**

\$ 102,000.00
\$ 3,000.00
\$ 30,000.00
\$ **135,000.00**

Account Number**02-0604**

02-0604-4096

02-0604-5408

02-0604-5414

02-0604-6432

02-0604-6435

02-0604-6436

02-0604-6438

02-0604-6439

02-0604-6440

02-0604-6482

02-0604-8386

02-0604-6441

02-0604-

02-0604Description**Contingencies**

Unemployment Compensation

Property Taxes

J.U.L.I.E. Fees

Centralized Dispatch Contract

Copier Lease/Contractual Serv

Radios/Cameras

Communication

Software Maintenance

Signage-Highway

Landfill Clean-up

Surety Bond Premiums

United Way Heal Illinois Grant Expend.

Community Improvement

ContingenciesF.Y. 2025-2026Budget

\$ 1,000.00

\$ 1,200.00

\$ 1,500.00

\$ 305,959.00

\$ 3,500.00

\$ 25,000.00

\$ 29,422.00

\$ 50,000.00

\$ -

\$ -

\$ 250.00

\$ -

\$ 35,000.00

\$ **452,831.00**F.Y. 2025-2026Appropriation

\$ 1,000.00

\$ 2,600.00

\$ 1,500.00

\$ 305,959.00

\$ 3,500.00

\$ 25,000.00

\$ 29,422.00

\$ 50,000.00

\$ -

\$ -

\$ 250.00

\$ -

\$ 35,000.00

\$ **454,231.00**

Account NumberDescription**02-0800.0806****Fire Department**

02-0800-4082

Firefighter's Uniforms (new line)

02-0800-5102

Supplies-Office

02-0800-5106

Supplies-Gas/Oil

02-0800-5108

Supplies-Dormitory

02-0800-5110

Supplies-Medical

02-0800-5112

Equipment/Computers

02-0800-5115

New Hire PPE/Equipment

02-0800-5126

Supplies-Fire Prevention

02-0800-5202

Repairs/Maint-Equipment

02-0800-5206

Repairs/Maint-Radio

02-0800-5214

Equipment Replacement Fund

02-0800-6435

Contractual Services

02-0800-6448

Investigations

02-0800-8402

Dues/Subscriptions

02-0800-8420

Travel & Training

02-0800-8421

New Hire Travel & Training

02-0800-8474

Telephone/Mobile/Pagers

02-0800-8520

Public Relations

02-0800-8650

Medical Exams

02-0800-9002

Grant Expenses

02-0806-4011

Accrued Overtime

02-0806-4012

Salaries-Appointed

02-0806-4013

Salaries-Monthly

02-0806-4018

Salaries-Overtime

02-0800.0806**Fire Department**F.Y. 2025-2026F.Y. 2025-2026BudgetAppropriation

\$	6,000.00	\$	6,000.00
\$	5,600.00	\$	5,600.00
\$	19,000.00	\$	19,000.00
\$	2,000.00	\$	2,000.00
\$	6,000.00	\$	6,000.00
\$	2,800.00	\$	2,800.00
\$	16,000.00	\$	16,000.00
\$	1,000.00	\$	1,000.00
\$	50,000.00	\$	75,000.00
\$	15,000.00	\$	15,000.00
\$	8,000.00	\$	8,000.00
\$	6,000.00	\$	6,000.00
\$	750.00	\$	750.00
\$	600.00	\$	600.00
\$	4,000.00	\$	4,000.00
\$	30,000.00	\$	30,000.00
\$	5,500.00	\$	5,500.00
\$	300.00	\$	300.00
\$	5,000.00	\$	5,000.00
\$	-	\$	-
\$	40,000.00	\$	40,000.00
\$	493,760.00	\$	493,760.00
\$	1,349,702.00	\$	1,349,702.00
\$	100,000.00	\$	120,000.00
\$	2,167,012.00	\$	2,314,012.00

<u>Account Number</u>	<u>Description</u>
02-1200.1206	Police Department
02-1200-4082	Police Uniforms
02-1200-5102	Supplies-General
02-1200-5106	Supplies-Gas & Oil
02-1200-5112	Equipment/Computers
02-1200-5202	Repairs/Equipment
02-1200-5204	Repairs/Maint - Vehicles
02-1200-5206	Repairs/Maint - Radios
02-1200-5220	Medical Supplies
02-1200-6435	Contractual Services
02-1200-6436	Body Worn Cameras
02-1200-6437	Reporting, Data, Scheduling Policy
02-1200-6448	Investigations
02-1200-8402	Dues/Subscription
02-1200-8420	Travel & Training
02-1200-8474	Telephone
02-1200-8475	Tuition Reimbursement
02-1200-8520	Public Relations
02-1200-8644	Labor Attorney
02-1200-8650	Medical Exams/Drug Tests
02-1206-	Retention Bonuses
02-1206-4012	Salaries-Appointed
02-1206-4013	Salaries-Monthly
02-1206-4017	Salaries-Clerical
02-1206-4018	Salaries-Overtime
02-1206-4019	Code Enforcement Officer
02-1200.1206	Police Department

<u>F.Y. 2025-2026</u>	<u>F.Y. 2025-2026</u>
<u>Budget</u>	<u>Appropriation</u>
\$ 25,000.00	\$ 35,000.00
\$ 18,000.00	\$ 20,000.00
\$ 80,000.00	\$ 100,000.00
\$ -	\$ -
\$ 2,000.00	\$ 4,000.00
\$ 20,000.00	\$ 6,000.00
\$ 3,000.00	\$ 6,000.00
\$ 3,000.00	\$ 4,000.00
\$ 19,000.00	\$ 22,000.00
\$ 33,000.00	\$ 35,000.00
\$ 35,000.00	\$ 40,000.00
\$ 2,000.00	\$ 5,000.00
\$ 1,200.00	\$ 2,000.00
\$ 41,000.00	\$ 47,000.00
\$ 12,000.00	\$ 12,000.00
\$ 1,250.00	\$ 1,250.00
\$ 1,200.00	\$ 2,000.00
\$ 3,000.00	\$ 10,000.00
\$ 5,000.00	\$ 9,000.00
\$ -	\$ 12,175.00
\$ 211,915.00	\$ 211,915.00
\$ 2,157,240.00	\$ 2,157,240.00
\$ 83,000.00	\$ 83,000.00
\$ 95,000.00	\$ 125,000.00
\$ 15,000.00	\$ 15,000.00
\$ 2,866,805.00	\$ 3,144,580.00

<u>Account Number</u>	<u>Description</u>
02-1400	Building & Grounds
02-1400-5102	Supplies-General
02-1400-5202	Repairs/Maint - Equipment
02-1400-5212	Repairs/Maint - Building
02-1400-6340	Custodian Contract
02-1400-6435	Contractual Services
02-1400-8302	Utilities-Electric
02-1400-8304	Utilities-Gas
02-1400-8306	Utilities-Water
02-1400-8310	Utilities-Carbage
02-1400-6433	Internet Service, CH 176, SD
02-1400-8474	Telephone Service
02-1400-6431	Repair/Maint.--Municipal Services Bldg.
02-1400	Building & Grounds

02-2200	Contract Services - General
02-2200-5227	Contract Services
02-2200-5228	IT Services
	Contract Services - General

02-3000	Economic Planning and Development
02-3000-8414	CEDS
02-3000-8416	CEO
02-3000-8602	Fees-Logan Co Regional Plan
02-3000-	LEAD Membership
02-3000-8500	Third Friday
02-3000-8501	Economic Development Grants
02-3000-7852	Facade Grants
02-3000-7853	Grant Matching Expenditures
02-3000-8502	Business Sustainability Grants
02-3000-8605	Special Projects & Events
02-3000	Economic Planning and Development

<u>F.Y. 2025-2026</u>	<u>F.Y. 2025-2026</u>
<u>Budget</u>	<u>Appropriation</u>
\$ 1,600.00	\$ 1,600.00
\$ 2,300.00	\$ 2,400.00
\$ 26,000.00	\$ 28,000.00
\$ 25,000.00	\$ 32,910.00
\$ 21,175.00	\$ 26,000.00
\$ 81,000.00	\$ 91,500.00
\$ 19,000.00	\$ 19,000.00
\$ 2,500.00	\$ 2,600.00
\$ 1,000.00	\$ 1,000.00
\$ 4,200.00	\$ 4,200.00
\$ 6,200.00	\$ 6,600.00
\$ 7,500.00	\$ 7,500.00
\$ 197,475.00	\$ 223,310.00

\$ 7,000.00	41,500.00
\$ 69,300.00	69,300.00
\$ 76,300.00	110,800.00

<u>F.Y. 2025-2026</u>	<u>F.Y. 2025-2026</u>
<u>Budget</u>	<u>Appropriation</u>
\$ 2,000.00	\$ 2,000.00
\$ 1,000.00	\$ 1,000.00
\$ 12,500.00	\$ 12,500.00
\$ 5,000.00	\$ 5,000.00
\$ 9,500.00	\$ 9,500.00
\$ 150,000.00	\$ 150,000.00
\$ 30,000.00	\$ 30,000.00
\$ -	\$ 20,000.00
\$ -	\$ -
\$ 25,000.00	\$ 25,000.00
\$ 235,000.00	\$ 255,000.00

<u>Account Number</u>	<u>Description</u>
02-3600.3606	Streets & Alleys
02-3600-4082	Personal Items
02-3600-4084	Union CDL
02-3600-4086	Clothing Allowance
02-3600-4090	Safety Supplies
02-3600-5102	Supplies-General
02-3600-5106	Supplies-Gas & Oil
02-3600-5116	Supplies-Materials
02-3600-5124	Supplies-Tools
02-3600-5202	Repairs - Equipment
02-3600-5214	Repairs/Maint Equip Rental
02-3600-5220	Miscellaneous
02-3600-5230	Repairs/Street Lights/Signals
02-3600-6435	Contractual Services
02-3600-6440	Planting
02-3600-6441	Tree Trim & Stump Removal
02-3600-6443	Storm Reserve
02-3600-6444	Arbor Day Supplies
02-3600-6446	Street Markings And Controls
02-3600-6447	Contract - Pavement Markings
02-3600-8344	Labor Attorney
02-3600-8362	Printing/Publishing
02-3600-8420	Travel & Training
02-3600-8474	Telephone/Mobile/Pagers
02-3600-8520	Public Relations
02-3600-8618	Sidewalk-Rebates
02-3600-8650	Medical Exams
02-3606-4012	Salaries-Appointed
02-3606-4014	Salaries-Hourly
02-3606-4016	Salaries-Part-time
02-3606-4017	Salaries--Clerical
02-3606-4018	Salaries-Overtime
02-3600.3606	Streets & Alleys

<u>F.Y. 2025-2026</u>		<u>F.Y. 2025-2026</u>	
<u>Budget</u>		<u>Appropriation</u>	
\$	-	\$	-
\$	195.00	\$	195.00
\$	6,500.00	\$	6,500.00
\$	1,500.00	\$	1,500.00
\$	6,500.00	\$	6,500.00
\$	50,000.00	\$	60,000.00
\$	80,000.00	\$	85,000.00
\$	3,000.00	\$	3,000.00
\$	50,000.00	\$	50,000.00
\$	30,000.00	\$	30,000.00
\$	500.00	\$	500.00
\$	60,000.00	\$	60,000.00
\$	30,000.00	\$	30,000.00
\$	5,000.00	\$	5,000.00
\$	68,500.00	\$	75,000.00
\$	5,000.00	\$	7,500.00
\$	1,000.00	\$	1,000.00
\$	10,000.00	\$	10,000.00
\$	3,500.00	\$	3,500.00
\$	5,000.00	\$	5,000.00
\$	500.00	\$	500.00
\$	5,800.00	\$	5,800.00
\$	4,000.00	\$	4,000.00
\$	500.00	\$	500.00
\$	8,000.00	\$	8,000.00
\$	1,000.00	\$	1,000.00
\$	98,930.00	\$	98,930.00
\$	700,415.00	\$	700,415.00
\$	52,000.00	\$	52,000.00
\$	15,300.00	\$	15,300.00
\$	5,000.00	\$	5,000.00
\$	1,307,640.00	\$	1,336,640.00

Account Number

02-3704

02-3704-4070

02-3704-4071

02-3704-4072

02-3704-4073

02-3704-4074

02-3704-4075

02-3704-4076

02-3704

02

Description

Health Benefits

Health Insurance

Health Insurance-Retiree

Dental Insurance

Injured Officer Premium

Life Insurance

Hsa Benefit

Hsa Benefit Retiree

Health Benefits

General Fund

F.Y. 2025-2026

Budget

\$ 502,500.00

\$ 155,805.00

\$ 55,000.00

\$ 9,675.00

\$ 4,680.00

\$ 165,120.00

\$ 3,100.00

\$ -

\$ 895,880.00

\$ 10,106,131.00

F.Y. 2025-2026

Appropriation

\$ 502,500.00

\$ 155,805.00

\$ 55,000.00

\$ 9,675.00

\$ 4,750.00

\$ 165,120.00

\$ 3,100.00

\$ -

\$ 895,950.00

\$ 10,639,460.00

Special Funds

<u>Account Number</u>	<u>Description</u>	<u>F.Y. 2025-2026</u> <u>Budget</u>	<u>F.Y. 2025-2026</u> <u>Appropriation</u>
20	Motor Fuel Tax		
	Fund Bal. Fwd.	\$ 1,600,000.00	\$ 1,729,146.00
20-0001-3830	Motor Fuel Taxes	\$ 605,252.00	\$ 605,222.00
20-0000-3855	Reimbursements	\$ 10,000.00	\$ 10,000.00
20-0000-3855	Fifth St. Reimbursements (Pending)	\$ -	\$ -
20-0001-3860	Re-Build Illinois	\$ -	\$ -
20-0001-3700	Interest Earned	\$ 8,000.00	\$ 8,000.00
	Revenues	\$ 2,223,252.00	\$ 2,352,368.00
20-0000-5116	Supplies-Material	\$ 160,000.00	\$ 160,000.00
20-0000-5235	Traffic Signal Electric Serv	\$ 20,000.00	\$ 20,000.00
20-0000-6430	Street Lights	\$ 60,000.00	\$ 60,000.00
20-0000-5214	Equipment Replacement Fund	\$ 130,000.00	\$ 130,000.00
20-0000-5231	Engineering	\$ 70,000.00	\$ 70,000.00
20-0000-5300	Fifth Street Road Project Engi	\$ -	\$ -
20-0000-	Kickapoo Street Engineering	\$ 22,080.00	\$ 22,080.00
20-0000-6435	Re-Build Illinois Expenditures	\$ 526,549.00	\$ 526,549.00
20-0000-6431	Resurfacing	\$ 520,000.00	\$ 520,000.00
20-0006-4014	Salaries-Hourly	\$ 110,000.00	\$ 110,000.00
20-0006-4018	Salaries-Overtime	\$ 6,000.00	\$ 6,000.00
20	Motor Fuel Tax Expenditures	\$ 1,624,629.00	\$ 1,624,629.00
40-0007	Debt Service Fund		
	Fund Bal. Fwd.	\$ 22,608.00	\$ 18,488.00
40-0009-9903	Property Tax	\$ 179,130.00	\$ 179,130.00
40-0007-3702	Interest	\$ 460.00	\$ 460.00
	Motor Fuel Tax	\$ 202,198.00	\$ 198,078.00
40-0007-8822	Bond Principal #8	\$ 179,130.00	\$ 175,000.00
40-0007-8832	Bond Interest Exp #8	\$ 8,260.00	\$ 8,260.00
40-0007-8842	Bond Service Fees #8	\$ 500.00	\$ 500.00
40-0007	Bond Fees, Interest, Payment	\$ 187,890.00	\$ 183,760.00
	Expenditures		

Account NumberDescriptionF.Y. 2025-2026F.Y. 2025-2026BudgetAppropriation

43-0000

2020 G.O. Bond

43-0001-3790

Bond Proceeds/Balance Forward

43-0001-3700

Interest

2020 Bond Revenue

43-0000

2023 G.O. Bond

43-0001-3792

2023 Bond Proceeds (Bal. Fwd.)

43-0001-3700

2023 Interest

2023 Bond Revenue

43-0000

2026 G.O. Bond

43-0001-3

2026 Bond Proceeds

43-0001-3700

2026 Interest

2026 Bond Revenue

Bond Expenditures

43-0001-9969

2020 Bond Expenditures

43-0100-7827

2020 Bond Expend/Street Improvements

43-0200-7865

2020 Bond Expend/Tech. & Equipment

43-0800-7863

2020 Bond Expend./Fire Equipment

43-1200-7862

2020 Bond Expend./Police Equipment

43-1400-7866

2020 Bond Expend./Bldg. & Grounds

43-3600-7861

2020 Bond Expend./Streets & Alleys Equip.

2020 Bond Expenditures

43-0001-8869

2023 General Bond Expenditures

43-0200-8865

Tech. & Equip. 2023 Bond Expenditures

43-1400-8866

Bldg. & Grounds Bond Expenditures

43-0800-8863

Fire Equip. 2023 Bond Expenditures

43-1200-8862

Police Equip. 2023 Bond Expenditures

43-3600-8861

Streets & Alleys 2023 Bond Expenditures

2023 Bond Expenditures

\$

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\$

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\$

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\$

5,401.00

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3,505.00

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7.00

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18.00

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5,408.00

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3,523.00

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500,000.00

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500,000.00

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501,000.00

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501,000.00

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5,408.00

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3,523.00

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5,408.00

\$

3,523.00

Bond Expenditures (cont.)

2026 General Bond Expenditures
Tech. & Equip. 2026 Bond Expenditures
Bldg. & Grounds 2026 Bond Expenditures
Fire Equip. 2026 Bond Expenditures
Police Equip. 2026 Bond Expenditures
Streets & Alleys 2026 Bond Expenditures
2026 Bond Expenditures

Total G.O. Bond Expenditures

\$	175,000.00	\$	175,000.00
\$	180,408.00	\$	178,523.00

Account Number**50****50-0009**

50-0009-9987

50-0009-9920

50-0009

50-0001-3500

50-0001-3530

50-0001-3730

50-0001-3980

50-0001-3011

50-0000-3900

50-0001-3700

Account Number**Sewer & M****Transfers**

Transfer To Sewer Bond Account

Transfer to General Fund (Loan)

Transfers**Revenues**

Loan Proceeds/Bal. Fwd.

Sewer Fees--Combined

Penalties

Farm Lease/Crop Proceeds

Loan Proceeds

Other Revenues--Sewer Taps, Et. Al.

Revenue-Outside Sources, Grants, Etc.

Interest

Revenues**50-7004**

50-7004-4012

50-7004-4013

50-7004-4014

50-7004-4070

50-7004-4072

50-7004-4074

50-7004-4075

50-7004-5102

50-7004-5202

50-7004-6435

50-7004-7860

50-7004-7877

50-7004-8342

50-7004-8362

50-7004-8410

50-7004-8474

50-7004-6500

50-7004**Sewer Accounting and Administration**

Salaries-Appointed

Salaries-Monthly

Salaries-Hourly

Health Insurance

Dental Insurance

Life Insurance

Hsa Benefit

Supplies-Office

Repairs/Maint - Equipment

Contractual Services

Equipment

Capital Expense-Software

Legal Fees-Filing Fees

Printing/Publishing

Postage

Telephone/Fax

Water Reading Fees

Sewer Accounting and AdministrationF.Y. 2025-2026Budget

\$ 1,048,305.00

\$ 403,746.00

\$ 1,452,051.00

\$ 3,520,000.00

\$ 4,000,000.00

\$ 176,618.00

\$ 22,000.00

\$ -

\$ 3,000.00

\$ -

\$ 33,440.00

\$ 7,755,058.00

F.Y. 2025-2026Appropriation

\$ 1,048,305.00

\$ 403,746.00

\$ 1,452,051.00

\$ 3,520,000.00

\$ 4,000,000.00

\$ 176,618.00

\$ 22,000.00

\$ -

\$ 3,000.00

\$ -

\$ 33,440.00

\$ 7,755,058.00

F.Y. 2025-2026Budget

\$ 25,216.00

\$ 92,585.00

\$ 31,639.00

\$ 20,246.00

\$ 850.00

\$ 113.00

\$ 6,450.00

\$ 11,000.00

\$ 500.00

\$ 7,900.00

\$ 16,000.00

\$ 400.00

\$ 2,500.00

\$ 400.00

\$ 27,000.00

\$ 805.00

\$ 4,200.00

\$ 247,804.00

F.Y. 2025-2026Appropriation

\$ 25,216.00

\$ 92,585.00

\$ 31,639.00

\$ 20,246.00

\$ 850.00

\$ 113.00

\$ 6,450.00

\$ 11,000.00

\$ 500.00

\$ 7,900.00

\$ 16,000.00

\$ 400.00

\$ 2,500.00

\$ 400.00

\$ 27,000.00

\$ 805.00

\$ 4,200.00

\$ 247,804.00

50-7200

50-7200-5202
50-7200-5227
50-7200-5230
50-7200-7860
50-7200-7862
50-7200-7864
50-7200-8302
50-7200-8332
50-7200-8385
50-7200-8622
50-7200

Sewer Plant

Repairs/Maint-Equip
Contract Operation
Engineer Contract
Capital Expense - Equipment
Capital Expense - Vehicles
Capital Expense - Build & Grds
Wastewater Facility Electric
IEPA License Fees
Insurance-Flood
Taxes

Sewer Plant**50-7400**

50-7400-5116
50-7400-5202
50-7400-5214
50-7400-5414
50-7400-7850
50-7400-7856
50-7400-7860
50-7400-7865
50-7400-7866
50-7400-7867
50-7400

Sewer Collection System

Supplies-Materials
Repairs/Maint - Equipment/Vehicle Repairs
Repairs/Maint-Equip Fund
JULIE Fees (new)
Capital Expense. - Sewer Construction
Sewer Study
Sewer Equipment Replacement
Capital Expense-Equipment-Vehicles
Lift Stations
CSO/LTCP

Sewer Collection System**50-7406**

50-7406-4014
50-7406-4018
50-7406

Sewer Salaries & Capital

Salaries-Hourly
Salaries-Overtime
Sewer Salaries & Capital

50**Sewer O&M****F.Y. 2025-2026****Budget**

\$ 50,000.00
\$ 1,567,300.00
\$ 505,000.00
\$ 1,892,500.00
\$ 8,800.00
\$ 215,000.00
\$ 280,000.00
\$ 22,500.00
\$ 6,976.00
\$ 1,617.00
\$ **4,549,693.00**

F.Y. 2025-2026**Appropriation**

\$ 50,000.00
\$ 1,567,300.00
\$ 505,000.00
\$ 1,892,500.00
\$ 8,800.00
\$ 215,000.00
\$ 280,000.00
\$ 22,500.00
\$ 6,976.00
\$ 1,617.00
\$ **4,569,693.00**

F.Y. 2025-2026**Budget**

\$ 75,000.00
\$ 25,000.00
\$ -
\$ 6,000.00
\$ 2,239,000.00
\$ -
\$ -
\$ -
\$ -
\$ -
\$ -
\$ **2,345,000.00**

F.Y. 2025-2026**Appropriation**

\$ 75,000.00
\$ 25,000.00
\$ -
\$ 6,000.00
\$ 2,239,000.00
\$ -
\$ -
\$ -
\$ -
\$ -
\$ -
\$ **2,345,000.00**

\$ 10,000.00
\$ 1,000.00
\$ **11,000.00**

\$ 10,000.00
\$ 1,000.00
\$ **11,000.00**

\$ **7,153,497.00** \$ **7,173,497.00**

Account NumberDescription

55

**Hotel/Motel Tax
Revenues**

Fund Bal. Fwd.

55-0001-3825

Hotel/Motel Tax

55-0001-3700

Interest

55

Hotel/Motel Tax - Revenues

55

Hotel/Motel Tax

55-0000-7000

Pass Through To Tourism Bureau

55-0000-7003

Tropic Sign

55-0000-7005

Balloonfest

55-0000-8604

Railsplitter

55-0000-7009

L.C.G. & H.S.

55-0000-7011

Add'l Tourism Projects & Events

55-0000-7012

Timber Frame Pavillion

55-0000-7013

Picnic Table Replacement

55-0000-7014

DockDogs

55-0000-8500

Third Friday

55-0000

Building Purchase & Improvements

55-0000

Tourism Promotional Displays

55-0000

Consulting Fees

F.Y. 2025-2026BudgetF.Y. 2025-2026Appropriation

\$	5,000.00	\$	12,670.00
\$	202,000.00	\$	202,000.00
\$	110.00	\$	110.00
\$	207,110.00	\$	214,780.00

\$	192,100.00	\$	77,853.00
\$	3,000.00	\$	3,500.00
\$	-	\$	-
\$	-	\$	-
\$	-	\$	-
\$	-	\$	-
\$	-	\$	-
\$	-	\$	-
\$	-	\$	-
\$	-	\$	-
\$	-	\$	-
\$	-	\$	75,000.00
\$	-	\$	13,000.00
\$	-	\$	45,000.00

55-0000

Hotel/Motel Tax Expenditures

\$	195,100.00	\$	214,353.00
----	------------	----	------------

Account NumberDescriptionF.Y. 2025-2026F.Y. 2025-2026BudgetAppropriation

56

Sewer Bond Repayment

56-0009

56-0009-9938

Transfer from Sewer O.&M.
Transfers\$ 1,048,305.00 \$ 1,048,305.00
\$ 1,048,305.00 \$ 1,048,305.00

56-0007-2502

Sewer 2014 Alt. Rev. Bond Payment

56-0007-8832

2014 Alt Rev Bond Int Pymt

56-0007-8842

2014 Alt Rev Bond Serv Fees

56-0007

Bond Fees, Interest, Payment\$
\$
\$
\$

56-0007

Sewer Loan Payment/Union St.

56-0007-8852

Union St. Loan Principal Payment

56-0007-8853

Union St. Loan Interest Payment

Loan Principal & Interest Payment\$ 238,198.00 \$ 238,198.00
\$ 65,471.00 \$ 65,471.00
\$ 303,669.00 \$ 303,669.00

56-0007-8862

Sewer Loan Payment/CSO

56-0007-8863

CSO Loan Principal Payment

56-0007-

CSO Loan Interest Payment

Loan Principal & Interest Payment\$ 579,746.00 \$ 579,746.00
\$ 164,890.00 \$ 164,890.00
\$ 744,636.00 \$ 744,636.00

56-0007

Total Sewer Bond & Loan Payments

\$ 1,048,305.00 \$ 1,048,305.00

Account NumberDescriptionF.Y. 2025-2026F.Y. 2025-2026

60

Capital Projects**Budget****Appropriation**

Fund Bal. Fwd.

\$ 1,085,000.00

1,233,270.00

60-0001-3815

Non-Home Rule Sales Tax

\$ 1,070,000.00

1,100,000.00

60-0001-

Proceeds from Alt. Rev. Bond

\$ 3,000,000.00

3,000,000.00

60-0001-3700

Interest

\$ 6,510.00

6,510.00

60-0001-3835

Video Gaming Tax

\$ 255,000.00

260,000.00

60-

Revenues

\$ 5,416,510.00

5,599,780.00

60

60-0009-9952

Transfer from G.F. (as needed)

\$ 325,000.00

325,000.00

Transfers

\$ 325,000.00

325,000.00

Expenditures

60-0200-7852

Design Engineering

\$ 25,000.00

25,000.00

Design Engineering

\$ 25,000.00

25,000.00

3600

Streets & Alleys

60-3600-7827

Cap Exp-Microsurfacing (Now surfacing)

\$ 1,262,000.00

1,300,000.00

60-3600-7643

Sidewalk & Curb Improvements

\$ 300,000.00

350,000.00

60-3600-7844

Sidewalk Improvements (Combine)

\$ -

-

60-3600-7846

Curb Replacement (Combine)

\$ -

-

60-3600-7850

Participate in Lincoln Prkw

\$ -

-

60-3600-7851

Extension Of Short 11Th

\$ -

-

60-3600-7854

Stahlhut Drive Extension

\$ 150,776.00

150,776.00

60-3600-7855

Streets & Alleys-Engineering

\$ 300,000.00

400,000.00

60-3600-

Fifth Street Road

\$ 3,000,000.00

3,000,000.00

3600

Streets & Alleys Total

\$ 5,012,776.00

5,200,776.00

60-0200

Capitol Project Fund Expenditures

60-0200-7815

Land Acquisition

60-0007

60-0007-8822

Pub.Safety Bldg. Bond Principal

\$ 210,000.00

210,000.00

60-0007-8832

Public Safety Bldg. Bond Intererst

\$ 76,300.00

76,300.00

60-0007-8842

Public Safety Bldg. Bond Fees

\$ 750.00

750.00

Public Safety Bldg. Bond Expenditures

\$ 287,050.00

287,050.00

60

Capitol Project Fund Expenditures

\$ 5,324,826.00

5,512,826.00

Account Number

65

65-0001-3825

65-0001-3700

65-0009-9903

65-0007-8822

65-0007-8832

65-0007-8842

65

70

Account Number

70

70-0009-9964

70-0009-9961

70

70-0001-3320

70-0001-3720

70-0001-3730

70-0001-3740

70-0001-3700

70

70-0000-5202

70-0800-7850

70-0800-7851

70-1200-7860

70-1200-7861

70-3600-7850

70-3600-7860

70

Description**CHF Fund**

Property Tax Increment

Interest

Revenue

Transfer from Gen Fund (as needed)

Bond Principal

Bond Interest

Bond Services

CHF Fund Expenditures**Equipment Rentals**Description

Transfer from G.F./Fire Truck Payment

Transfer from G.F./Police Dept. Vehicle

Transfers

Fund Balance Fwd.

Equipment Rental Receipts

Sale of Surplus Property

Land Rental Income

Police Dept. Equipment Grant

Interest

Revenue

Repairs/Maint - Equipment

Fire Department Payments

Fire Department Equipment

Police Department Vehicles (Illini/UCB)

Police Department Equipment

Street Department Payments

Street Department Vehicles

Equipment Rentals ExpendituresF.Y. 2025-2026Budget

\$ 179,000.00

\$ 345.00

\$ 179,345.00

\$ 15,000.00

\$ 115,000.00

\$ 57,818.00

\$ 500.00

\$ 173,318.00

F.Y. 2025-2026Appropriation

\$ 179,000.00

\$ 345.00

\$ 179,345.00

\$ 15,000.00

\$ 115,000.00

\$ 57,818.00

\$ 500.00

\$ 173,318.00

F.Y. 2025-2026Budget

\$ 88,875.00

\$ 127,333.00

\$ 216,208.00

\$ 530,000.00

\$ 250,000.00

\$ 1,000.00

\$ 4,000.00

\$ 785,000.00

F.Y. 2025-2026Appropriation

\$ 88,875.00

\$ 127,333.00

\$ 216,208.00

\$ 570,266.00

\$ 250,000.00

\$ 2,000.00

\$ 5,000.00

\$ 827,266.00

\$

\$ 101,375.00

\$ 30,000.00

\$ 127,333.00

\$ 35,000.00

\$ 94,000.00

\$ 120,000.00

\$ 507,708.00

\$ 101,375.00

\$ 30,000.00

\$ 127,333.00

\$ 35,000.00

\$ 94,000.00

\$ 144,000.00

\$ 531,708.00

Revenue -- General Fund

F.Y. 2025-2026

<u>Account Number</u>	<u>Description</u>	<u>Budget Amount</u>
02		
02-0000-3250	Fines/Fees Nuisances	\$ 575.00
02-0001-3010	Property Taxes (Corp. and G.F. Sub-Funds)	\$ 373,140.00
02-0001-3013	Property Taxes (Streets & Alleys)	\$ 100.00
02-0001-3014	Property Taxes (Fire Protection)	\$ 125,902.00
02-0001-3015	Property Taxes (Police Protection)	\$ 59,809.00
02-0001-3040	Mobil Home Privilege Tax/Housing Auth.	\$ 16,275.00
02-0001-3050	Road & Bridge Tax	\$ 105,622.00
02-0001-3100	Licenses/Permits-Bus. Food	\$ 2,400.00
02-0001-3102	Licenses/Permits-Bus.-Tavern	\$ 120,000.00
02-0001-3104	Licenses/Permits-Bus.-Beer Club	\$ 6,480.00
02-0001-3106	License/Permits-Bus.-Scavenger	\$ 150.00
02-0001-3108	Licenses/Permits-Bus.-Pool/Billiards	\$ 50.00
02-0001-3110	Licenses/Permits-Bus.-Coin Operated	\$ 63,602.00
02-0001-3114	Licenses/Permits-Bus.-Juke Box	\$ 1,300.00
02-0001-3116	Licenses/Permits-Bus.-Photographer	\$ 400.00
02-0001-3118	Licenses/Permits-Bus.-Bowling	\$ 100.00
02-0001-3120	Licenses/Permits-Bus.-Vending	\$ 125.00
02-0001-3122	Licenses/Permits-Bus.-Peddlers	\$ 2,975.00
02-0001-3124	Licenses/Permits-Bus.-Closeout Sales	\$ 100.00
02-0001-3126	Licenses/Permits-Bus.-Theatre	\$ 350.00
02-0001-3128	Licenses/Permits-Bus.-Auction	\$ 500.00
02-0001-3130	Licenses/Permits-Bus.-Lmtd. Cl. (Spec. Liq.)	\$ 445.00
02-0001-3132	Licenses/Permits-Bus.-Lt Merc.	\$ 500.00
02-0001-3133	Licenses/Permits-Bus.-Children's Hospital	\$ 50.00
02-0001-3134	Licenses/Permits-Nb-Bldg. Permits	\$ 60,000.00
02-0001-3136	Licenses/Permits-Sewer Taps	\$ 2,000.00
02-0001-3140	Licenses/Permits-Nb-Multi-Pets	\$ 50.00

02-0001-3142	Licenses/Permits--Scooter Permits	\$	-
02-0001-3143	Licenses/Permits-Chickens	\$	675.00
02-0001-3146	Licenses/Permits-Gof Cart License	\$	5,575.00
02-0001-3200	Franchises Fees	\$	375,000.00
02-0001-3210	Fines/Fees-Pkg. Meter Collections	\$	2,000.00
02-0001-3230	Fines/Fees-Circuit Court Fines	\$	54,000.00
02-0001-3231	Fines/Fees--Circuit Court-Alcohol	\$	500.00
02-0001-3232	Fines/Fees-Circuit Clerk-Atty. Fees	\$	-
02-0001-3233	Fines/Fees-Circuit Clerk-Police Vehicles	\$	250.00
02-0001-3240	Fees--New Liquor Licenses	\$	6,000.00
02-0001-3250	Fees/Fines--Violations/Police	\$	1,000.00
02-0001-3252	Fees/Fines-Violations/Bldg. & Safety	\$	600.00
02-0001-3255	Fees/Fines-Liquor Violations	\$	50.00
02-0001-3260	Fees/Fines-Brush Disposal	\$	5,000.00
02-0001-3270	Depot Rental	\$	10,800.00
02-0001-3360	Outside Fire Protection Reimb.	\$	4,700.00
02-0001-3700	Interest Earned	\$	50,000.00
02-0001-3720	Donations	\$	1,000.00
02-0001-3722	Sale of Surplus Property	\$	1,000.00
02-0001-3725	SRO Contribution	\$	85,200.00
02-0001-3731	Birth Certificates	\$	1,300.00
02-0001-3732	Death Certificates	\$	55,000.00
02-0001-3735	Misc. Income-EZ Admin. Fees	\$	15,000.00
02-0001-3800	Replacement Tax (PPRT)	\$	485,000.00
02-0001-3808	Cannibis Sales Tax	\$	7,875.00
02-0001-3809	State Cannibis Use Tax	\$	21,250.00
02-0001-3810	Municipal Sales Tax/State Use Tax	\$	4,153,900.00
02-0001-3811	Telecommunications Tax	\$	138,500.00
02-0001-3812	Utility Tax	\$	490,000.00
02-0001-3820	State Income Tax	\$	2,355,125.00
02-0001-3830	State -Pull Tabs & Jar Games	\$	1,900.00
02-0001-3835	Video Gaming Tax	\$	266,000.00
02-0001-3850	Health Insurance Reimbursements	\$	95,000.00
02-0001-3855	Refunds	\$	1,000.00

02-0001-3860	Sales of Property	\$	1,500.00
02-0001-3900	Grants	\$	9,000.00
02-0204-3845	City Clerk's Office--Reimbursements	\$	200.00
02-0254-3900	Safety Grant	\$	20,425.00
02-0800-3845	Fire Dept.--Reimbursements	\$	5,000.00
02-0204-3600	IDPH Grant	\$	1,313.00
02-0224-3845	Bldg. & Safety Reimbursements	\$	1,200.00
02-1200-3845	Police Dept.--Reimbursements	\$	10,000.00
02-1200-3	Police Dept.--Retention Grants	\$	152,175.00
02-1200-3846	Fed. Asset Forfeiture Proceeds	\$	45,000.00
02-3600-3845	Streets & Alleys--Reimbursements	\$	27,000.00
02-	Loan from Sewer Fund	\$	403,746.00
02-	General Fund	\$	10,309,759.00

SECTION 4: That if any section, subdivision or sentence of this ordinance shall for any reason be held invalid or unconstitutional, such decision shall not affect the validity of the remaining portion of this ordinance.

SECTION 5: That a certified copy of this ordinance shall be filed with the County Clerk within thirty (30) days after adoption.

SECTION 6: That this ordinance shall be in full force and effect after its passage, approval and publication in Pamphlet Form as provided by law.

The vote on the adoption of this Ordinance was as follows:

Ald. Parrott _____

Ald. McClallen _____

Ald. Downs _____

Ald. Sanders _____

Ald. Clemons _____

Ald. Bateman _____

Ald. O'Donoghue _____

Ald. Anderson _____

Ayes: _____

Nays: _____

Absent _____

Abstentions: _____

Passed and approved this ____ day of _____, 2025.

DRAFT

CITY OF LINCOLN

DRAFT

By: _____

Tracy Welch, Mayor

City of Lincoln,

Logan County, Illinois

Attest: _____

Peggy Bateman, City Clerk

City of Lincoln,

Logan County, Illinois

DRAFT

(SEAL)
DRAFT

MEMORANDUM

TO: Mayor and Aldermen of the City of Lincoln

FROM: Walt Landers, Street Superintendent

MEETING

DATE: July 15, 2025

RE: 2025 MFT Scarification/Oil & Chip Contract

Background

The Lincoln Street Department organizes a Roadway Resurfacing Project to help improve and maintain city streets. These projects also enhance safety and provide a better experience for citizens and visitors as they travel through our city.

The streets targeted for resurfacing are chosen through roadway inspections by Street Department staff and we also take into consideration any concerns reported by citizens.

Analysis/Discussion

The Engineering estimate for this project is \$343,000.00. A list of these streets and a map are included in the packet. \$200,000.00, was budgeted through our 2025 MFT General Maintenance program to fund this project, once we receive bids and look at the cost the intent is to complete a supplement resolution for any amount above the budgeted amount. A bid opening has been scheduled for 11:00am on August 6, 2025, if approved.

Council Recommendation:

Approve this contract and targets provided

City of Lincoln - Oil and Chip Targets 2025

Street	From	To	Operation	Length	Width	Area
Ward # 1				FT	FT	SY
Jimmys John Alley	Ottawa	Kankakee	Scarif/A2	345	16	613.3
Papas John Alley	Ottawa	Pavement Transition	Scarif/A2	175	25	486.1
Ottawa	Keokuk	Lincoln Ave	Scarif/A2	345	33	1265.0
Hennepin	Keokuk	Terminus	A-1	685	22	1674.4
Inlet St	Hennepin	Hudson	A-1	320	20	711.1
Latham	Hudson	Beach	Scarif/A2	375	22	916.7
Beach	Latham	Keokuk	Scarif/A2	180	22	440.0
Hudson	Latham	Keokuk	Scarif/A2	444	22	1085.3
Chestnut	10th	11th	Scarif/A2	475	26	1372.2
Mundy	10th	11th	A-1	475	33	1741.7
Minder	Elm	Terminus	Scarif/A2	615	32	2186.7
21st	Main	Jefferson	Scarif/A2	620	22	1515.6
Ward # 2						
Short 10th	Jefferson	Madison	A/1	280	33	1026.7
	Madison	Monroe	Scarif/A-2	260	33	953.3
	Monroe	Adams	A/1	255	33	935.0
	Adams	Jackson	A/1	240	33	880.0
Monroe	8th	Short 10th	A/1	305	34	1152.2
	8th	Short 8th	Scarif/A-2	285	24	760.0
Washington	8th	Short 8th	A-1	300	38	1266.7
	Short 8th	7th	A-1	325	45	1625.0
	7th	6th	A-1	320	32	1137.8
	6th	5th	A-1	300	34	1133.3
Main	8th	Short 8th	A-1	300	16	533.3
	Short 8th	7th	A-1	320	34	1208.9
	7th	6th	A-1	310	35	1205.6
	6th	5th	A-1	320	38	1351.1
Short 8th	Main	Washington	A-1	250	28	777.8
	Washington	Jefferson	A-1	245	28	762.2
7th	Main	Washington	A-1	250	33	916.7
	Washington	Jefferson	A-1	245	34	925.6
6th	Jefferson	Madison	A-1	245	34	925.6
	Madison	Monroe	A-1	265	32	942.2
2nd	Jefferson	Madison	Scarif/A-2	265	18	530.0
Ward # 3						
	N/A					
Ward # 4						
Lincoln	Chicago	Kickapoo	Scarif/A-2	345	22	843.3
	Kickapoo	McLean	Scarif/A-2	340	16	604.4
	Sherman	Terminus	A-1	185	16	328.9
Perola	Chicago	Kickapoo	Scarif/A-2	330	18	660.0
	Kickapoo	McLean	Scarif/A-2	345	18	690.0
	McLean	Hamilton	Scarif/A-2	320	18	640.0
Centennial Court Alley	Tremont	Lincoln Ave	A-1	725	13	1047.2

2025 Lincoln Oil & Chip



Google Earth

Image © 2025 Airbus

TRACY WELCH
MAYOR

PEGGY S. BATEMAN
CITY CLERK

CHARLES N. CONZO
CITY TREASURER

JOHN A. HOBLIT
CITY ATTORNEY



CITY OF LINCOLN, ILLINOIS

700 Broadway St., P.O. Box 509, Lincoln, IL 62656

Named for and Christened by Abraham Lincoln, 1853—Incorporated February 16, 1865
CITY COUNCIL MEETS FIRST AND THIRD MONDAY NIGHTS EACH MONTH

To: Mayor and Aldermen of the City of Lincoln

From: Andrew Bowns, Wastewater Project Manager

Meeting Date: July 15, 2025

RE: M&R Reconciliation for Fiscal Year 2024-2025

Background

The previous year of M&R expenditures at the sewer plant need to be reconciled with the actual expenses of operating the facility.

Analysis/Discussion:

Fiscal Year 2024-2025 saw M&R expenses of \$ \$97,642.96. This exceeds the contracted amount of \$90,658.44 by \$6,984.52. The total overspend of the M&R account for this fiscal year is \$6,984.52.

All receipts have been submitted to the City Clerk, just as in prior years.

Fiscal Impact:

Expense \$6,984.52 from the "50-7200-5202 Repairs/Maint-Equip" line item. This will reconcile 2024-2025 year budgets.

COW Recommendation:

Place "M&R Reconciliation for Fiscal Year 2024-2025" on the July 21st voting session in an amount not to exceed \$6,984.52.

Council Recommendation:

Approve "M&R Reconciliation for Fiscal Year 2024-2025" to reconcile the previous fiscal year M&R expenses for operation of the wastewater plant in an amount not to exceed \$6,984.52.

CITY COUNCIL

FIRST WARD
STEVE PARROTT
ROBIN McCLALLEN

SECOND WARD
DAVID SANDERS
SAM DOWNS

THIRD WARD
KEVIN BATEMAN
DENNIS CLEMONS

FOURTH WARD
RHONDA O'DONOGHUE
STAN ANDERSON

TRACY WELCH
MAYOR

PEGGY S. BATEMAN
CITY CLERK

CHARLES N. CONZO
CITY TREASURER

JOHN A. HOBLIT
CITY ATTORNEY



CITY OF LINCOLN, ILLINOIS

700 Broadway St., P.O. Box 509, Lincoln, IL 62656

Named for and Christened by Abraham Lincoln, 1853—Incorporated February 16, 1865
CITY COUNCIL MEETS FIRST AND THIRD MONDAY NIGHTS EACH MONTH

To: Mayor and Aldermen of the City of Lincoln

From: Andrew Bowns, Wastewater Project Manager

Meeting Date: July 15, 2025

RE: RAS VFD Replacement

Background

The RAS pumps were all replaced over the last 2 years. It is now time to replace the drives that control them. This project was budgeted for during the budgeting process.

Analysis/Discussion:

The 4 drives are all original installs from the 2000 upgrade. 2 of the 4 drives have intermittent failures, due to end of useful life. The drives control the pumps that move the "bugs" around the plant treating the wastewater to applicable permit limits. The drives will be replaced 1 at a time, ensuring that the process remains stable.

Fiscal Impact:

Expense \$55,100 from the "50-7200-7860 Capital Expense - Equipment" line item. This project was budgeted for and the budget will support it.

COW Recommendation:

Place "RAS VFD Replacement" on the July 21st voting session in an amount not to exceed \$55,100.00.

Council Recommendation:

Approve "RAS VFD Replacement" in an amount not to exceed \$55,100.00.

CITY COUNCIL

FIRST WARD
STEVE PARROTT
ROBIN McCLALLEN

SECOND WARD
DAVID SANDERS
SAM DOWNS

THIRD WARD
KEVIN BATEMAN
DENNIS CLEMONS

FOURTH WARD
RHONDA O'DONOGHUE
STAN ANDERSON



Quotation

June 26, 2025

To: Eric Leever
Company: Veolia
Phone: 217-737-4182
Job: Ras #3 VFD Replacement

From: George Hill
Phone: 309-202-0470
Office: 309-353-5376
Email: George@go-bea.com

Scope of Work: BEA proposes to remove the Toshiba P9 VFD with an ABB ACS580.

General Clarifications:

- BEA will supply the new ABB VFD and HIM
- BEA will remove existing Toshiba VFD and HIM
- BEA will retrofit cabinet for new ABB VFD and HIM
- BEA will supply new fuses that meet ABB specifications for over current protection
- BEA will complete all necessary start-up for new ABB VFD

General Exclusions:

- BEA is not responsible for damaged wiring or equipment. If BEA personnel find already damaged wiring or equipment, the site operator would be notified. Corrections would be outside of BEA scope and could be corrected with approval and additional cost to the customer.

PRICING DISCLAIMER

All quoted prices are subject to change without prior notice due to external factors including, but not limited to, tariffs, taxes, and regulatory actions. This clause supersedes any other validity period stated in this quotation (including but not limited to Section 1 of Exclusions and Disclaimers, "Quote Validity") and takes precedence over conflicting terms.

Quotation Price Expected Cost:

\$ 8,500.00

Quotation Price Not to Exceed:

\$ 9,600.00

This quotation respectfully submitted by:

George Hill

PO Box 872

Pekin, Illinois 61554

Approval: _____

Date: _____

Additional Terms & Attachments

Please note that this quote is accompanied by the following documents, which are an integral part of this proposal:

- **Exclusions and Disclaimers:** The detailed list of exclusions, disclaimers, and conditions applicable to this project can be found in the attached "Exclusions and Disclaimers" page. By accepting this quote, the customer acknowledges and agrees to all terms and conditions stated therein.
- **Warranty Terms:** A comprehensive description of the warranty coverage, including duration and conditions, is included in the attached "Warranty" page.

Acceptance of this quotation confirms that the customer has read and agrees to the terms and conditions specified in the main document as well as those detailed in the attached pages.

Exclusions and Disclaimers

1. Quote Validity

This quotation is valid for a period of 30 days from the date of issuance. All prices, terms, and conditions are based on the project scope as defined in this document and are subject to change after the 30-day validity period. Any adjustments, changes in scope, or extended periods will necessitate a revised quotation, which will supersede the original. Customers are encouraged to confirm the acceptance of this quote within the validity window to secure the pricing and proposed project timeline.

2. Scope of Work Exclusions

The work detailed in this proposal pertains only to the equipment, systems, and services specifically listed within the defined scope of work. This quotation does not include:

- **Repair, Replacement, or Modification of Existing Equipment:** Any existing electrical or control components, systems, or machinery that are found to be damaged, faulty, or unsuitable for integration during installation are not covered. Such issues may be brought to the customer's attention with the option to quote separately for remedial work.
- **Additional Permits or Approvals:** Permits, local codes compliance, or additional regulatory requirements beyond those expressly noted in this quote are excluded. Compliance with such requirements will need to be addressed separately and may require additional costs.
- **Site Preparation:** It is assumed that all work areas will be cleared and prepared by the customer prior to the start of our work. Any site preparation, including the removal of existing structures, debris, or hazardous materials, will be the responsibility of the customer unless specifically stated.

3. Assumption of Project Continuity

The quoted pricing assumes a seamless project flow without any delays or interruptions. Should any interruptions or delays arise due to circumstances beyond the control of Britton Electronics & Automation Inc.—including but not limited to:

- Adverse weather conditions, natural disasters, or force majeure events
- Labor disputes, site access limitations, or customer-related scheduling changes
- Third-party conflicts, disagreements, or regulatory controversies

All additional costs or impacts on the schedule resulting from such interruptions will be borne by the customer. Adjustments to the project timeline and pricing will be communicated promptly, with changes documented in a formal project change order.

4. Invoicing and Billing Terms

Invoicing for the project will follow a progressive payment structure. Materials will be invoiced upon ordering from vendors. Periodic invoices will reflect the work completed to date and will be payable in accordance with the terms outlined below.

For jobs with milestone-based completion, invoices will align with either predefined project milestones or percentage completions, as detailed in the project documentation.

5. Net Payment Terms

Unless otherwise agreed upon in writing, all invoices are due within Net 30 days from the date of issue. Payment can be made via electronic transfer, check, or other agreed-upon methods. If full payment is not received by the due date:

- A late payment fee may be applied, typically calculated as a percentage of the outstanding amount.
- Interest may be charged on overdue amounts at a rate of 1.5% per month or as permitted by law.
- In the event of non-payment or significant delay, Britton Electronics & Automation Inc. reserves the right to suspend ongoing work until outstanding balances are settled.

6. Labor and Travel Expenses

The pricing within this quotation is inclusive of all labor and travel time associated with the defined scope of work. Any additional labor or travel time incurred due to customer-driven changes, site conditions, or unforeseen requirements will be evaluated separately and may result in additional charges. Such expenses will be documented and communicated to the customer before being billed.

7. Sales Tax and Shipping

The prices listed in this quotation are exclusive of any applicable sales taxes, duties, or shipping fees. If applicable:

- Sales tax will be calculated based on current local tax rates and included in the final billing.
- Shipping fees for materials, equipment, and any other necessary items will be added to the total cost. Shipping costs will be itemized in the invoice, and any special shipping requests must be discussed and agreed upon in advance.

8. Warranty Terms and Conditions

All products and services provided under this quote are covered by the warranty terms detailed on the final page of this document. Warranty coverage includes:

- **Components and Equipment:** All new equipment supplied is covered against manufacturing defects for a period of 12 months from the date of commissioning.
- **Workmanship:** Installation and integration services are warranted to be free from defects for 12 months from the project's commissioning date. The warranty does not cover damage caused by misuse, external influences, modifications by unauthorized personnel, or environmental conditions beyond the equipment's design specifications.

Please refer to the warranty section for complete details, including claim procedures, limitations, and conditions.

By accepting and signing this quotation, the customer acknowledges and agrees to all terms, conditions, exclusions, and disclaimers set forth within this document, including those specifically detailed on this Exclusions and Disclaimers page. Acceptance of this quotation constitutes a binding agreement between the customer and Britton Electronics & Automation Inc. and signifies the customer's understanding and approval of all project scope details, terms of payment, and associated conditions.

WARRANTY OF MATERIALS AND SERVICES

This warranty applies to all service and materials quoted and/or accomplished as "time and materials".

If within one (1) year from project completion, products supplied and installed by Britton Electronics & Automation, Inc. of Pekin, Illinois fail due to a defect in material or workmanship, we will repair if possible or replace. Replacement materials will carry the remainder of the one (1) year warranty.

If within one (1) year from project completion, software programs written by Britton Electronics & Automation, Inc. of Pekin, Illinois do not perform as specified, we will adjust to meet those specifications as circumstances allow. All warranties are limited to the capacity of the materials and equipment supplied and environment which they are subjected. Equipment and programs cannot be expected to perform beyond their capacity. This warranty applies only to the original purchaser, residing in the U.S. or Canada, and is not transferable.

BRITTON ELECTRONICS & AUTOMATION, INC. OF PEKIN, ILLINOIS WILL NOT BE LIABLE FOR INCIDENTAL OR CONSEQUENTIAL DAMAGES TO PURCHASER, OR ANY OTHER PARTY, FOR ANY LOSS, DAMAGE, INJURY OR EXPENSE OF ANY KIND OR NATURE CAUSED DIRECTLY OR INDIRECTLY BY THE PRODUCTS OR THE FAILURE OF THE PRODUCTS TO OPERATE PROPERLY.

THIS WARRANTY IS IN LIEU OF ALL OTHER EXPRESS OR IMPLIED WARRANTIES. ALL IMPLIED WARRANTIES, INCLUDING THE WARRANTY OF MERCHANTABILITY AND THE WARRANTY OF FITNESS FOR A PARTICULAR PURPOSE, ARE HEREBY MODIFIED TO EXIST ONLY AS CONTAINED IN THIS LIMITED WARRANTY, AND SHALL BE OF THE SAME DURATION AS THE WARRANTY PERIOD STATED ABOVE.

The warranty does not apply to: (a) damage caused by accident, abuse, in handling, dropping; (b) acts of God; (c) units which have been subject to unauthorized repair, opened, taken apart or otherwise modified; (d) units not used in accordance with directions; (e) damages exceeding the cost of the product; (f) depreciated or loss of charge time; (g) the finish on any portion of the product, such as surface scratches and/or weathering, as this is considered normal wear and tear.

No payment, partial or whole, of the original quoted amount or additional work shall be withheld for any reason relating to warranty unless mutually agreed upon in writing prior to acceptance of the original quotation. All payments shall be subject to the "TERMS AND CONDITIONS OF SALE" statement on the back of each invoice, partial or whole. Failure to comply with these "TERMS AND CONDITIONS OF SALE" will void the above stated warranty.

BRITTON ELECTRONICS & AUTOMATION, INC. OF PEKIN, ILLINOIS





Quotation

June 26, 2025

To:	Eric Leever	From:	George Hill
Company:	Veolia	Phone:	309-202-0470
Phone:	217-737-4182	Office:	309-353-5376
Job:	RAS 1 VFD Replacement	Email:	George@go-bea.com

Scope of Work: BEA proposes to remove the existing SV9000 and replace it with an ABB ACS 580.

General Clarifications:

- BEA will perform all necessary demolition.
- BEA will furnish and install a wall-mounted, Type 12-rated ACS580 drive, including a built-in disconnect and a front-mounted HIM (Human Interface Module).
- BEA will install a junction box for both line power and motor terminations.
- BEA will complete all required start-up procedures.
- Note: The drive will be manually started, stopped, and speed-controlled via the HIM located on the front of the drive. While the existing system does not have automated control, this ACS580 does not prevent future integration with an automated control system.

General Exclusions:

- BEA is not responsible for damaged wiring or equipment. If BEA personnel find already damaged wiring or equipment, the site operator would be notified. Corrections would be outside of BEA scope and could be corrected with approval and additional cost to the customer.

*****PRICING DISCLAIMER*****

All quoted prices are subject to change without prior notice due to external factors including, but not limited to, tariffs, taxes, and regulatory actions. This clause supersedes any other validity period stated in this quotation (including but not limited to Section 1 of Exclusions and Disclaimers, "Quote Validity") and takes precedence over conflicting terms.

Quotation Price Expected Cost:	\$ 16,850.00
Quotation Price Not to Exceed:	\$ 17,950.00

This quotation respectfully submitted by:

George Hill

PO Box 872

Pekin, Illinois 61554

Approval: _____

Date: _____

Additional Terms & Attachments

Please note that this quote is accompanied by the following documents, which are an integral part of this proposal:

- **Exclusions and Disclaimers:** The detailed list of exclusions, disclaimers, and conditions applicable to this project can be found in the attached "Exclusions and Disclaimers" page. By accepting this quote, the customer acknowledges and agrees to all terms and conditions stated therein.
- **Warranty Terms:** A comprehensive description of the warranty coverage, including duration and conditions, is included in the attached "Warranty" page.

Acceptance of this quotation confirms that the customer has read and agrees to the terms and conditions specified in the main document as well as those detailed in the attached pages.

Exclusions and Disclaimers

1. Quote Validity

This quotation is valid for a period of 30 days from the date of issuance. All prices, terms, and conditions are based on the project scope as defined in this document and are subject to change after the 30-day validity period. Any adjustments, changes in scope, or extended periods will necessitate a revised quotation, which will supersede the original. Customers are encouraged to confirm the acceptance of this quote within the validity window to secure the pricing and proposed project timeline.

2. Scope of Work Exclusions

The work detailed in this proposal pertains only to the equipment, systems, and services specifically listed within the defined scope of work. This quotation does not include:

- **Repair, Replacement, or Modification of Existing Equipment:** Any existing electrical or control components, systems, or machinery that are found to be damaged, faulty, or unsuitable for integration during installation are not covered. Such issues may be brought to the customer's attention with the option to quote separately for remedial work.
- **Additional Permits or Approvals:** Permits, local codes compliance, or additional regulatory requirements beyond those expressly noted in this quote are excluded. Compliance with such requirements will need to be addressed separately and may require additional costs.
- **Site Preparation:** It is assumed that all work areas will be cleared and prepared by the customer prior to the start of our work. Any site preparation, including the removal of existing structures, debris, or hazardous materials, will be the responsibility of the customer unless specifically stated.

3. Assumption of Project Continuity

The quoted pricing assumes a seamless project flow without any delays or interruptions. Should any interruptions or delays arise due to circumstances beyond the control of Britton Electronics & Automation Inc.—including but not limited to:

- Adverse weather conditions, natural disasters, or force majeure events
- Labor disputes, site access limitations, or customer-related scheduling changes
- Third-party conflicts, disagreements, or regulatory controversies

All additional costs or impacts on the schedule resulting from such interruptions will be borne by the customer. Adjustments to the project timeline and pricing will be communicated promptly, with changes documented in a formal project change order.

4. Invoicing and Billing Terms

Invoicing for the project will follow a progressive payment structure. Materials will be invoiced upon ordering from vendors. Periodic invoices will reflect the work completed to date and will be payable in accordance with the terms outlined below.

For jobs with milestone-based completion, invoices will align with either predefined project milestones or percentage completions, as detailed in the project documentation.

5. Net Payment Terms

Unless otherwise agreed upon in writing, all invoices are due within Net 30 days from the date of issue. Payment can be made via electronic transfer, check, or other agreed-upon methods. If full payment is not received by the due date:

- A late payment fee may be applied, typically calculated as a percentage of the outstanding amount.
- Interest may be charged on overdue amounts at a rate of 1.5% per month or as permitted by law.
- In the event of non-payment or significant delay, Britton Electronics & Automation Inc. reserves the right to suspend ongoing work until outstanding balances are settled.

6. Labor and Travel Expenses

The pricing within this quotation is inclusive of all labor and travel time associated with the defined scope of work. Any additional labor or travel time incurred due to customer-driven changes, site conditions, or unforeseen requirements will be evaluated separately and may result in additional charges. Such expenses will be documented and communicated to the customer before being billed.

7. Sales Tax and Shipping

The prices listed in this quotation are exclusive of any applicable sales taxes, duties, or shipping fees. If applicable:

- Sales tax will be calculated based on current local tax rates and included in the final billing.
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BRITTON ELECTRONICS & AUTOMATION, INC. OF PEKIN, ILLINOIS WILL NOT BE LIABLE FOR INCIDENTAL OR CONSEQUENTIAL DAMAGES TO PURCHASER, OR ANY OTHER PARTY, FOR ANY LOSS, DAMAGE, INJURY OR EXPENSE OF ANY KIND OR NATURE CAUSED DIRECTLY OR INDIRECTLY BY THE PRODUCTS OR THE FAILURE OF THE PRODUCTS TO OPERATE PROPERLY.

THIS WARRANTY IS IN LIEU OF ALL OTHER EXPRESS OR IMPLIED WARRANTIES. ALL IMPLIED WARRANTIES, INCLUDING THE WARRANTY OF MERCHANTABILITY AND THE WARRANTY OF FITNESS FOR A PARTICULAR PURPOSE, ARE HEREBY MODIFIED TO EXIST ONLY AS CONTAINED IN THIS LIMITED WARRANTY, AND SHALL BE OF THE SAME DURATION AS THE WARRANTY PERIOD STATED ABOVE.

The warranty does not apply to: (a) damage caused by accident, abuse, in handling, dropping; (b) acts of God; (c) units which have been subject to unauthorized repair, opened, taken apart or otherwise modified; (d) units not used in accordance with directions; (e) damages exceeding the cost of the product; (f) depreciated or loss of charge time; (g) the finish on any portion of the product, such as surface scratches and/or weathering, as this is considered normal wear and tear.

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BRITTON ELECTRONICS & AUTOMATION, INC. OF PEKIN, ILLINOIS



JUL 15 2025



ACT HUR + SHINE

DONATION AGREEMENT

July 5, 2025

By and between:

John and Darlene Ruh
6967 N Tonty Avenue
Chicago, Illinois 60646

and

City of Lincoln, Illinois
700 Broadway Street
Lincoln, Illinois 62656

This Donation Agreement outlines the agreement by and between John and Darlene Ruh and the City of Lincoln, Illinois, regarding "John Ruh's Route 66 Model Train Exhibit ~~located~~ and built by Mike Erzen.

John and Darlene Ruh agree to donate their train exhibit to the City of Lincoln, Illinois, for display in the City's new public museum.

The City of Lincoln agrees to accept the train exhibit, and will disassemble and transport the exhibit at the City's expense, from its current location at 6967 N Tonty Avenue, Chicago, Illinois to Lincoln, Illinois. All removal activities from the Ruh's private residence will be coordinated in advance with John Ruh. Completion of removal shall be no later than November 1, 2025.

John Ruh's exhibit will be in the permanent location at 508 Broadway, Lincoln, Illinois, in a public museum, where its story can be shared, including the historic aspects of Route 66, the railroad, Abraham Lincoln, and the history of City of Lincoln that supports the agreed upon shared vision that we all will support. The City of Lincoln will display, maintain, grow and enhance the exhibit with John Ruh's and Mike Erzen support as needed.

The City of Lincoln will provide a receipt of the donation, including the estimated value provided by John Ruh of \$150,000 (USD). The City will provide insurance documentation for the value of at least \$150,000.00.

The exhibit will be credited to John Ruh and Mike Erzen.

The City's acceptance is contingent on the closing of the building/property for the new museum.

Per this mutual commitment, both parties agree that the City of Lincoln, Illinois will make this donation public, and release the background of the exhibit, including the names of John and Darlene Ruh, and Mike Erzen (artist).



John Ruh

7/8/25

Date



Darlene Ruh

7/8/25

Date

Tracy Welch, Mayor
City of Lincoln, Illinois

Date



Proposal

FEBRUARY 19, 2025

Compensation Study

City of Lincoln, Illinois

Submitted by:

RACHEL SKAGGS
DIRECTOR
790 FRONTAGE ROAD
SUITE 213
NORTHFIELD, IL 60093
815.303.2187
RSKAGGS@MGT.US

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Cover Letter

February 21, 2025

Mr. Steve Parrott, Alderman Ward 1
City of Lincoln
700 Broadway Street
Lincoln, IL 62656



LINCOLN, RE: RESPONSE TO REQUEST FOR PROPOSAL

Dear Mr. Parrott:

MGT Impact Solutions, LLC (MGT) is pleased to present this response to your recent RFP for a Compensation Study for the City of Lincoln (City). This response reflects our understanding that the City is seeking a Compensation Study for 9 positions. MGT's response provides the City with related firm qualifications, key experience, a detailed work plan with timeline, and associated fees to provide services that exceed expectations. We are experts in classification and compensation studies and know we would be a perfect fit for the City.

We understand human resources (HR) management continues to be a significant concern as governmental services continue to increase in cost and complexity, and the resources to fund local governments are constrained. Day-to-day operations present challenging administrative problems in planning, organizing, and directing human resource functions to achieve maximum efficiency and effectiveness in the delivery of municipal services. A properly developed and administered compensation plan forms the foundation for meeting these challenges. It helps to ensure the City can recruit and retain the best and brightest employees, even in a competitive marketplace. We understand the high expectations that have been established in the City in recruiting and retaining excellent employees. These factors will be taken into consideration in the analysis and reflected in the Study results.

MGT provides comprehensive executive recruitment, interim staffing, HR consulting, and organizational analysis consulting services for local governments, intergovernmental organizations, and school districts, as well as other governmental and non-profit entities. MGT consultants have worked in all areas of local government leadership including city/county management, human resources, public safety, finance, public works, parks and recreation, and utilities. This combined hands-on knowledge and experience has made MGT a proven leader in public sector consulting.

MGT CONTACT INFORMATION

MGT HEADQUARTERS

MGT Impact Solutions, LLC
4320 West Kennedy Boulevard | Tampa, Florida 33609
P: 813.327.4717 | www.mgt.us
FEIN: 81-0890071

PROPOSAL CONTACT

Rachel Skaggs, Director – Human Capital Solutions
790 Frontage Road, Suite 213 | Northfield, IL 60093
P: 815.303.2187 | E: rskaggs@mgt.us



COVER LETTER

Thank you for the opportunity to submit a proposal to the City of Lincoln. Should you have questions on any aspect of this proposal, please contact **Rachel Skaggs** at **815.303.2187** or **rskaggs@mgt.us**.

Regards,



Patrick J. Dyer, Vice President
Authorized to bind the firm



Firm Profile

Impacting communities for good.

MGT brings **50 years** of experience driving positive social change and performance in education, government, nonprofits, and critical infrastructure/private industries through **assisting clients to strengthen their foundation, change systematically, and enable resiliencies for long-lasting change**. Since inception, MGT has significantly grown in size and capacity – working with state and local governments and education partners. Today, we bring a team of over **900 professionals** who offer in-depth market knowledge and understanding so we can hit the ground running.

MGT is a privately held, employee-owned and financially stable limited liability company with a deep roster of staff and a commitment to serving the public. Our clients care about addressing the world's most-pressing problems, and so do we. Their "why" is our why.

What sets us apart is our ability to customize and offer individualized support but also the resources of a larger infrastructure to enable flexibility in impacting to-scale. Throughout our history, MGT has successfully delivered more than **30,000 projects** through a thoughtful balance of balancing the "immediate" needs while changing systems to plan for future resilience and success.

Our Commitment

MGT embraces the most complex challenges on the leadership agenda, with deep commitment, agility, and local expertise to make a measurable and profound impact. Simply stated, **We are impacting communities for good.**

MGT | FIRST LOOK

Name: MGT Impact Solutions, LLC (MGT)

Locations: Headquarters in Tampa, FL; branch offices nationwide.

Cooperative Contracts:

ASC 20-7359, 24-7484

OMNIA LS4612

TIPS 220601, 220802, 230105

TXShare 2024-019

Structure: Privately held, employee-owned, client-driven Limited Liability Company.

Lines of Business: Strategy and Implementation, Performance and Operations, IT Infrastructure, and Cyber Security and Resilience for public sector and commercial companies.



+ 50
years

+ 900
consultants

+ 30,000
projects

A Social Impact Commitment

DEFINED BY **IMPACT**

Making a profound impact on society is at the heart of who we are and what we do. City of Lincoln should be proud to make a difference in the lives of the citizens in your community, and we are proud to work with you toward this goal. Our team empowers organizations through innovations in people, processes, and technology to lift and strengthen your solutions.

MGT's Expertise

Our firm includes more than **900 professionals**, structured into the following primary groups, along with various internal infrastructure groups to support our operations and growth.



Strategy & Implementation

Working alongside an organization's C-suite, we help leaders co-create strategy through organizational reviews and data analytics to create actionable roadmaps for success.



IT Infrastructure & Digital

We provide engineering expertise to modernize IT infrastructure and ensure your technology implementation is properly designed, integrated, modernized, and maintained.



Cyber Security & Resilience

From real-time, 24/7 monitoring to proactive threat detection and rapid incident response, we can give you the tools to heighten your network's security posture and keep it there.



Performance & Operations

Bridging the gap between strategy and enduring change, we support efficient revenue allocation, promote economic development, and create fairness in hiring and contracting systems.



Our MGT Vision

To achieve our mission of being the social impact and performance leader in our industry, we are continuously improving to earn the privilege of being selected as our clients' partner of choice in the mission-critical domains we impact. By elevating education systems, managing and securing critical networks, solving complex human capital and fiscal problems, and advancing equity as a performance imperative, we can impact communities, for good through client partnership.

We deliver these solutions through our "three-point stance" of technology, education, and performance offerings. With our long-term vision of creating profound social impact through client performance, we seek out the "best of the best" to join us in our work supporting clients' top priorities.

Markets we serve:

- Higher Education
- Prek-12
- Government
- Nonprofits
- Commercial Industries

PEOPLE



We believe in the power of connecting people and ideas which solve mission-critical, complex challenges to foster a trusted connection with our clients...for life.

PURPOSE



We are led by a transformative movement, fueled by people, innovation, and solutions designed to provide enduring opportunities for prosperity and well-being.

PERFORMANCE




We partner with clients to advance learning outcomes, reduce operational costs, recover revenue, improve workflows, and provide resilient and hardened technology networks and infrastructure.

MGT's Differentiator: Full Suite of Services

Cyber & Network Solutions

Our Cyber Security and Network Security Solutions team offers a deep technical engineering bench of seasoned, certified experts, working in the "security trenches" in complex IT environments. For the Managed Detection and Response (MDR) solution, our Security Operations Center (SOC) doesn't sleep so our clients can. Our flagship, best-in-class managed firewall services are unparalleled. We detect, respond, and recover from cyber incidents proactively and harden our clients' security posture.

 **100 in-house certified engineers**
24x7 NOC and SOC

Human Capital Solutions

Our experts are former local government and school leaders who understand the challenges facing today's public sector organizations. We offer consulting, recruiting, and staffing solutions that include a full suite of human resources and management studies; executive recruitment services; and interim, managed, and outsourced staffing options. Our experts can assess your organizational culture, permanent and temporary staffing needs, and evaluate your systems and structures, all to maximize efficiency and effectiveness.

 **1,725+ interim employees placed**
1,500+ executive recruitments
500+ consulting studies
In 48 states!


Education Solutions

We create recommendations for our educational clients that are reliable, actionable, and based on proven research and a thorough understanding of each district or system's program needs and long-term goals. Our team is led by former state education commissioners, district superintendents, school board members, principals, and teachers. Our partnerships have allowed clients to reinvest hundreds of millions of dollars back into the classroom.

 **50 million students served**
38 state DOEs as clients

Financial Solutions

Public agencies face increasing pressure to improve effectiveness and efficiency, while operating in a transparent and sustainable manner. We partner with government organizations, school districts, higher education institutions, and not-for-profits to help them achieve long-term success.

 **50+ years of trusted relationships**
Proprietary software

Diversity, Equity, & Inclusion (DEI) Solutions

We help public sector clients address issues and challenges related to policies and practices which adversely impact DEI. We are one of the largest providers of disparity studies and other DEI solutions designed to increase equitable and inclusive organizational outcomes.

 **225 disparity studies**
DEI assessments & training
Equity Audits

Public Affairs Solutions

Our team of former nationwide leaders in policy development and education leadership partner with our clients to provide business advisory and public opinion architecture solutions which lift up and evolve education ecosystems and impacts public policy programs.

 **Global clientele**
Staff are former policy makers



Experience & Qualifications

Incomparable Classification and Compensation Consulting Expertise.

We are proud to offer the exceptional expertise of our team members, and our understanding and knowledge of the City of Lincoln's scope based on years of relevant experience. We bring the breadth and depth of knowledge and expertise vital to identifying real, practical solutions that meet our clients' needs. Part of our success is based upon our commitment to be flexible and responsive. We are acutely aware of the political, economic, social, and technological environments of today's public sector environment.



Success Stories

"What I liked most about working with MGT staff is their creative approach in providing solutions to each project. The County has implemented MGT's recommendations...."

MGT has conducted **more than 270 classification and compensation studies in the past 10 years**. More specifically, MGT's consultants are adept in HR consulting in the state of Illinois and for similar organizations.

Why is MGT the Most Qualified to Conduct the City's Study?

- ✓ **Experience.** MGT has the experience and certifications that HR departments need. MGT staff are certified as Senior Human Resources Management Certified Professionals (SHRM-CP), Project Management Professionals (PMP), and Change Management Professionals (CCMP). Additionally, MGT has conducted numerous human capital studies nationwide, such as HR audits, compensation and classification studies, staffing reviews, performance system updates, and organizational reviews. Furthermore, many of our clients are repeat clients, attesting to our acumen for local government human resources consulting services and our desire to work with each public sector client to create a lasting bond that ensures their success over time.
- ✓ **Best Practices Comparisons.** MGT offers the City our extensive experience to identify exemplary management practices — reflective of City input and that of comparable localities. This experience gives us not only a ready reference point for reviewing the City's compensation system, but also provides us with practices that have been proven successful in other similar organizations. This knowledge is of significant value when we design recommendations for improvements.
- ✓ **Sound Findings and Data-Driven Recommendations.** In our experience, most major improvements in local government operations require bold thinking. In helping the City reconcile its pay system with its evolution and workforce changes, our team members will not hesitate to question existing organizational structures, programs, policies, rules, statutes, operations, work processes, and staffing patterns. We will make sound recommendations for improvements that produce real — *not just on paper* — savings and ease of future pay administration for the City.

EXPERIENCE & QUALIFICATIONS

- ✓ ***Assistance in the Implementation of Recommendations.*** We will not simply leave the City with a report and a plethora of recommendations. We will create detailed implementation strategies to support the City with initial implementation and best practice guidance for maintaining and sustaining an equitable compensation study and classification system over the long-term.
- ✓ ***Objectivity and Flexibility.*** As an independent entity, our only vested interest is that of the client. Therefore, we will apply our extensive experience to generating objective independent solutions to assist the City to achieve the best outcomes. In addition, we will be receptive to your insights and concerns and will accommodate any changes necessary to ensure the successful completion of project deliverables, a valid and responsive final report and, more importantly, an implementable and flexible compensation system relevant to the City's current realities and beyond.



Key Personnel

The success of a consulting engagement is founded on the qualifications of the project team and the way in which it is structured and managed.

Our work with clients is characterized by the belief that we can only be successful if our clients develop the knowledge, capacity, and mechanisms to help themselves. To that end, all our services:

- Build on our clients' existing strengths and resources while empowering them to address present challenges.
- Assist our clients to learn about widely recognized best practices and emerging research.
- Encourage our clients to develop the habit of identifying, collecting, and acting on essential, current, and relevant data.
- Help our clients maximize the efficiency and effectiveness of their human and fiscal resources.
- Provide pragmatic and affordable solutions that will be deliverable and sustainable over the long-term.

The proposed management structure for this project has been designed to define the roles and responsibilities of each team member assigned to this project and to facilitate project management. The strength and experience of our team will allow for efficient and effective project management and results. Each team member has a wide range of project experience working with clients similar to the City of Lincoln. The team we have designated is highly experienced with this type of engagement, and therefore requires little orientation time. Biographies of each team member listed below are provided in **Appendix A**.

Project Staff Roles and Responsibilities

ROLE ASSIGNED

RESPONSIBILITIES

City of Lincoln REPRESENTATIVE

We look forward to working with the City Representative to build a long-lasting and trustworthy partnership that produces innovative solutions.

PROJECT MANAGER*

*Rachel Skaggs
Katy Yee
Rachel King*

The Project Manager holds the following responsibilities:

- Main point of contact for the City.
- Day-to-day management of the project, tasks, and deliverables.
- Oversight over service and deliverable quality.
- Management of all project deadlines.
- Maintains frequent contact with the City Representative throughout the lifecycle of the project.

KEY PERSONNEL

ROLE ASSIGNED

RESPONSIBILITIES

CONSULTANT TEAM**

Alice Bieszczat

Julie Hawkins

The Consultant Team holds the following responsibilities:

- Work closely with the City under the direction of the Project Manager to carry out the various tasks and deliverables.
- Utilize individual subject matter expertise to customize and execute each work task and fulfill the City's stated expectations.
- Conduct collection and analysis of relevant data.
- Review, document, evaluate, and generate recommendations in accordance with each component of the work plan.

*The Project Manager will be assigned at the time of contract commencement and will be determined depending on workload and commitments at that time.

**Additional consultants with subject matter expertise will be used to assist with employee interviews.



MGT has reviewed the RFP in detail and is **committed and able** to ensure the timely delivery of quality products to meet your schedule.



Project Approach & Methodology

A detailed work plan and schedule designed for conducting a quality compensation study with clear reporting dates for each major activity.

Project Understanding

The City is interested in a review of its current compensation plan for employees in approximately 9 positions in the organization. The conducted Study will ensure an equitable compensation system is in place that is both fair and competitive, enabling the City to recruit and retain qualified employees. The system will also be easy to administer in an organized and consistent fashion, as well as sustainable for years to come.

MGT has conducted more than 270 classification and compensation studies in the past 10 years. Over 90% of pay plans recommended by MGT have been successfully implemented by the client. All these studies included the use of public-sector salary data and included the following recommendations:

- New classification and compensation plans, assuring internal equity.
- Recommendations for job title changes where appropriate.
- Recommendations on how to deal with specific problems that arose during the study (i.e., compression issues, internal equity issues, market discrepancy issues, etc.).
- Pay plans that were tied to performance.

Project Management

MGT uses proven project management methodologies to ensure we deliver project results that are on time, on budget, and meet or exceed client expectations by identifying long-term, decision-making solutions.

We find that the two most critical keys to project success are **planning** and **communication**.

We take very intentional measures to define milestones, responsibilities, and delivery dates in our **planning** process, and to track work progress against the work plan daily, providing regular project status reports. After the contract is awarded, we enhance the project work plan that was included in our proposal by adding specific milestones, delivery dates, and consultant responsibilities. We refine this plan with input from our project initiation meeting(s) with the



client. We employ problem-solving skills, technology, and staff adaptability to react to variances between work plan projections and actuals to meet the City's deadline.

Throughout this process, we remain in frequent **communication** with the client to avoid surprises or conflict. Our project teams are in regular contact with the City Project Manager, providing regular project status updates and calls to provide a summary of progress and to address any risks or variances from the planned schedule.

Our team's approach to compensation studies is based on the methodologies, models, and tools that we have developed for this specific type of work, coupled with **50 years** of service to public sector organizations across the country. To successfully conduct a study, it is important to fully understand the environment in which an organization operates and the objectives of the study to provide a complete, forward-thinking compensation program and final report.

Proposed Work Plan

To accomplish the City's objectives, MGT will take the following steps listed in the order in which the work will be performed. Please note, we have specified those areas where we will need the City's input/assistance.

TASK 1.0: MEETINGS AND MARKET DATA

Activities

1.1 Study Preparation and Project Meeting

Meet with City representatives to discuss study methods, review organization charts, personnel policies/practices, and the current classification and pay plans. MGT will review the timeline, answer questions, review the scope and schedule of work. MGT will require the City to submit a data collection worksheet along with the following information (if available): copies of organizational charts for each department, pay plans, the current personnel manual, and any other relevant information related to salaries.

1.2 Establishing Comparables

Working with City staff and using our broad-based cohort methodology, MGT will determine a logical survey sample of "like" entities that impact the compensation market for the City. In selecting comparable jurisdictions, we use criteria such as number of employees, population served, Equalized Assessed Value (EAV), budget size, and proximity.

In addition, MGT partners with Salary.com and uses their CompAnalyst tool to collect employer reported market data, updated monthly, which is designed to support unique situations, such as hybrid positions, or for collecting private sector market data. CompAnalyst data can be controlled for geographic area, industry, and/or organizational full-time equivalent (FTE) or budget size. All positions included in the scope of this study can be benchmarked to this data source. This data source is also utilized to address gaps in peer data responses from the Market Survey and to provide additional data verification for gathered market survey data. This tool is the most reliable way to gather private sector data.

1.3 Prepare Market Survey, Survey Distribution, and Follow-Up

MGT will prepare the market surveys to gather data for benchmark classifications in the comparable entities. To accomplish this, the Project Manager will work with City representatives to select benchmark classifications. These positions will be chosen on the criteria of those that are most common in all entities and that cover all the various pay grades in the City. In addition to job titles, brief position descriptions are included in the market survey to make sure we are receiving salary data for “like” positions in the comparable entities. MGT will also use the CompAnalyst tool from Salary.com to gather market data for positions in the Study. The criteria will be determined at the time of analysis.

Note: While MGT will prepare all the materials to be sent out for the salary surveys, we have found sending out the survey under the client’s email generates a better/faster response than when it is sent out under our letterhead/name. In addition, the City may be asked to make one follow-up contact with those entities that do not initially respond to the survey request.

TASK 2.0: DATA ANALYSIS

Activities

2.1 Compiling and Analyzing Market Data and Creating the New Compensation Plan

Tabulate, summarize, and analyze comparative market data. MGT’s pay tabulations compare the City’s salaries for the positions, with the minimum and the maximum of the market data for each position, when possible. Data is displayed for each jurisdiction and summarized in an overall table. This data is analyzed to determine the percentage difference between the City’s present pay for each position and the market data.

MGT will work with the City to determine the City’s policy (or MGT will make a recommendation) with respect to compensation (i.e., 50th percentile; 75th percentile, etc.). Once this is determined, MGT will use the market data to develop and recommend new salary schedules for the City’s 9 classifications. This process will include a recommendation regarding how employees are inserted into the new plan and how they move through the proposed pay plan (either via a merit system or defined merit increment plan), with recommendations for a specific performance-oriented program with respect to salary advancement through the new salary ranges. The salary schedules will outline what the specific percentages are between ranges and grades.

2.2 Preliminary Analysis Review and Training

MGT will meet with the City to review the preliminary analysis. The preliminary analysis is a draft version of the proposed Compensation Plan. The review can take multiple meetings to ensure that everything is covered, and all questions are answered. MGT will also require feedback from the City on certain aspects of the proposed Plan.

MGT will provide **support services at no additional cost** to the City for one year from the date of an executed contract. This will include any communication regarding questions concerning the report.

Deliverables

- Market Data
- Proposed Pay Plan(s)

- Summary of Benefit Data

TASK 3.0: PROGRESS COMMUNICATION AND UPDATES

Activities

- MGT prides itself on our attention to and communication with our clients as the project proceeds. As such, MGT will strive to maintain regular contact with the City's representative and to be available to address the City's questions, concerns, and needs.
- MGT will share updates with the City as requested, and particularly at critical points in the Study. Additionally, the Project Manager will meet with the City representative, and, if requested, other key staff such as department heads, to review the results of the job evaluation exercise and the proposed new salary schedules.

Deliverables

- Ongoing communication with the City
- Progress Updates

TASK 4.0: DRAFT AND FINAL REPORT PREPARATION

Activities

4.1 A draft report will be prepared by the Consultants and sent electronically to the City that includes:

- Summary of all aspects of the Study, including recommendations, methods, and guidelines for achieving the overall aspects of the Study, as well as recommendations for annual maintenance and review of the new plans.
- Pay ranges that are consistent with the City's pay policy, outlining the pros and cons of each option.
- Implementation plan and cost estimates of implementing the Study's findings and recommendations.

Note: Overtime costs will not be included, and the analysis will be estimates only, with sufficient detail to allow the City to compare various options.

4.2 Once the City representatives return review comments, a final report will be prepared and sent to the City.

Deliverables

- Draft Report
- Final Report

TASK 5.0: PRESENTATION OF FINDINGS

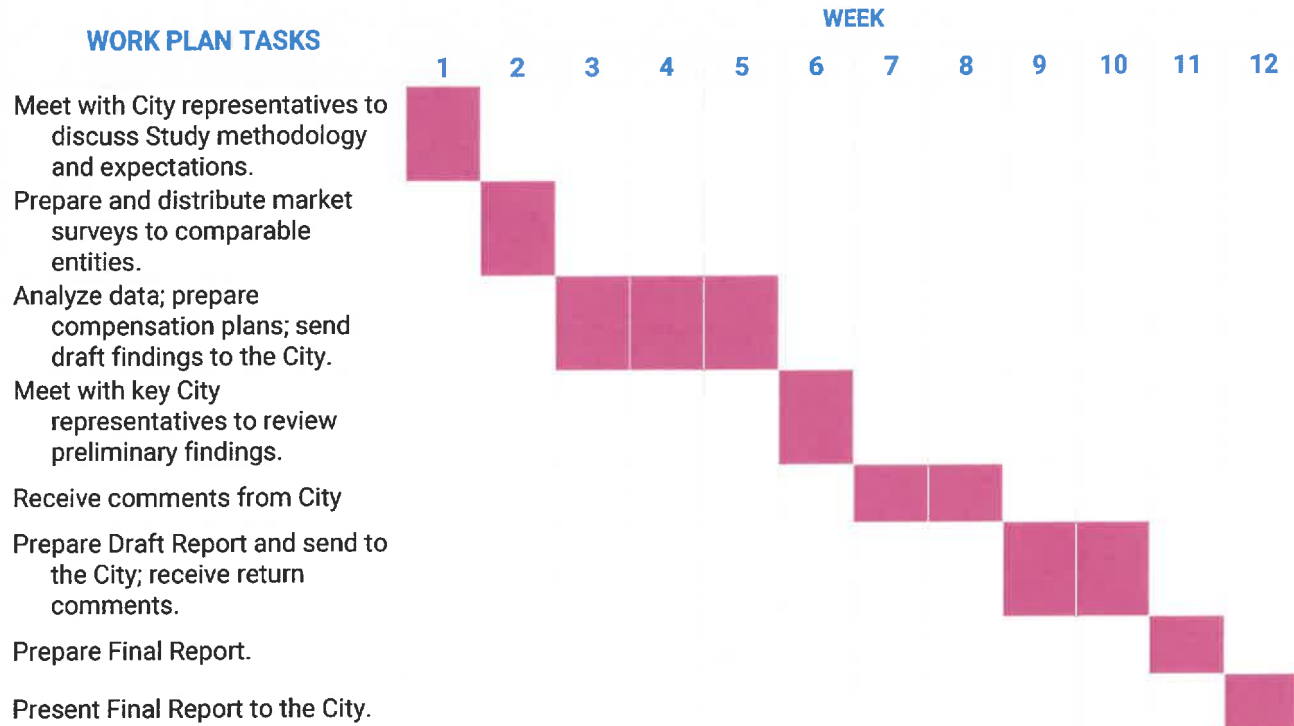
Activities

The MGT Project Manager will present the finalized plan recommendations and final report to the City.

Project Timeline

MGT is available to start this project within four to six weeks of acceptance of the proposal. Based on MGT's experience conducting similar projects, we anticipate the proposed project can be completed within approximately 12 weeks of project initiation as illustrated in **Exhibit 1**. The schedule is contingent, however, upon the timely response from the comparable entities supplying the market data. Any delays in receipt of this information are beyond the control of MGT and may lengthen the completion of the report.

Exhibit 1. Proposed Schedule





Cost Proposal

Defined by Impact. Driven by People.

Dedicated to the Community.

Our cost proposal reflects our interpretation of the written requirements within your solicitation. **We take pride in customizing our client's needs — and we will work with you to ensure our fees are aligned with your expectations and budget.** We have proposed the entire Study be conducted virtually; however, if the City requests any in-person meetings, MGT will provide an additional estimate for travel and related expenses. By conducting our studies virtually, we can provide significant cost savings for our clients.

In keeping with the above statement of our usual practices, we estimate the fixed fee for the entire study to be **\$8,970** plus other Optional Services (see below). We have listed the cost of our professional fee for each study component below. Payment will be due as follows: 50% of the professional fees will be due after the initial project meeting, and the balance will be billed after the Study is completed. Invoices will be sent to the City and are payable within 30 days of receipt.

Exhibit 2. Proposed Cost by Task

Milestones and Tasks		Professional Hours	TOTAL (\$)
1.0	Meetings and Market Data		
1.1	Study Preparation and Project Meeting	2	390
1.2	Establishing Comparables	10	1,950
1.3	Prepare Survey, Survey Distribution and Follow Up	4	780
2.0	Data Analysis		
	Compiling, Analyzing and Reviewing Salary Survey Data	10	1,950
2.1	Creating a New Compensation Plan with Salary Schedules	4	780
2.2	Preliminary Analysis Review	2	390
3.0	Progress Communication and Updates	4	780
4.0	Draft and Final Report Preparation		
4.1	Preparing Draft Report	6	1,170
4.2	Final Report	2	390
5.0	Presentation of Findings	2	390
	Total Hours and Cost:	46	8,970

COST PROPOSAL

NOTE: *If the City accepts our proposal for this project, MGT will provide **support services at no additional cost for one year** from contract execution. This will include any communication regarding questions concerning the report.*

Optional Services/Cost

PROGRESS REPORTS – It is customary to have periodic telephone conversations throughout the Study to provide progress reports. There will be no charge for these periodic telephone updates.

SITE VISITS – If the City requests any on-site visits, there will be additional costs for the MGT's time and expenses.

JOB DESCRIPTIONS – Updates to existing job descriptions cost \$250 each; new job descriptions, if needed, cost \$300 each. Job descriptions will be completed upon conclusion of the Study and are billed separately.

ADDITIONAL SERVICES – Any additional services not covered in this proposal and requested by the City will be billed at the rate of \$195 per hour plus expenses, including assistance with employee appeals.

This quote is firm and irrevocable for a period of three months, after which prices may increase.



Appendix A. Staff Biographies

Biographies of our proposed project personnel are provided on the following pages. The personnel described in our proposal are the professionals who will provide the services for this project. We may use additional staff consultants with subject matter expertise to assist with employee interviews, if needed.



Rachel Skaggs

Director

Rachel Skaggs is a seasoned Director with over a decade of experience in local government management. Specializing in budget management, economic development initiatives, human resources, and community engagement, Rachel has successfully led more than 50 projects across diverse communities nationwide. Her comprehensive approach ensures that strategic plans promote both internal and external equity, achieving long-term administrative efficiency. Rachel's expertise is backed by her significant contributions to Illinois municipalities, including the Village of Montgomery, the Village of Schaumburg, and the City of Princeton, where she demonstrated fiscal responsibility and strategic leadership in various projects.

In her previous roles as a management analyst, Rachel managed HR tasks, budgeting, and community outreach efforts, consistently fostering vibrant and engaged communities. She is passionate about advancing diversity and inclusivity in municipal decision-making processes, having co-authored articles on women in government leadership and implemented initiatives to enhance citizen involvement. Rachel's commitment to collaboration and trust-building is reflected in her active memberships in professional organizations, contributing to her reputation as a trusted leader in local government management.

Areas of Expertise

- Local Government Management
- Capital and General Budgets
- Economic Development Initiatives
- Human Resources
- FLSA Requirements
- Debt Refinancing
- Contract Negotiation
- Community Engagement

Education

- Master of Public Administration, Northern Illinois University
- B.A., English and Political Science, Northern Illinois University

Professional Development & Speaking Engagements

- Presentation on Females in Local Government:
 - ICMA Conference, Phoenix, Arizona, 2012
 - The Legacy Project
 - ILCMA
- Public Management Magazine article "Women Leading Government," co-authored with Heidi Voorhees
- Public Voices XIII No. 2 article "Advancing Women in Local Government: The Case in Illinois," co-authored with Dr. Kimberly Nelson

Memberships & Affiliations

International City and County Management Association
 Illinois City/County Management Association
 Illinois Public Employer Labor Relations Association
 Princeton Rotary Club
 The Legacy Project

Professional Experience

Princeton, IL, City Manager, 2015-2019
 Village of Schaumburg, IL, Management Analyst, 2012-2015
 Village of Montgomery, IL, Management Analyst; HR Manager, 2009-2012



Katy Yee

Project Manager



Katy Yee has over 25 years of experience in multiple public sector settings, focusing on human resources and administrative management. Katy's human resources areas of concentration have included organizational development, compensation, recruitment and retention, and training and staff development.

Areas of Expertise

- Korn-Ferry methodology
- ACA compliance
- Accreditation
- Services Integration
- Client care access
- Client intake processes
- Medical records protocols
- Classification and Compensation Project Management

Education

- B.A., Urban Studies, Elmhurst College
- Certificate, Marketing Analytics, Udacity

Certifications

- SHRM-CP, Society for Human Resources, Certificate
- Time Management Trainer, Certificate

The cornerstone of Katy's career is with the DuPage County Government and the DuPage County Health Department. At those organizations, she coordinated and participated in several agency-wide compensation studies utilizing and applying the Korn-Ferry (formally Hay Group) methodology. While working in public health as Director of Organizational Development, Katy was directly responsible for the areas of quality improvement, compliance, and accreditation. In addition, she led agency-wide initiatives focused on integrating services and improving client access to care. Some of these initiatives included redesigning client intake processes, supporting the implementation of an electronic medical record, and ensuring compliance with ACA requirements.

Most recently, Katy worked with Elgin Community College and the Forest Preserve District of Kane County. These opportunities highlighted Katy's ability to engage in and contribute to organizational effectiveness in a variety of public sector settings. Her broad depth of knowledge, professionalism, and approachable style have enabled her to build relationships at all levels within each organization and provide relevant, practical, and valuable human resources support.

Katy's philosophy on human resources and organizational development has always been that of a "business partner" – she truly enjoys working on solutions that help to support the operational needs of the organization.

Memberships & Affiliations

Society for Human Resources (SHRM)

Illinois Park and Recreation Association (IPRA)

Professional Experience

Forest Preserve District of Kane County, Geneva, IL; Director of Human Resources

Elgin Community College, Elgin, IL; Director of Compensation and Talent Acquisition

DuPage County Health Department, Wheaton, IL; Director of Organizational Development; Human Resources Manager

DuPage County Government; Interim Director of Human Resources, Human Resources Manager; Human Resources Supervisor; Human Resources Generalist and Recruitment Specialist



Rachel King

Project Manager



Rachel King is a Classification and Compensation Project Manager with over eight years of experience in human resource management. She has successfully developed and implemented HR strategies that align with business objectives, working on more than 30 classification and compensation projects for clients ranging from small municipalities to larger entities with populations over 200,000. This diverse experience has allowed her to create tailored solutions that enhance both employee engagement and organizational effectiveness.

Areas of Expertise

- HRIS & ATS
- Benefits Administration
- Performance Management
- HR Strategy Creation & Execution
- Onboarding & Offboarding
- Training & Leadership Development
- Employee Relations Management
- Policy Development
- Project Management
- Compensation Management
- Employee Retention
- Employee Engagement & Satisfaction

Beyond classification and compensation, Rachel has analyzed performance evaluation systems, assessed benefit data, and developed best practices for diversity, equity, inclusion, and belonging (DEIB). Her work spans various clients, including municipalities, county governments, park districts, and nonprofit agencies, equipping her with insights into their unique challenges. Her strategic approach helps craft job descriptions and performance metrics that support organizational goals while fostering employee satisfaction.

Rachel holds a Bachelor's degree in Business Administration from Southern New Hampshire University. Prior to her current role, she was a Human Resources Manager for the startup technology company cove.tool, overseeing areas such as recruiting and employee relations. Passionate about creating inclusive workplace cultures, Rachel achieved the Great Place to Work certification, reflecting her dedication to fostering a positive and engaging environment for all employees.

Education

- B.S., HR Management, Southern New Hampshire University

Selected Project Highlights

Hawkeye Community College, IA <i>Classification and Compensation Study</i>	Navajo Tribal Utility Authority, AZ <i>Classification and Compensation Study</i>
Livingston County, MI <i>Classification and Compensation Study</i>	Rhode Island Housing, RI <i>Executive Compensation Survey & Analysis</i>
Livingston County Community Mental Health, MI <i>Classification and Compensation Study</i>	Tampa Housing Authority, FL <i>Classification and Compensation Study</i>

Work Experience

MGT Impact Solutions, LLC, Project Manager, 2022-present
cove.tool, HR Manager, May 2021-March 2022

Edward Jones, HR Generalist, June 2019-May 2021; Office Manager/Retirement Specialist, February 2016-June 2019



Alice Bieszczat

Classification and Compensation Specialist

Alice Bieszczat is a seasoned Classification and Compensation Specialist with over 25 years of diverse experience across the private, non-profit, and public sectors. Over the past decade, she has spearheaded or contributed to over 120 Classification and Compensation Studies across 15 states, collaborating with municipalities, counties, park districts, special services agencies, and non-profit organizations. Her expertise spans union, non-union, management, technical, and administrative positions, showcasing her adaptability to various organizational structures and complexities.

In addition to her extensive consulting background with firms like Voorhees Associates and the PAR Group, Alice has provided non-profit consulting services for esteemed institutions such as the Ann & Robert H. Lurie Children's Hospital of Chicago and the Archdiocese of Milwaukee. Her recent projects have involved Classification and Compensation Studies in multiple states, highlighting her broad geographic reach and comprehensive approach to human resources consulting. Prior to her consulting roles, Alice contributed to transportation innovation research published in reputable journals and national media outlets and led fundraising efforts at Lurie Children's Hospital, demonstrating her multifaceted skill set and dedication to driving positive organizational change.

Areas of Expertise

- Classification and Compensation Studies
- Human Resources Consulting
- Non-Profit Consulting
- Municipalities, Counties, Park Districts, and Special Services Agencies
- Union and Non-Union Environments
- Management, Technical, and Administrative Positions
- Transportation Innovation Research

Education

- M.P.S., DePaul University
- B.S., Mathematics, DePaul University

Professional Development & Speaking Engagements

- Published Research on Transportation Innovations in Transportation Research Journal and Transport Policy
- Lecturer on Transportation Innovations

Professional Consulting

Aurora Healthcare and the Archdiocese of Milwaukee
Ann & Robert H. Lurie Children's Hospital of Chicago
North Shore Senior Center
Logan Square Neighborhood Association

Professional Experience

Chaddick Institute of Metropolitan Development DePaul University, 2009-2012
Lurie Children's Hospital of Chicago, 2005-2008
American Diabetes Association, 2004-2005
Accelerated Fundraising Solutions, 2000-2003
Sprint Cellular/Alltel, 1996-2000



Julie Hawkins

Classification & Compensation Specialist



Julie Hawkins is a seasoned Classification and Compensation with MGT, bringing over 30 years of experience in local government administration and human resources. Throughout her career, Julie has successfully led more than 25 Classification and Compensation Studies in the past year alone, with numerous additional studies completed over the years. Her expertise encompasses a wide range of HR functions, including personnel policy and job description creation and updates, recruitment, and staffing studies. Julie's collaborative approach has allowed her to work effectively with elected and appointed officials across various municipalities, parks, libraries, and water agencies.

Julie is dedicated to the public sector, understanding its critical role in daily life. She is an accomplished speaker and trainer, having presented on topics such as hiring and onboarding, performance management, HR compliance in the public sector, I-9 compliance, and ethics programs. Julie has also contributed significantly to professional organizations by serving on boards and organizing events for annual conferences. Her academic credentials include a Master of Arts in Public Administration from Northern Illinois University and a Bachelor of Arts in Public Administration and Political Science from Augustana College.

Areas of Expertise

- Classification and Compensation Studies
- Personnel Policy and Job Description Creation and Updates
- Recruitment and Staffing Studies
- Human Resource Compliance in the Public Sector
- Hiring and Onboarding Processes
- Performance Management
- Training and Development

Education

- M.P.A., Northern Illinois University
- B.A., Public Administration & Political Science, Augustana College

Memberships & Affiliations

International City/County Management Association (ICMA) – Annual Conference Committee
 Illinois City/County Management Association (ILCMA)
 Illinois Association of Municipal Management Assistants (IAMMA) – Past President
 Society for Human Resource Management (SHRM)
 Illinois Public Employer Labor Relations Association (IPELRA)
 Illinois Association of Park Districts (IAPD/IPRA)
 Illinois Library Association (ILA)
 Illinois Government Finance Officers Association (IGFOA)

Professional Experience

Sikich LLP, Human Resources Consultant, 2009-2017
 CCF Consulting, Public Sector Human Resources Consulting Services, Owner, 1996-2009
 Village of Carol Stream, IL, Assistant to the Village Manager, 1989-1996
 Village of Elk Grove, IL, Village Manager's Office, Administrative Assistant, 1987-1989
 City of Rock Island, IL, Administrative Intern, 1986-1987



MASTER SERVICES AGREEMENT

THIS MASTER SERVICES AGREEMENT ("Agreement") is entered into as of July 3, 2025 ("Effective Date") between **MGT Impact Solutions, LLC** ("MGT"), with offices located at 4320 West Kennedy Boulevard, Tampa, FL 33609, and the **City of Lincoln** ("Client"), located at 700 Broadway St., Lincoln, IL 62656, collectively referred to herein as the "Parties".

WHEREAS, MGT offers global technological, educational, organizational and staffing consulting solutions services to the public and private sectors;

WHEREAS, Client anticipates a need within its organization for MGT's services; and

WHEREAS, the Parties intend for this Agreement to serve as the governing, contractual basis of MGT's provision of future project-level services to Client.

NOW, THEREFORE, for and in consideration of the mutual covenants and agreements contained herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. THIS AGREEMENT AND STATEMENTS OF WORK. The Parties enter into this Agreement to set forth the general terms and conditions that will govern MGT's provision of services to Client. Such services will be subsequently agreed upon by the Parties in individual Statements of Work ("SOW").

Each SOW will state all details required for the proper provision of project-level services, including scope, pricing, period of performance, and other required information ("Services") each an Exhibit A, Statement of Work, attached hereto and incorporated into the Agreement. Unless otherwise stated in an SOW, all Services shall be performed remotely. Each SOW will require signature by both parties to be effective.

2. CONTRACT DOCUMENTS AND ORDER OF PRECEDENCE. The contract documents consist of this Agreement and all exhibits, attachments, amendments, and SOWs subsequently executed by the Parties and all exhibits, attachments, amendments, and other documents made a part of the SOW ("Contract Documents"). Upon signature by the Parties, all SOWs executed during the Term shall be considered incorporated into and made a part of this Agreement.

In the event of a conflict among the terms and conditions in this Agreement and any SOW, unless that SOW expressly states the intention for the SOW to control with regard to the conflicting term or condition, then this Agreement shall control. Any terms or conditions contained in documents issued by Client other than the Contract Documents, including purchase orders, shall be voidable at MGT's discretion.

3. TERM. The term of this Agreement shall commence on the Effective Date and will continue for a period of one (1) year or until terminated in accordance with this Agreement. This Agreement will automatically renew for additional one (1) year terms unless terminated by either party at least thirty (30) days prior to the expiration date.

4. TERMINATION. This Agreement or any individual SOW may be terminated with cause by either party: (a) if the other party materially breaches the terms of this Agreement and fails to cure the breach within thirty (30) calendar days following written notice specifying the breach, or (b) immediately upon written notice if the other party fails to comply with applicable law or regulation.

5. INSURANCE. During the Term of this Agreement and any SOW, MGT will maintain the minimum insurance coverages below. MGT shall provide Certificates of Insurance to Client upon request and as required under SOWs.

- a. Commercial General Liability \$1,000,000 per occurrence



		\$2,000,000 annual aggregate
b.	Business Automobile Liability	\$1,000,000 combined single-limit
c.	Umbrella/Excess Liability	\$10,000,000 per occurrence & aggregate, follows form
d.	Worker's Compensation	Per Statute
e.	Employer's Liability	\$1,000,000 each accident
f.	Professional Liability	\$5,000,000 aggregate

6. INTELLECTUAL PROPERTY. For purposes of this Agreement, "Intellectual Property" shall mean patented and unpatented inventions, mask works, copyrighted works, software, software development tools, methodologies, processes, technologies, algorithms, trade secrets, know-how, and proprietary information of either Party.

Each Party shall retain title to any Intellectual Property developed, authored, conceived, or reduced to practice independently and solely by that Party during the performance of this Agreement, without use of the other party's Intellectual Property.

Client shall exclusively own all rights, title, and interest in and to any and all materials, data, documentation, reports, designs, or other deliverables that are created, developed, or generated by MGT pursuant to this Agreement ("Work Product"). MGT retains ownership of all other Intellectual Property developed independently and used in connection with the services but grants the Client a fully paid, nonexclusive, irrevocable, worldwide license to use, reproduce, prepare derivative works, perform publicly, and display publicly any such Intellectual Property incorporated into the Work Product.

7. INDEMNIFICATION. To the extent permitted by law, each Party shall fully defend, indemnify and hold harmless the other Party and its officers, directors, employees, agents, representatives, successors and assigns (collectively, "Indemnified Parties") from any and all claims, demands, causes of actions, costs, expenses, liability, losses, or damages including attorney's fees and expenses ("Claims"), whether in law or in equity, for bodily injury, death or property damage arising out of, relating to or caused by, in whole or part, the negligence, errors, omissions or willful misconduct of the indemnifying party or its officials, officers, employees, subcontractors, consultants or agents, relating to or connected with performance under this Agreement, unless Claims are caused wholly by the sole negligence or willful misconduct of the Indemnified Parties.

A Party's indemnity obligations under this Section are contingent upon the indemnified party: a) promptly notifying indemnifying party of each claim; provided, however, that the indemnified party's failure to give prompt notice to the indemnifying party of any such claim shall not relieve the indemnifying party of any obligation under this Section except and to the extent that such failure materially prejudices the indemnifying party's ability to defend against such claim; b) providing the indemnifying party with sole control over the defense and/or settlement thereof, provided however, that indemnifying party shall not settle any claim that includes an admission of wrongdoing by indemnified parties or otherwise adversely affects indemnified parties' interests without prior consent; and c) at the indemnifying party's request and expense, providing full information and reasonable assistance to the indemnifying party with respect to such claim.

8. LIMITATION OF LIABILITY. MGT shall not be held liable for factors outside of its reasonable control, including losses or damages as a result of Client's provision of inaccurate data, or changing laws, regulations, political conditions.

TO THE EXTENT PERMITTED BY LAW AND EXCEPT AS EXPRESSLY PROVIDED IN THIS AGREEMENT, NEITHER PARTY SHALL BE LIABLE TO THE OTHER FOR ANY INDIRECT, INCIDENTAL OR CONSEQUENTIAL DAMAGES, INCLUDING LOSS OF PROFITS, REVENUE, DATA OR DATA USE, OR LOSS OR INTERRUPTION OF BUSINESS, ARISING OUT OF ANY OF THE TERMS OR CONDITIONS OF THIS AGREEMENT OR WITH RESPECT TO ITS PERFORMANCE HEREUNDER, WHETHER ARISING OUT OF



BREACH OF CONTRACT, BREACH OF WARRANTY, TORT (INCLUDING NEGLIGENCE), PRODUCT LIABILITY, STRICT LIABILITY OR ANY OTHER THEORY. THE FOREGOING LIMITATION OF LIABILITY AND EXCLUSION OF DAMAGES APPLIES EVEN IF A PARTY HAD OR SHOULD HAVE HAD KNOWLEDGE OF THE POSSIBILITY OF SUCH DAMAGES.

To the extent permitted by law, except for actions or claims resulting from MGT's gross negligence or intentional or willful misconduct, MGT's total aggregate liability to Client shall be limited to the amount of compensation paid by Client to MGT under this Agreement in the twelve (12) months prior to the action giving rise to liability.

9. GOVERNING LAW, JURISDICTION AND VENUE. This Agreement shall be governed by and construed and interpreted in accordance with the laws of the State of Florida, without regard to its conflict of laws principles, as to all matters including validity, construction, effect, enforceability, performance, and remedies. Client irrevocably submits to the exclusive jurisdiction of any state or federal court located in Hillsborough County, Florida, for any legal action or proceeding arising out of or relating to this Agreement. Client further agrees that venue for any such action shall lie exclusively in such courts and hereby waives any objection to venue or forum non conveniens.

10. DISPUTE RESOLUTION PROCEDURE. In the event of a dispute, controversy or claim by and between the Parties arising out of matters related to this Agreement, the Parties will first attempt in good faith to resolve through negotiation any such dispute, controversy, or claim. Either party may initiate negotiations by providing written notice to the other party setting forth the subject of the dispute and the relief requested. The recipient of such notice will respond in writing within five (5) business days with a statement of its position on, and recommended solution to, the dispute. If the dispute is not resolved by this exchange of correspondence, then senior management representatives of each party with full settlement authority will meet at a mutually agreeable time and place within fifteen (15) business days of the date of the initial notice to exchange relevant information and perspectives and to attempt to resolve the dispute.

If the dispute is not resolved by negotiation, either party may commence mediation by written request to the other party. The Parties will cooperate in selecting a mediator and in scheduling the mediation proceedings. The mediation shall take place in Tampa, Florida. The Parties will participate in the mediation in good faith and will share equally in its costs. All offers, promises, conduct and statements, whether oral or written, made in the course of the mediation by either of the parties, their agents, employees, experts or attorneys, or by the mediator, are confidential, privileged and inadmissible for any purpose, including impeachment, in any litigation or other proceeding involving the parties; provided, however, that evidence that is otherwise admissible or discoverable shall not be rendered inadmissible or non-discoverable as a result of its use in the mediation.

Either party may seek equitable relief prior to the mediation to preserve the *status quo* pending the completion of that process. Except for such an action to obtain equitable relief, neither party shall commence a civil action with respect to the matters submitted to mediation until after the completion of the initial mediation session, at which time suit may be brought in any court of competent jurisdiction. The prevailing party shall be entitled to an award of all reasonable costs, expenses, and attorneys' fees. In addition, should the dispute under this Agreement involve the failure to pay fees, and the matter is not resolved through negotiation or mediation, Client shall pay all costs of collection, including, but not limited to, MGT's legal fees and costs should MGT prevail.

11. CONFIDENTIALITY. Each party shall maintain in confidence and protect from unauthorized disclosure all information exchanged between the Parties that is reasonably understood under the circumstances to be confidential, whether disclosed orally, in writing or marked as confidential ("Confidential Information").

The receiving party shall make all reasonable efforts to protect Confidential Information from disclosure



to unauthorized third parties. Confidential Information may be disclosed to third parties with a need-to-know under the circumstances and who are bound by confidentiality obligations no less restrictive than those herein. Neither party shall use such Confidential Information except in performance of the Services. MGT may, however, disclose Client's name and the general nature of MGT's work for Client sales proposals.

The above obligations of confidentiality shall not apply to the extent that the receiving party can show that the relevant information (a) was at the time of receipt already in the receiving party's possession; (b) is, or becomes in the future, public knowledge through no fault or omission of the receiving party; (c) was received from a third-party having the right to disclose; or (d) is required to be disclosed by law.

12. FORCE MAJEURE. Neither party shall be liable or considered at fault for any delay (except for payment) resulting from circumstances beyond the party's reasonable control, including but not limited to fire, flood, earthquake, elements of nature, epidemics, global pandemics, quarantines, acts of God, acts of war, labor disputes, and supply chain disruptions ("Excusable Delays"). The delayed party shall notify the other party in writing upon the discovery of any significant Excusable Delay. During an Excusable Delay, the delayed party shall use reasonable efforts to mitigate costs and damages and to resume performance under this Agreement.

The Parties recognize that MGT's ability to timely perform under a SOW is contingent upon Client's timely provision of any agreed-upon data, personnel access, or other requirements. If Client's failure to provide to such data, access or other requirements causes significant delays to MGT's progression of Services, and MGT incurs losses or damages as a result, then the Parties shall negotiate and execute a SOW amendment for an equitable adjustment to the schedule and for additional costs. MGT shall provide all substantiating documentation of costs reasonably requested by Client in consideration for any equitable adjustment. Excusable Delays shall not give rise to an equitable adjustment.

13. FEES AND PAYMENT. Unless otherwise set forth in a SOW, all correct invoices submitted by MGT to Client shall be due and payable upon receipt. If Client disputes an invoice or portion thereof in good faith, then Client shall pay any undisputed portion and provide MGT with written notice of the dispute, in reasonable detail, and the Parties shall promptly meet to resolve such dispute. MGT reserves the right to impose an interest charge equal to the lesser of one and one-half percent (1.5%) per month or the maximum allowable by law in respect of any invoice which is outstanding for more than thirty (30) days. MGT may stop work after sixty (60) days of Client's non-payment of undisputed invoiced amounts.

14. MODIFICATION. This Agreement and any SOW shall only be modified by written amendment signed by the Parties. All signed amendments shall be deemed incorporated into this Agreement by reference.

15. NON-SOLICITATION. During the term of this Agreement and for a period of two (2) years following termination or expiration, neither party shall knowingly, directly or indirectly, solicit nor encourage the solicitation of any person who is, or was within a 12-month period prior to such solicitation, an employee of the other party or its affiliates that became known to the other party as a result of this Agreement, except with the prior written consent of the other party. This provision shall not restrict the right of either party to solicit by public advertisement.

16. ASSIGNMENT. Neither party may assign any rights nor delegate any duties or obligations under this Agreement without the express written consent of the other party. Notwithstanding the foregoing, MGT, or its permitted successive assignees or transferees, may assign or transfer this Agreement or delegate any rights or obligations hereunder without consent: (i) to any entity controlled by, or under common control with, MGT, or its permitted successive assignees or transferees; or (ii) in connection with a merger, reorganization, transfer, sale of assets or change of control or ownership of MGT, or its permitted successive assignees or transferees.



17. INDEPENDENT CONTRACTOR. It is expressly understood that at all times, while rendering the Services, MGT is acting as an independent contractor and not as an officer, agent, or employee of the Client. MGT shall not be required to keep specific work hours (except in the case of specific hours required under employee leasing contracts), equipment, or a specific office, and shall use independent means and methods for performing the Services. For all purposes, including Medicare, Social Security taxes, the Federal Unemployment Act ("FUTA"), income tax withholding, worker's compensation, and unemployment insurance, MGT, its personnel and contractors will be treated and deemed independent contractors and not employees of Client.

18. NON-DISCRIMINATION/EQUAL EMPLOYMENT PRACTICES. Neither party shall unlawfully discriminate or permit discrimination against any person or group of persons in any matter prohibited by federal, state, or local laws. During the performance of this Agreement, neither party or their employees, agents, or subcontractors, if any, shall discriminate against any employee or applicant for employment because of age, marital status, religion, gender, sexual orientation, gender identity, race, creed, color, national or ethnic origin, medical conditions, physical disability, or any other classifications protected by local, state, or federal laws or regulations. The parties further agree to be bound by applicable state and federal rules governing equal employment opportunity and non-discrimination.

19. NOTICES. All legal notices required by this Agreement are deemed to have been given when notices are both (1) delivered by email to the email address below, and (2) following such email delivery, a mailed copy of the notice is delivered to the mailing address below.

To MGT:

Name: MGT Impact Solutions, LLC
ATTN: Legal Notice/Contracts
Address: 4320 West Kennedy Blvd., Suite 200
Tampa, FL 33609
Email: contracts@mgt.us

To Client:

Name: Lincoln, Illinois
ATTN: Peggy Bateman
Address: 700 Broadway St.
Lincoln, IL 62656
Email: Pbateman@lincolnil.gov
cc : Steve Parrott
Email : Sparrott@lincolnil.gov

If the email address and mailing address is incomplete for a party, then notice shall be mailed to the address on the first page of this Agreement.

20. WAIVER. The failure of either Party to insist on strict performance of any covenant or obligation under this Agreement, regardless of the length of time for which such failure continues, shall not be deemed a waiver of such Party's right to demand strict compliance in the future. No consent to or waiver of, express or implied, any breach or default in the performance of any obligation under this Agreement shall constitute a consent or waiver to or of any other breach or default in the performance of the same or any other obligation.

21. SEVERABILITY. If any provision of this Agreement shall be declared illegal or invalid for any reason, said illegality or invalidity shall not affect the remaining provisions hereof, but such illegal or invalid provision shall be fully severable, and this Agreement shall be interpreted and enforced as if such illegal or invalid provision had never been included herein.

22. COUNTERPARTS AND EXECUTION. This Agreement and any SOW may be executed in counterparts, each of which when so executed shall be deemed an original and all of which together shall constitute one and the same instrument. The counterparts may be executed by electronic signature and delivered by scanned signature or other electronic means by any of the parties to any other party and the receiving party may rely on the receipt of this Agreement so executed and delivered as if the original had been received.



23. SURVIVAL. The sections Term, Termination, Insurance, Indemnification, Limitation of Liability, Governing Law, Jurisdiction, Consent to Suit, Dispute Resolution Procedure, Confidentiality, and Non-Solicitation of this Agreement and the payment obligations described in any SOW shall survive the termination or expiration of the Agreement or SOW.

24. ENTIRE AGREEMENT. This Agreement and all exhibits constitute the entire and only agreement between the Parties. Each party acknowledges that in entering into this Agreement it has not relied on any representation or undertaking, whether oral or in writing, except for those expressly stated herein. Any purchase order provided by the Client will be limited by, and subject to, the terms and conditions of this Agreement. Any conflicting terms in the Client's purchase order shall be deemed null, void, and without effect.

25. NON-EXCLUSIVITY. This Agreement is non-exclusive, and both Parties remain free to enter into similar agreements with third parties. During the term of this Agreement, MGT may perform Services for any other clients, persons, or companies as MGT sees fit, so long as the performance of such Services does not interfere with MGT's performance of obligations under this Agreement, and do not create a conflict of interest.

26. THIRD PARTY BENEFICIARIES. Except as specifically set forth herein, nothing in this Agreement is intended or shall be construed to confer upon any person or entity, other than the parties hereto and their successors or assigns, any rights or remedies under or by reason of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have executed this Master Services Agreement.

MGT IMPACT SOLUTIONS, LLC

LINCOLN, ILLINOIS

Name: A. Trey Traviesa
Title: CEO
Date:

Name: Tracy Welch
Title: Mayor
Date:



EXHIBIT A STATEMENT OF WORK

As of July 3, 2025 ("Effective Date"), **MGT Impact Solutions, LLC ("MGT")** and the **City of Lincoln ("Client")** execute this Statement of Work ("SOW") pursuant to the Master Services Agreement between the Parties dated July 3, 2025 ("Agreement").

1. **PROJECT**
Compensation Study
2. **SCOPE**
MGT will provide compensation study services in accordance with MGT's proposal dated February 21, 2025, with the addition of a benefits review and analysis. All terms of the Proposal are incorporated herein by reference.
3. **PERIOD OF PERFORMANCE/PROJECT TIMELINE**
The term of this Statement of Work begins on the Effective Date and terminates upon project completion.
4. **COMPENSATION AND REIMBURSABLE EXPENSES**
A. Fee. The flat fee for the Services described above is \$11,470.
B. Expenses. If MGT is requested to travel for provision of Services, MGT will provide the Client with an estimate for travel related expenses and obtain prior written authorization from Client.
5. **INVOICING AND PAYMENT**
1st Invoice: 50% of the fee will be due after the initial project meeting.
Final Invoice: The balance of the fee and any expenses will be due upon completion of the Study.
Payments are due within thirty (30) days of receipt of invoice.

Billing Contact: _____
Billing Email: _____

MGT IMPACT SOLUTIONS, LLC

LINCOLN, ILLINOIS

Name: A. Trey Traviesa
Title: CEO
Date:

Name: Tracy Welch
Title: Mayor
Date: