

DEER-GROVE EMS DISTRICT COMMISSION MEETING
Cottage Grove Emergency Services Building
4030 County Road N, Cottage Grove, WI 53527
Thursday, March 19, 2026
6:30 P.M.

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AGENDA

1. Call to Order.
2. Public Appearances: The public's opportunity to speak to the commission about any item on or not on the agenda.
3. Approval of minutes from previous meeting(s).
4. Discuss and consider revision of minutes from January meeting.
5. Discuss and consider approval of February Financial Reports.
6. Discuss and consider approval of Bills for Budgeted/Approved Expenses.
7. Discuss and consider approval of Write Offs and Aging of Accounts.
8. Staff Report.
9. Correspondence.
10. Update: PAA Cottage Grove Organizational Review Update/Future Needs Analysis
11. Discuss and Consider DGEMS Staff survey.
12. Agenda items for next commission meeting.
13. Adjournment.

*****ANY ITEM IS SUBJECT FOR ACTION*****

By: Peter Doll, Commission Chair

Submitted: March 12, 2026

It is possible that members of and a possible quorum of members of other governmental bodies of the municipalities may be in attendance at the above-stated meeting to gather information; no action will be taken by any other governmental body at the above-stated meeting other than the governmental body specifically referred to above in this notice.

Please Note: Upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request this service, contact the Deer-Grove EMS Chief at 608-839-5658.

DEER-GROVE EMS DISTRICT COMMISSION MEETING
DEERFIELD VILLAGE HALL
THURSDAY, FEBRUARY 19, 2026
Minutes

Present: Kristi Williams, Pete Doll, Jackie Kaul, Steve Anders and Kerri Hewitt. Remote: Paula Severson

Also Present: Chief Eric Lang and Town of Deerfield Supervisor Randy Behlke.

Doll called the meeting to order at 6:31 P.M.

Public Appearances: None

Approval of minutes from previous meeting(s): Motion by Williams/Kaul to approve the January 15, 2026, minutes, changing meeting to minutes. Motion carried 6-0. Motion by Williams/Anders to approve the closed session minutes from the December 18, 2025, meeting, as presented and making them open. Motion carried 5-0 (Severson abstained). Motion by Anders/Williams to approve the January 15, 2026, closed session minutes, changing the location of the meeting to the Cottage Grove Emergency Services Building and making them open. Motion carried 5-0 (Severson abstained).

Discuss and consider approval of January Financial Reports: Williams questioned why overdue run fees is high. Chief Lang stated it's actually low for one month and will grow throughout the year. Williams also questioned why the Medical Director has not been paid. Chief Lang stated there are some transition issues on SSM side. Motion by Williams/Hewitt to approve the January financial reports, as presented. Motion carried 6-0.

Discuss and consider approval of Bills for Budgeted/Approved Expenses: Motion by Kaul/Anders to approve the bills for budgeted/approved expenses, as presented. Motion carried 6-0.

Discuss and consider approval of Write Offs and Aging of Accounts: Motion by Williams/Hewitt to approve the aging of accounts, as presented. Motion carried 6-0.

Staff Report: There were 123 calls in January, including 1 missed call. This is down from 138 calls in the same month last year. Volunteers provided 523 hours in January, up from 389 hours in the previous month and up from 375 hours during January 2025. In addition to what is in the written report, the following was discussed:

- Chief Lang pointed out the graph changes on the staff report.
- Williams questioned what ImageTrend Connect is? Chief Lang stated it is a user group conference.
- Williams questioned how many paramedic students Deer Grove gets per year. Chief Lang stated it's between 4-6/year.
- Williams questioned how long a ride-along shift lasts? Chief Lang stated it's in the 3-6 hour range.
- Hewitt questioned the two paramedics who resigned. Chief Lang stated one has two jobs already and one is becoming more demanding. The other had to take over duties at his family farm. Doll questioned whether more casual staff will be added? Chief Lang stated the roster is in a good place and there is still onboarding for the five staff hired at the end of 2025.

Correspondence: Chief read aloud three letters.

Discuss and consider 2026 to 2035 Capitol Replacement schedule: Chief Lang stated 27-28 will be an ambulance replacement, he has requested a couple quotes for remounts and new ambulances to make this schedule. Next replacement is \$287k (conversion) + \$80k (chassis) for a new ambulance, and \$187k (conversion) + \$80k (chassis) for a remounted ambulance. Chassis, cot and load system in 2027 from fund balance. The amounts in the schedule represent full cost, worst case scenario, with actual amount requested during each budget period. This schedule does not consider potential additional staffing/ambulance/monitor. Motion by Hewitt/Kaul to approve the 2026 to 2035 Capital Replacement Schedule with edits discussed. Motion carried 6-0.

Discuss and consider contract with Stryker EMS for ProCare Services for the department's cots and load systems: Chief Lang stated this is a very new development within the last week. There have been a lot of changes at Stryker with sales. The ProCare contract came to an end in January. The old salesperson would have called Chief Lang to inform him of the contract ending, but with the changes this did not happen. With the credit the total cost for 2026 is about \$7,105. Williams questioned the large increase. Chief Lang stated he asked the same question and because there are new cots and load systems the cost is higher. Chief Lang added the contract covers the cost of all repairs, maintenance and batteries over the life of the contract. Motion by Anders/Hewitt to approve the contract with Stryker EMS for ProCare Services as presented. Motion carried 6-0.

Set next commission meeting date and location: The next meeting will be held on Thursday, March 19, 2026, at the Cottage Grove Emergency Services Building with a remote call-in option beginning at 6:30 P.M.

Agenda items for next commission meeting: Study update, employee survey

Adjournment: Motion by Williams/Kaul to adjourn. Motion carried 6-0. The meeting ended at 7:38 P.M.

Submitted by Mandy Cysiewski

**Deer Grove EMS District
Profit & Loss Budget vs. Actual
January through February 2026**

	2/12th					
	Annual	Budget	Budget	\$ Over Budget	% of Budget	Jan - Feb 25
	Jan - Feb 26	Budget	Budget	\$ Over Budget	% of Budget	Jan - Feb 25
Ordinary Income/Expense						
Income						
230 · Training Center Income	156.00	500.00	3,000.00	-2,844.00	5.2%	0.00
300 · Special Event Fee	0.00	500.00	3,000.00	-3,000.00	0.0%	0.00
4999 · Uncategorized Income	236.11	0.00	0.00	236.11	100.0%	225.84
610 · Town/Villages Assessments	430,158.02	190,687.10	1,144,122.59	-713,964.57	37.6%	315,657.50
620 · Ambulance Run Fees	166,557.56	191,666.67	1,150,000.00	-983,442.44	14.48%	357,326.92
630 · Contracted Revenue	0.00	28,546.24	171,277.41	-171,277.41	0.0%	0.00
640 · Interest Earned	3,563.03	3,333.33	20,000.00	-16,436.97	17.82%	2,851.75
Total Income	600,670.72	415,233.33	2,491,400.00	-1,890,729.28	24.11%	676,062.01
Gross Profit	600,670.72	415,233.33	2,491,400.00	-1,890,729.28	24.11%	676,062.01
Expense						
6140 · Credit Card Fees	9.10	0.00	0.00	9.10	100.0%	46.24
720 · Wages	144,830.37	209,783.33	1,258,700.00	-1,113,869.63	11.51%	147,986.36
721 · Health Insurance	56,179.20	47,033.33	282,200.00	-226,020.80	19.91%	52,269.58
722 · Workmans Comp	5,437.94	5,583.33	33,500.00	-28,062.06	16.23%	5,393.00
723 · Retirement Plan	23,979.01	33,266.67	199,600.00	-175,620.99	12.01%	24,441.81
724 · Employers FICA Expense	12,842.44	18,650.00	111,900.00	-99,057.56	11.48%	13,500.46
725 · Staff Continuing Education	2,827.40	2,116.67	12,700.00	-9,872.60	22.26%	1,238.39
726 · Travel/Mileage Reimbursement	0.00	83.33	500.00	-500.00	0.0%	0.00
728 · Medical Director Fee	0.00	2,000.00	12,000.00	-12,000.00	0.0%	2,000.00
734 · Overtime	28,879.03	42,850.00	257,100.00	-228,220.97	11.23%	28,423.89
735 · EMT Stipend	1,692.00	2,666.67	16,000.00	-14,308.00	10.58%	1,116.00
736 · LifeQuest Billing	8,955.58	12,000.00	72,000.00	-63,044.42	12.44%	9,544.99
740 · Office Equipment (expense)	305.58	348.33	2,090.00	-1,784.42	14.62%	289.87
742 · Office Supplies	33.42	208.33	1,250.00	-1,216.58	2.67%	332.85
770 · Communications	843.89	1,308.33	7,850.00	-7,006.11	10.75%	768.16
775 · IT expenses	11,485.90	2,968.33	17,810.00	-6,324.10	64.49%	12,272.82
790 · Publicity and Advertising	0.00	333.33	2,000.00	-2,000.00	0.0%	0.00
791 · Training Center Expense	157.00	333.33	2,000.00	-1,843.00	7.85%	44.00
810 · EMT Recognition	187.75	333.33	2,000.00	-1,812.25	9.39%	847.79
820 · EMT Continuing Education	0.00	916.67	5,500.00	-5,500.00	0.0%	2,338.30
825 · Chief Continuing Education	0.00	250.00	1,500.00	-1,500.00	0.0%	403.62
829 · Vehicle Maintenance	2,908.17	4,166.67	25,000.00	-22,091.83	11.63%	2,697.26
831 · Fuel	2,120.12	4,166.67	25,000.00	-22,879.88	8.48%	3,268.87
840 · Equipment/Non-Disposable	0.00	833.33	5,000.00	-5,000.00	0.0%	1,293.62
842 · Equipment Maintenance	0.00	1,450.00	8,700.00	-8,700.00	0.0%	7,532.84
845 · Capital Purchase	0.00	0.00	0.00	0.00	0.0%	0.00
850 · Medical Supplies	8,536.04	10,000.00	60,000.00	-51,463.96	14.23%	10,331.65
852 · Training Medical Supplies	62.17	166.67	1,000.00	-937.83	6.22%	0.00
860 · Clothing	3,934.41	3,350.00	20,100.00	-16,165.59	19.57%	3,630.39
870 · Insurance	11,176.00	2,666.67	16,000.00	-4,824.00	69.85%	10,259.08
871 · Group Life Insurance	430.68	350.00	2,100.00	-1,669.32	20.51%	337.75
872 · Unemployment Insurance	0.00	666.67	4,000.00	-4,000.00	0.0%	0.00
878 · Community Medic Program	0.00	50.00	300.00	-300.00	0.0%	0.00
879 · Health Maintenance & Safety	1,377.43	466.67	2,800.00	-1,422.57	49.19%	1,162.11
880 · Legal Fees	2,025.00	833.33	5,000.00	-2,975.00	40.5%	324.00
881 · Accounting Fees	0.00	1,866.67	11,200.00	-11,200.00	0.0%	0.00
885 · Overdue Run Fees	9,513.95	0.00	0.00	9,513.95	100.0%	-7,329.14
898 · Building and Grounds	590.69	583.33	3,500.00	-2,909.31	16.88%	670.98
899 · Miscellaneous Expenses	287.34	583.33	3,500.00	-3,212.66	8.21%	310.45
Total Expense	341,607.61	415,233.33	2,491,400.00	-2,149,792.39	13.71%	337,747.99
Net Ordinary Income	259,063.11	0.00	0.00	259,063.11	100.0%	338,314.02

Deer Grove EMS District
Profit & Loss Budget vs. Actual
 January through February 2026

	Jan - Feb 26	2/12th Annual Budget	Budget	\$ Over Budget	% of Budget	Jan - Feb 25
Other Income/Expense						
Other Income						
692 · FAP funds Allocated	-807.87	0.00	0.00	0.00	0.0%	0.00
Total Other Income	-807.87	0.00	0.00	-807.87	100.0%	0.00
Other Expense						
1099 · Reportable Health Coverage	0.00	0.00	0.00	0.00	0.0%	0.00
Total Other Expense	0.00	0.00	0.00	0.00	0.0%	0.00
Net Other Income	-807.87	0.00	0.00	0.00	0.0%	0.00
Net Income	258,255.24	0.00	0.00	258,255.24	100.0%	338,314.02

- 721 · Health Insurance: Will remain over as Jan-March expense is recorded as of Feb
- 775 · IT expenses: Paid 2026 ImageTrend Bill \$9k
- 860 · Clothing: Purchased coats, boots and other winter gear
- 870 · Insurance: Expensed Jan-July 2026 expense
- 879 · Health Maintenance & Safety: Paid EAP invoice in February (\$1,100)
- 880 · Legal Fees: SSM Contract/Vacation policy review

Deer Grove EMS District
Balance Sheet
 As of February 28, 2026

	Feb 28, 26
ASSETS	
Current Assets	
Checking/Savings	1,081,822.41
Accounts Receivable	
1200 · Accounts Receivable	445.00
1210 · Lifequest Receivables	828,028.47
Total Accounts Receivable	828,473.47
Other Current Assets	10,844.69
Total Current Assets	1,921,140.57
Fixed Assets	777,261.28
Other Assets	
112 · Allowance for Doubtful Accounts	-150,352.19
Total Other Assets	-150,352.19
TOTAL ASSETS	2,548,049.66
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	10,793.45
Credit Cards	
301 · One Card	4,761.56
Total Credit Cards	4,761.56
Other Current Liabilities	
Lifequest Deposit Adjustments	-12,262.77
Member Reimbursements Payable	130.00
Payroll Liabilities	19,547.71
231 · Deferred Run Revenue	277,829.99
Total Other Current Liabilities	285,244.93
Total Current Liabilities	300,799.94
Total Liabilities	300,799.94
Equity	
1110 · Retained Earnings	1,000,327.34
380 · Fund Balance-Unrestricted	174,701.54
381 · Fund Balance-Restricted (FAP)	
Training and Examination	19,582.26
Total 381 · Fund Balance-Restricted (FAP)	19,582.26
382 · Fund Balance Committed	17,121.92
383 · Investment in Fixed Asset	777,261.42
Net Income	258,255.24
Total Equity	2,247,249.72
TOTAL LIABILITIES & EQUITY	2,548,049.66

Deer Grove EMS District
Bill Payment Detail
February 2026

Num	Type	Date	Name	Memo	Account	Original Amount	Paid Amount
EFT	Liability Check	02/06/2026	Bank of Deerfield		101 - Operating Checking	-38,121.61	
					Direct Deposit Liability	36,923.58	-36,923.58
					Direct Deposit Liability	1,198.03	-1,198.03
TOTAL						38,121.61	-38,121.61
22666	Liability Check	02/06/2026	Fire Fighters Local 311		101 - Operating Checking	-554.38	
					Local 311 Dues	554.38	-554.38
TOTAL						554.38	-554.38
EFT	Liability Check	02/06/2026	Wisconsin Deferred Compensation	98971-01	101 - Operating Checking	-1,173.08	
				98971-01	WI Deferred Comp Liability	847.64	-847.64
				98971-01	WI Deferred Comp Liability	325.44	-325.44
TOTAL						1,173.08	-1,173.08
EFT	Liability Check	02/10/2026	EFTTPS	39-1293690	101 - Operating Checking	-13,207.77	
				39-1293690	224 - FICA/Fed Payable	4,742.77	-4,742.77
				39-1293690	2242 - FICA/Fed Payable-ER	3,430.25	-3,430.25
				39-1293690	2241 - FICA/Fed Payable-EE	3,430.25	-3,430.25
				39-1293690	2242 - FICA/Fed Payable-ER	802.25	-802.25
				39-1293690	2241 - FICA/Fed Payable-EE	802.25	-802.25
TOTAL						13,207.77	-13,207.77
22667	Liability Check	02/10/2026	Globe Life Liberty National	29251	101 - Operating Checking	-825.85	
				29251	Liberty National	20.84	-20.84
				29251	Liberty National	805.01	-805.01
TOTAL						825.85	-825.85
22668	Liability Check	02/10/2026	Minnesota Life Insurance Company	2832-GL	101 - Operating Checking	-345.03	
				2832-GL	Additional	133.77	-133.77
				2832-GL	Basic	155.47	-155.47
				2832-GL	Spouse/Dependent	11.20	-11.20
				2832-GL	Supplemental	44.59	-44.59
TOTAL						345.03	-345.03
EFT	Bill Pmt -Check	02/10/2026	GFC Leasing WI	St 1 Copier Lease	101 - Operating Checking	-126.93	
I01089441	Bill	01/22/2026		St 1 Copier Lease	740 - Office Equipment (expense)	126.93	-126.93
TOTAL						126.93	-126.93

Deer Grove EMS District
Bill Payment Detail
February 2026

Num	Type	Date	Name	Memo	Account	Original Amount	Paid Amount
EFT	Bill Pmt -Check	02/10/2026	WEX Bank	Jan Fuel	101 - Operating Checking	-756.50	
110334116	Bill	01/31/2026		Jan Fuel	831 - Fuel	756.50	-756.50
TOTAL						756.50	-756.50
22669	Bill Pmt -Check	02/10/2026	Ace Hardware	Wall anchor/scraper	101 - Operating Checking	-22.98	
	Bill	01/31/2026		Wall anchor/scraper	898 - Building and Grounds	22.98	-22.98
TOTAL						22.98	-22.98
22670	Bill Pmt -Check	02/10/2026	AT&T Mobility		101 - Operating Checking	-207.97	
287309122157X020126	Bill	01/23/2026		M81 Jetpack	770 - Communications	31.99	-31.99
				C79 Jetpack	770 - Communications	31.99	-31.99
				M78 Jetpack	770 - Communications	31.99	-31.99
				M80 Jetpack	770 - Communications	31.99	-31.99
				M80 Phone	770 - Communications	9.46	-9.46
				M81 Phone	770 - Communications	9.46	-9.46
				M78 Phone	770 - Communications	9.46	-9.46
				C79 Phone	770 - Communications	9.46	-9.46
				Chief Cellphone	770 - Communications	42.17	-42.17
TOTAL						207.97	-207.97
22671	Bill Pmt -Check	02/10/2026	Brad Meng	Police Chaplains Conference	101 - Operating Checking	-275.00	
	Bill	01/29/2026		Police Chaplains Conference	725 - Staff Continuing Education	275.00	-275.00
TOTAL						275.00	-275.00
22672	Bill Pmt -Check	02/10/2026	Cottage Grove, Village of	Stafford and Rosenbaum SSM Contract Review	101 - Operating Checking	-1,593.00	
	Bill	01/22/2026		Stafford and Rosenbaum SSM Contract Review	880 - Legal Fees	1,593.00	-1,593.00
TOTAL						1,593.00	-1,593.00
22673	Bill Pmt -Check	02/10/2026	Eagle Engraving, Inc.	Fireground tags	101 - Operating Checking	-277.43	
2026-843	Bill	01/23/2026		Fireground tags	879 - Health Maintenance & Safety	277.43	-277.43
TOTAL						277.43	-277.43
22674	Bill Pmt -Check	02/10/2026	Galls	Polo	101 - Operating Checking	-96.94	
033765547	Bill	01/15/2026		Polo	860 - Clothing	96.94	-96.94
TOTAL						96.94	-96.94

Deer Grove EMS District
Bill Payment Detail
February 2026

	Num	Type	Date	Name	Memo	Account	Original Amount	Paid Amount
	22675	Bill Pmt -Check	02/10/2026	Horstman Computers	Email issue	101 - Operating Checking	-74.50	
	2054857	Bill	01/18/2026		Email issue	775 - IT expenses	74.50	-74.50
TOTAL							74.50	-74.50
	22676	Bill Pmt -Check	02/10/2026	Life-Assist, Inc.		101 - Operating Checking	-318.48	
	2055337	Bill	01/26/2026		Misc Medical Supplies	850 - Medical Supplies	94.48	-94.48
	2055519	Bill	01/29/2026		Misc Medical Supplies	850 - Medical Supplies	224.00	-224.00
TOTAL							318.48	-318.48
	22677	Bill Pmt -Check	02/10/2026	Penn Care, Inc.		101 - Operating Checking	-845.17	
	M158331.01	Bill	01/24/2026		Misc Medical Supplies	850 - Medical Supplies	1.61	-1.61
	M158331	Bill	01/27/2026		Misc Medical Supplies	850 - Medical Supplies	843.56	-843.56
TOTAL							845.17	-845.17
	22678	Bill Pmt -Check	02/10/2026	US Bank		101 - Operating Checking	-2,169.58	
		Bill	02/10/2026			One Card - Office Use Only	1,361.22	-1,361.22
		Bill	02/10/2026			One Card - Lisa Antoniewicz	61.00	-61.00
		Bill	02/10/2026			One Card - Eric Lang	747.36	-747.36
TOTAL							2,169.58	-2,169.58
	EFT	Liability Check	02/13/2026	Wisconsin Department of Revenue	036-0000519180-02	101 - Operating Checking	-2,091.73	
					036-0000519180-02	225 - State Withholding	2,091.73	-2,091.73
TOTAL							2,091.73	-2,091.73
	EFT	Liability Check	02/27/2026	Aflac	MCY18	101 - Operating Checking	-161.60	
					MCY18	Aflac	161.60	-161.60
TOTAL							161.60	-161.60
	EFT	Liability Check	02/20/2026	Employee Trust Funds	5300000	101 - Operating Checking	-23,863.44	
					5300000	Health Insurance Liability - ER	20,286.92	-20,286.92
					5300000	Health Insurance Liability - EE	3,576.52	-3,576.52
TOTAL							23,863.44	-23,863.44
	EFT	Bill Pmt -Check	02/27/2026	Employee Trust Funds	Interest	101 - Operating Checking	-33.60	
		Bill	02/03/2026		Interest	723 - Retirement Plan	33.60	-33.60
TOTAL							33.60	-33.60
	EFT	Liability Check	02/27/2026	Employee Trust Funds	5300000	101 - Operating Checking	-22,740.85	

Deer Grove EMS District
Bill Payment Detail
February 2026

Num	Type	Date	Name	Memo	Account	Original Amount	Paid Amount
				5300000	2272 - Employer Share WRS	15,298.40	-15,298.40
				5300000	2271 - Employee Share WRS	7,442.45	-7,442.45
TOTAL						<u>22,740.85</u>	<u>-22,740.85</u>
22679	Bill Pmt -Check	02/11/2026	US Bank		101 - Operating Checking	-497.64	
	Bill	02/11/2026			One Card - Mandy Cysiewski	497.64	-497.64
TOTAL						<u>497.64</u>	<u>-497.64</u>
22680	Liability Check	02/16/2026	MetLife		101 - Operating Checking	-62.20	
					Supplemental Vision	62.20	-62.20
TOTAL						<u>62.20</u>	<u>-62.20</u>
EFT	Bill Pmt -Check	02/14/2026	Gordon Flesch		101 - Operating Checking	-19.88	
IN15496960	Bill	02/07/2026		St 2 Copies	740 - Office Equipment (expense)	17.53	-17.53
IN15499735	Bill	02/10/2026		St 1 Copies	740 - Office Equipment (expense)	2.35	-2.35
TOTAL						<u>19.88</u>	<u>-19.88</u>
EFT	Bill Pmt -Check	02/14/2026	Kwik Trip Extended Network	Jan Fuel	101 - Operating Checking	-747.04	
	Bill	01/31/2026		Jan Fuel	831 - Fuel	747.04	-747.04
TOTAL						<u>747.04</u>	<u>-747.04</u>
EFT	Liability Check	02/20/2026	Bank of Deerfield		101 - Operating Checking	-34,851.44	
					Direct Deposit Liability	33,579.52	-33,579.52
					Direct Deposit Liability	1,271.92	-1,271.92
TOTAL						<u>34,851.44</u>	<u>-34,851.44</u>
22687	Liability Check	02/20/2026	Fire Fighters Local 311		101 - Operating Checking	-546.56	
					Local 311 Dues	546.56	-546.56
TOTAL						<u>546.56</u>	<u>-546.56</u>
EFT	Liability Check	02/20/2026	Wisconsin Deferred Compensation	98971-01	101 - Operating Checking	-1,172.68	
				98971-01	WI Deferred Comp Liability	797.62	-797.62
				98971-01	WI Deferred Comp Liability	375.06	-375.06
TOTAL						<u>1,172.68</u>	<u>-1,172.68</u>
EFT	Liability Check	02/24/2026	EFTTPS	39-1293690	101 - Operating Checking	-12,291.62	
				39-1293690	224 - FICA/Fed Payable	4,554.00	-4,554.00

Deer Grove EMS District
Bill Payment Detail
February 2026

Num	Type	Date	Name	Memo	Account	Original Amount	Paid Amount
				39-1293690	2242 · FICA/Fed Payable-ER	3,135.51	-3,135.51
				39-1293690	2241 · FICA/Fed Payable-EE	3,135.51	-3,135.51
				39-1293690	2242 · FICA/Fed Payable-ER	733.30	-733.30
				39-1293690	2241 · FICA/Fed Payable-EE	733.30	-733.30
TOTAL						<u>12,291.62</u>	<u>-12,291.62</u>
EFT	Liability Check	02/27/2026	Wisconsin Department of Revenue	036-0000519180-02	101 · Operating Checking	-2,272.19	
				036-0000519180-02	225 · State Withholding	2,272.19	-2,272.19
TOTAL						<u>2,272.19</u>	<u>-2,272.19</u>
22681	Bill Pmt -Check	02/16/2026	Dinges Fire Company	EMS Coats x 2	101 · Operating Checking	-1,699.00	
82496	Bill	02/12/2026		EMS Coats x 2	860 · Clothing	1,699.00	-1,699.00
TOTAL						<u>1,699.00</u>	<u>-1,699.00</u>
22682	Bill Pmt -Check	02/16/2026	Eagle Engraving, Inc.	Badges	101 · Operating Checking	-187.75	
2025-9390	Bill	01/01/2026		Badges	810 · EMT Recognition	187.75	-187.75
TOTAL						<u>187.75</u>	<u>-187.75</u>
22683	Bill Pmt -Check	02/16/2026	ImageTrend Inc.	2026 Elite Annual Fee	101 · Operating Checking	-8,929.79	
PS-INV121807	Bill	01/08/2026		2026 Elite Annual Fee	775 · IT expenses	8,929.79	-8,929.79
TOTAL						<u>8,929.79</u>	<u>-8,929.79</u>
22684	Bill Pmt -Check	02/16/2026	ZOLL Medical Corporation	Battery	101 · Operating Checking	-820.82	
4428193	Bill	02/10/2026		Battery	850 · Medical Supplies	820.82	-820.82
TOTAL						<u>820.82</u>	<u>-820.82</u>
22685	Bill Pmt -Check	02/16/2026	Penn Care, Inc.		101 · Operating Checking	-1,415.74	
M159107	Bill	02/05/2026		Misc Medical Supplies	850 · Medical Supplies	203.95	-203.95
M159010	Bill	02/11/2026		Misc Medical Supplies	850 · Medical Supplies	847.62	-847.62
M159810	Bill	02/11/2026		Misc Medical Supplies	850 · Medical Supplies	364.17	-364.17
TOTAL						<u>1,415.74</u>	<u>-1,415.74</u>
22686	Bill Pmt -Check	02/16/2026	Life-Assist, Inc.	Misc Medical Supplies	101 · Operating Checking	-236.65	
2064668	Bill	02/10/2026		Misc Medical Supplies	850 · Medical Supplies	236.65	-236.65
TOTAL						<u>236.65</u>	<u>-236.65</u>
EFT	Bill Pmt -Check	02/16/2026	Airgas USA, LLC	O2	101 · Operating Checking	-84.37	
5522109296	Bill	01/31/2026		O2	850 · Medical Supplies	84.37	-84.37

Deer Grove EMS District
Bill Payment Detail
February 2026

	Num	Type	Date	Name	Memo	Account	Original Amount	Paid Amount
TOTAL							84.37	-84.37
EFT		Bill Pmt -Check	02/22/2026	GFC Leasing WI	St 1 Copier Lease	101 - Operating Checking	-126.93	
1540495		Bill	02/18/2026		St 1 Copier Lease	740 - Office Equipment (expense)	126.93	-126.93
TOTAL							<u>126.93</u>	-126.93
		Bill Pmt -CCard	02/10/2026	Dane County Dept. of Emergency Mgmt	December Meds	One Card - Office Use Only	-720.36	
47636		Bill	01/13/2026		December Meds	850 - Medical Supplies	720.36	-720.36
TOTAL							<u>720.36</u>	-720.36
		Bill Pmt -CCard	02/10/2026	Jackson Lewis P.C.	Investigation review/meeting/vacation policy review	One Card - Office Use Only	-432.00	
8982416		Bill	01/23/2026		Investigation review/meeting/vacation policy review	880 - Legal Fees	432.00	-432.00
TOTAL							<u>432.00</u>	-432.00
		Bill Pmt -CCard	02/10/2026	TDS	February Internet	One Card - Office Use Only	-179.00	
		Bill	01/22/2026		February Internet	770 - Communications	179.00	-179.00
TOTAL							<u>179.00</u>	-179.00
		Bill Pmt -CCard	02/22/2026	Dane County Dept. of Emergency Mgmt	January Meds	One Card - Office Use Only	-449.60	
47832		Bill	02/18/2026		January Meds	850 - Medical Supplies	449.60	-449.60
TOTAL							<u>449.60</u>	-449.60

Deer Grove EMS District Credit Card Purchases

February 2026

Date	Source Name	Memo	Split	Amount
301 · One Card				
One Card - Mandy Cysiewski				
02/07/2026	Springhill Suites	WEMSA Hotel - Lang	725 · Staff Continuing Educat...	718.70
02/07/2026	Springhill Suites	WEMSA Hotel - Lasko	725 · Staff Continuing Educat...	278.00
02/08/2026	Springhill Suites	WEMSA Hotel - Cysiewski	725 · Staff Continuing Educat...	718.70
02/08/2026	Springhill Suites	WEMSA Hotel - Linley	725 · Staff Continuing Educat...	695.00
02/14/2026	Costco		-SPLIT-	48.76
02/19/2026	Dreamhost	Domain Fee	775 · IT expenses	19.99
02/23/2026	Amazon.com		-SPLIT-	53.98
02/24/2026	Amazon.com	Floor Cleaner	-SPLIT-	44.09
Total One Card - Mandy Cysiewski				2,577.22
Total 301 · One Card				2,577.22
TOTAL				2,577.22

Deer Grove EMS District Payroll Transaction Detail February 2026

Date	Num	Type	Source Name	Payroll Item	Qty	Amount
02/06/2026	DD	Paycheck	Anders, Devon C	Weekday Stipend	14	252.00
			Anders, Devon C	Weekend Stipend	14	252.00
						504.00
02/06/2026	DD	Paycheck	Antoniewicz, Lisa M	Regular Hourly Rate	17	699.55
			Antoniewicz, Lisa M	Vacation Hourly Rate	30	1,234.50
			Antoniewicz, Lisa M	Regular Hourly Rate	33	1,357.95
			Antoniewicz, Lisa M	Overtime Hourly Rate	15	925.95
			Antoniewicz, Lisa M	Overtime Hourly Rate	1	61.73
						4,279.68
02/20/2026	DD	Paycheck	Antoniewicz, Lisa M	Regular Hourly Rate	9.5	390.93
			Antoniewicz, Lisa M	Regular Hourly Rate	63	2,592.45
			Antoniewicz, Lisa M	Overtime Hourly Rate	9.75	601.87
						3,585.25
02/06/2026	DD	Paycheck	Bauer, Roman F	Weekend Stipend	8	144.00
						144.00
02/06/2026	DD	Paycheck	Belden, Elliott H	Vacation Hourly Rate	64	2,200.32
			Belden, Elliott H	Vacation OT Hourly Rate	8	412.56
						2,612.88
02/20/2026	DD	Paycheck	Belden, Elliott H	Regular Hourly Rate	78.5	2,698.83
			Belden, Elliott H	Overtime Hourly Rate	17.5	902.48
			Belden, Elliott H	Regular Hourly Rate	1.5	51.57
						3,652.88
02/06/2026	DD	Paycheck	Berg, Elisabeth C	Regular Hourly Rate	80	1,993.60
			Berg, Elisabeth C	Overtime Hourly Rate	26	971.88
						2,965.48
02/20/2026	DD	Paycheck	Berg, Elisabeth C	Regular Hourly Rate	76	1,893.92
			Berg, Elisabeth C	Overtime Hourly Rate	8	299.04
			Berg, Elisabeth C	Regular Hourly Rate	1	24.92
						2,217.88
02/06/2026	DD	Paycheck	Bischel, Elisabeth A	Regular Hourly Rate	64	1,720.96
			Bischel, Elisabeth A	Overtime Hourly Rate	8	322.72
			Bischel, Elisabeth A	Regular Hourly Rate	3	80.67
						2,124.35

Deer Grove EMS District Payroll Transaction Detail February 2026

<u>Date</u>	<u>Num</u>	<u>Type</u>	<u>Source Name</u>	<u>Payroll Item</u>	<u>Qty</u>	<u>Amount</u>
02/20/2026	DD	Paycheck	Bischel, Elisabeth A Bischel, Elisabeth A	Regular Hourly Rate	80	2,151.20
				Overtime Hourly Rate	16	645.44
						2,796.64
02/06/2026	DD	Paycheck	Blochowiak, Bradley S Blochowiak, Bradley S	Weekday Stipend	4	72.00
				Training Attendance Stipend	1	18.00
						90.00
02/06/2026	DD	Paycheck	Boettner, Mitchell E	Training Attendance Stipend	1	18.00
						18.00
02/06/2026	DD	Paycheck	Boyd, Jared D	Regular Hourly Rate	2	47.00
						47.00
02/20/2026	DD	Paycheck	Campbell, Erin A	Regular Hourly Rate	24	564.00
						564.00
02/06/2026	DD	Paycheck	Cummings, Ross E Cummings, Ross E Cummings, Ross E	Regular Hourly Rate	64	2,200.32
				Overtime Hourly Rate	4.5	232.07
				Regular Hourly Rate	5	171.90
						2,604.29
02/20/2026	DD	Paycheck	Cummings, Ross E Cummings, Ross E Cummings, Ross E	Regular Hourly Rate	78	2,681.64
				Overtime Hourly Rate	18	928.26
				Regular Hourly Rate	2	68.76
						3,678.66
02/06/2026	DD	Paycheck	Cysiewski, Mandy J Cysiewski, Mandy J	Regular Hourly Rate	32	1,385.60
				Regular Hourly Rate	32	630.08
						2,015.68
02/20/2026	DD	Paycheck	Cysiewski, Mandy J	Regular Hourly Rate	33.25	1,439.73
						1,439.73
02/06/2026	DD	Paycheck	Doherty, Matthew T Doherty, Matthew T Doherty, Matthew T	Weekday Stipend	3	54.00
				Weekend Stipend	1	18.00
				Training Attendance Stipend	1	18.00
						90.00
02/06/2026	DD	Paycheck	Fedorowicz, Samantha E	Training Attendance Stipend	1	18.00
						18.00

**Deer Grove EMS District
Payroll Transaction Detail
February 2026**

<u>Date</u>	<u>Num</u>	<u>Type</u>	<u>Source Name</u>	<u>Payroll Item</u>	<u>Qty</u>	<u>Amount</u>
02/06/2026	DD	Paycheck	Goth, Kevin J	Regular Hourly Rate	56	1,432.48
			Goth, Kevin J	Overtime Hourly Rate	16	613.92
			Goth, Kevin J	Regular Hourly Rate	24	598.08
						2,644.48
02/20/2026	DD	Paycheck	Goth, Kevin J	Regular Hourly Rate	64	1,637.12
			Goth, Kevin J	Overtime Hourly Rate	9	345.33
						1,982.45
02/06/2026	DD	Paycheck	Gregory, Genevieve M	Weekend Stipend	2	36.00
						36.00
02/06/2026	DD	Paycheck	Hanson, Gracie M	Regular Hourly Rate	6.5	152.75
						152.75
02/20/2026	DD	Paycheck	Hanson, Gracie M	Regular Hourly Rate	12	282.00
						282.00
02/06/2026	DD	Paycheck	Hartman, Michael D	Weekday Stipend	2	36.00
			Hartman, Michael D	Weekend Stipend	1	18.00
			Hartman, Michael D	Training Attendance Stipend	1	18.00
						72.00
02/06/2026	DD	Paycheck	Hesseling, Sarah M	Regular Hourly Rate	77.75	2,090.70
			Hesseling, Sarah M	Overtime Hourly Rate	21.75	877.40
			Hesseling, Sarah M	Regular Hourly Rate	2.25	60.50
						3,028.60
02/20/2026	DD	Paycheck	Hesseling, Sarah M	Regular Hourly Rate	48	1,290.72
			Hesseling, Sarah M	Overtime Hourly Rate	11	443.74
			Hesseling, Sarah M	Sick Hourly Rate	16	430.24
			Hesseling, Sarah M	Regular Hourly Rate	0.5	13.45
						2,178.15
02/06/2026	DD	Paycheck	Hewitt, Jennifer M	Regular Hourly Rate	12	282.00
						282.00
02/06/2026	DD	Paycheck	Hinchley, Clairissa K	Regular Hourly Rate	64	1,720.96
			Hinchley, Clairissa K	Overtime Hourly Rate	8.5	342.89
			Hinchley, Clairissa K	Vacation Hourly Rate	1	26.89
						2,090.74

**Deer Grove EMS District
Payroll Transaction Detail
February 2026**

<u>Date</u>	<u>Num</u>	<u>Type</u>	<u>Source Name</u>	<u>Payroll Item</u>	<u>Qty</u>	<u>Amount</u>
02/20/2026	DD	Paycheck	Hinchley, Clairissa K	Regular Hourly Rate	77	2,070.53
			Hinchley, Clairissa K	Overtime Hourly Rate	19	766.46
			Hinchley, Clairissa K	Regular Hourly Rate	3	80.67
						2,917.66
02/06/2026	DD	Paycheck	Hromatko, Cory D	Regular Hourly Rate	64	1,841.28
			Hromatko, Cory D	Overtime Hourly Rate	20	863.20
			Hromatko, Cory D	Regular Hourly Rate	5	143.85
			Hromatko, Cory D	Regular Hourly Rate	2	57.54
						2,905.87
02/20/2026	DD	Paycheck	Hromatko, Cory D	Regular Hourly Rate	64	1,841.28
			Hromatko, Cory D	Overtime Hourly Rate	10	431.60
			Hromatko, Cory D	Sick Hourly Rate	16	460.32
			Hromatko, Cory D	Sick OT Hourly Rate	8	345.28
						3,078.48
02/06/2026	DD	Paycheck	Hummel, Madison T	Training Attendance Stipend	1	18.00
						18.00
02/06/2026	DD	Paycheck	Kim, Maeve N	Weekday Stipend	4	72.00
						72.00
02/06/2026	DD	Paycheck	Krszjzaniek, Kiana L	Regular Hourly Rate	65	1,619.80
			Krszjzaniek, Kiana L	Overtime Hourly Rate	20	747.60
			Krszjzaniek, Kiana L	Regular Hourly Rate	2	49.84
						2,417.24
02/20/2026	DD	Paycheck	Krszjzaniek, Kiana L	Regular Hourly Rate	64	1,594.88
			Krszjzaniek, Kiana L	Overtime Hourly Rate	8	299.04
						1,893.92
02/06/2026	DD	Paycheck	Kuhn, Alyssa A	Weekday Stipend	8	144.00
			Kuhn, Alyssa A	Training Attendance Stipend	1	18.00
						162.00
02/06/2026	DD	Paycheck	Lang, Eric A	Salary	72	4,243.84
			Lang, Eric A	Vacation Salary	8	471.54
						4,715.38

**Deer Grove EMS District
Payroll Transaction Detail
February 2026**

<u>Date</u>	<u>Num</u>	<u>Type</u>	<u>Source Name</u>	<u>Payroll Item</u>	<u>Qty</u>	<u>Amount</u>
02/20/2026	DD	Paycheck	Lang, Eric A	Salary	72	4,243.84
			Lang, Eric A	Vacation Salary	8	471.54
						4,715.38
02/06/2026	DD	Paycheck	Lange, Erica C	Weekday Stipend	2	36.00
			Lange, Erica C	Weekend Stipend	2	36.00
						72.00
02/06/2026	DD	Paycheck	Lasko, Wendy J	Regular Hourly Rate	76	2,612.88
			Lasko, Wendy J	Overtime Hourly Rate	8	412.56
			Lasko, Wendy J	Vacation Hourly Rate	4	137.52
			Lasko, Wendy J	Vacation OT Hourly Rate	8	412.56
						3,575.52
02/20/2026	DD	Paycheck	Lasko, Wendy J	Regular Hourly Rate	61	2,097.18
			Lasko, Wendy J	Overtime Hourly Rate	11	567.27
			Lasko, Wendy J	Regular Hourly Rate	3	103.14
						2,767.59
02/06/2026	DD	Paycheck	Linley, Alecia M	Regular Hourly Rate	23	540.50
						540.50
02/06/2026	DD	Paycheck	McMullen, Jeremy B	Regular Hourly Rate	12	282.00
			McMullen, Jeremy B	Regular Hourly Rate	24	564.00
						846.00
02/20/2026	DD	Paycheck	McMullen, Jeremy B	Regular Hourly Rate	7	164.50
			McMullen, Jeremy B	Regular Hourly Rate	12	282.00
						446.50
02/06/2026	DD	Paycheck	Meier, Easton C	Overtime Hourly Rate	8	299.04
			Meier, Easton C	Regular Hourly Rate	80	1,993.60
			Meier, Easton C	Overtime Hourly Rate	8	299.04
						2,591.68
02/20/2026	DD	Paycheck	Meier, Easton C	Regular Hourly Rate	64	1,637.12
			Meier, Easton C	Overtime Hourly Rate	8	306.96
						1,944.08

Deer Grove EMS District Payroll Transaction Detail February 2026

Date	Num	Type	Source Name	Payroll Item	Qty	Amount
02/06/2026	DD	Paycheck	Mickelson, Matthew A	Regular Hourly Rate	80	2,360.80
			Mickelson, Matthew A	Overtime Hourly Rate	16	708.32
			Mickelson, Matthew A	Overtime Hourly Rate	4	177.08
						3,246.20
02/20/2026	DD	Paycheck	Mickelson, Matthew A	Regular Hourly Rate	80	2,360.80
			Mickelson, Matthew A	Overtime Hourly Rate	16	708.32
						3,069.12
02/06/2026	DD	Paycheck	Naviaux, William T	Regular Hourly Rate	36	846.00
			Naviaux, William T	Regular Hourly Rate	0.5	11.75
						857.75
02/20/2026	DD	Paycheck	Naviaux, William T	Regular Hourly Rate	12	282.00
02/06/2026	DD	Paycheck	Nicholson, MaryClaire	Regular Hourly Rate	21	493.50
02/06/2026	DD	Paycheck	Perez, Lauren N	Training Attendance Stipend	1	18.00
			Perez, Lauren N	Holiday Stipend	2	36.00
						54.00
02/06/2026	DD	Paycheck	Rabbitt, Emilie S	Regular Hourly Rate	64	1,594.88
			Rabbitt, Emilie S	Overtime Hourly Rate	8	299.04
			Rabbitt, Emilie S	Regular Hourly Rate	2	49.84
						1,943.76
02/20/2026	DD	Paycheck	Rabbitt, Emilie S	Regular Hourly Rate	56.75	1,451.67
			Rabbitt, Emilie S	Overtime Hourly Rate	14.25	546.77
			Rabbitt, Emilie S	Regular Hourly Rate	23.25	579.39
						2,577.83
02/06/2026	DD	Paycheck	Reichert, Kennedy M	Weekday Stipend	6	108.00
			Reichert, Kennedy M	Weekend Stipend	2	36.00
						144.00
02/06/2026	DD	Paycheck	Roman, Jennifer A	Regular Hourly Rate	36	846.00
			Roman, Jennifer A	Regular Hourly Rate	3	70.50
			Roman, Jennifer A	Regular Hourly Rate	1.75	41.13
						957.63

**Deer Grove EMS District
Payroll Transaction Detail
February 2026**

<u>Date</u>	<u>Num</u>	<u>Type</u>	<u>Source Name</u>	<u>Payroll Item</u>	<u>Qty</u>	<u>Amount</u>
02/20/2026	DD	Paycheck	Roman, Jennifer A	Regular Hourly Rate	24.5	575.75
						575.75
02/06/2026	DD	Paycheck	Rothweiler, Benjamin V	Training Attendance Stipend	1	18.00
						18.00
02/20/2026	DD	Paycheck	Rousseau, Cynthia	Regular Hourly Rate	16	376.00
						376.00
02/06/2026	DD	Paycheck	Salov, Courtney A	Regular Hourly Rate	78	2,097.42
			Salov, Courtney A	Overtime Hourly Rate	18	726.12
			Salov, Courtney A	Regular Hourly Rate	2	53.78
						2,877.32
02/20/2026	DD	Paycheck	Salov, Courtney A	Regular Hourly Rate	64	1,720.96
			Salov, Courtney A	Overtime Hourly Rate	8	322.72
						2,043.68
02/06/2026	DD	Paycheck	Sanders, Seth C	Regular Hourly Rate	64	2,056.32
			Sanders, Seth C	Overtime Hourly Rate	8	385.60
						2,441.92
02/20/2026	DD	Paycheck	Sanders, Seth C	Vacation Hourly Rate	40	1,285.20
			Sanders, Seth C	Vacation OT Hourly Rate	8	385.60
			Sanders, Seth C	Regular Hourly Rate	40	1,285.20
			Sanders, Seth C	Overtime Hourly Rate	8	385.60
						3,341.60
02/06/2026	DD	Paycheck	Schoepp, Hunter L	Training Attendance Stipend	1	18.00
						18.00
02/06/2026	DD	Paycheck	Severson, Erik L	Weekday Stipend	1	18.00
			Severson, Erik L	Training Attendance Stipend	2	36.00
						54.00
02/06/2026	DD	Paycheck	Tucker, Trenten M	Weekday Stipend	6	108.00
						108.00
02/06/2026	DD	Paycheck	Walker, Kathryn B	Regular Hourly Rate	9	211.50
						211.50

Deer Grove EMS District
Payroll Transaction Detail
February 2026

<u>Date</u>	<u>Num</u>	<u>Type</u>	<u>Source Name</u>	<u>Payroll Item</u>	<u>Qty</u>	<u>Amount</u>
02/06/2026	DD	Paycheck	Woodstock, Steven R	Regular Hourly Rate	2	47.00
						47.00
02/20/2026	DD	Paycheck	Woodstock, Steven R	Regular Hourly Rate	2	47.00
						47.00
TOTAL						109,662.93

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03/10/26

Accrual Basis

Deer Grove EMS District
Member expenses and reimbursements through payroll
As of February 28, 2026

Type	Date	Num	Name	Memo	Amount
1512 · Member Personal Expenses Due					
Total 1512 · Member Personal Expenses Due					
Member Reimbursements Payable					
Paycheck	02/20/2026	DD	Bischel, Elisabeth A		31.65
Paycheck	02/20/2026	DD	Lang, Eric A		417.00
Total Member Reimbursements Payable					448.65
TOTAL					448.65

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03/10/26

Deer Grove EMS District
Deposit Detail
February 2026

Type	Date	Name	Memo	Account	Amount
General Journal	02/28/2026	EMSMC	Payment Received - Overpayment Returns - Feb	105 · Bank First	74,539.92
		EMSMC	Payment Received - Overpayment Returns - Feb	1210 · Lifequest Receivables	-74,539.92
TOTAL					-74,539.92
General Journal	02/28/2026		Payment received with no paperwork	105 · Bank First	14,138.64
			Payment received with no paperwork	Lifequest Deposit Adjustments	-14,138.64
TOTAL					-14,138.64
Deposit	02/17/2026		Deposit	103 · Savings bank of Deerfield	1,667.08
Sales Receipt	02/16/2026	Wisconsin EMS Association	WEMSA Registration Refund	725 · Staff Continuing Education	-275.00
Payment	02/16/2026	Shalom Family Chiropractic LLC		1499 · Undeposited Funds	-50.00
Sales Receipt	02/16/2026	Town of Cottage Grove		1499 · Undeposited Funds	-1,242.08
Sales Receipt	02/16/2026	Adjust Your Life Chiropractic LLC		1499 · Undeposited Funds	-50.00
	02/16/2026	Body Spine Chiropractic Wellness		1499 · Undeposited Funds	-50.00
TOTAL					-1,667.08
Deposit	02/23/2026		Deposit	103 · Savings bank of Deerfield	144,133.37
Sales Receipt	02/20/2026	Deerfield Fire Dept.		1499 · Undeposited Funds	-6.00
Sales Receipt	02/20/2026	Village of Deerfield		1499 · Undeposited Funds	-144,127.37
TOTAL					-144,133.37
Deposit	02/23/2026		Deposit	103 · Savings bank of Deerfield	236.11
		US Bank	Rebate	4999 · Uncategorized Income	-236.11
TOTAL					-236.11
Deposit	02/28/2026		Interest	103 · Savings bank of Deerfield	1,939.31
			Interest	640 · Interest Earned	-1,939.31
TOTAL					-1,939.31

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Deer Grove EMS District
Deposit Detail
February 2026

Type	Date	Name	Memo	Account	Amount
Deposit	02/28/2026		Interest	101 · Operating Checking	2.74
			Interest	640 · Interest Earned	-2.74
TOTAL					-2.74

Aging Summary Report

2024	Billable Units	Current	31-60 days	61-90 days	91-120	121-180	Over 180	Total	Write Offs	Deposit from Collections
January	278	89,122.46	163,650.79	63,578.35	20,238.33	21,965.20	50,648.10	409,203.23		40,879.43
February	232	22,879.50	99,245.55	133,366.71	29,102.38	9,045.60	54,789.10	348,428.84	1,176.00	47,174.76
March	331	21,633.82	134,531.03	162,473.20	129,204.41	38,043.88	50,143.50	536,029.84		28,036.52
April	383	39,540.17	104,805.75	116,908.52	104,299.87	139,960.51	56,923.40	562,438.22		94,580.34
May	434	172,136.08	65,148.73	67,423.90	87,929.80	195,787.30	68,768.37	657,194.18		63,773.67
June	417	197,989.33	55,257.52	42,696.43	36,404.50	120,119.23	167,484.41	619,951.42		72,134.22
July	417	417,573.68	40,672.69	16,450.74	15,703.60	51,033.10	55,250.38	596,684.19		111,799.07
August	414	369,700.81	72,625.52	11,777.42	3,078.20	17,565.10	31,147.38	505,894.43	634.00	133,964.82
September	433	272,941.33	123,636.64	58,756.77	4,482.44	4,012.20	44,677.28	508,506.66		63,720.97
October	489	336,527.98	116,793.95	59,535.07	41,640.24	7,548.64	29,982.20	592,028.08		60,655.02
November	526	296,327.43	114,226.19	83,725.98	39,235.91	35,451.54	30,076.20	599,043.25		82,142.89
December	545	250,643.10	133,492.97	95,053.20	57,998.97	58,546.96	15,441.90	611,177.10		76,288.03
									1,810.00	875,149.74

2025	Billable Units	Current	31-60 days	61-90 days	91-120	121-180	Over 180	Total	Write Offs	Deposit from Collections
January	633	442,586.97	97,429.50	72,185.64	48,850.85	70,998.21	35,334.89	767,386.06		77,016.11
February	671	489,987.47	116,079.48	51,842.70	42,566.88	61,804.66	37,712.17	799,993.36		87,295.40
March	642	381,407.23	160,252.84	54,411.50	34,321.17	54,114.21	62,478.68	746,985.63		104,436.65
April	671	420,013.60	118,881.21	87,055.89	14,574.36	42,779.67	67,549.92	750,854.65		104,683.78
May	717	390,833.00	156,085.56	86,226.23	51,215.55	25,666.47	75,651.28	785,678.09		70,041.53
June	587	360,076.96	107,920.11	97,383.99	38,939.09	16,474.89	7,271.05	628,066.09		80,786.40
July	652	426,017.38	135,598.34	62,751.35	39,256.00	21,195.25	6,880.31	691,698.63		85,720.38
August	649	342,588.85	195,248.81	100,479.68	35,094.18	37,618.07	10,297.20	721,326.79		84,150.03
September	644	384,281.32	87,398.54	129,872.56	62,075.08	44,790.79	16,538.51	724,956.80		74,504.96
October	668	317,211.94	203,355.87	14,332.44	93,149.28	68,393.39	36,464.93	732,907.85		84,751.40
November	660	262,788.17	195,683.70	105,849.59	26,309.82	91,560.86	49,414.85	731,606.99		63,754.00
December	722	410,520.73	113,990.93	103,918.94	86,199.14	58,928.18	65,581.10	839,139.02		71,552.35
									0.00	988,692.99

2026	Billable Units	Current	31-60 days	61-90 days	91-120	121-180	Over 180	Total	Write Offs	Deposit from Collections
January	711	338,305.56	167,525.17	69,335.17	68,847.56	53,899.61	98,331.11	796,244.18		90,353.72
February	736	346,629.27	151,920.38	110,382.51	31,413.68	76,984.27	110,698.36	828,028.47		68,916.66
March										
April										
May										
June										
July										
August										
September										
October										
November										
December										
									0.00	159,270.38

PREPARED FOR DEER GROVE EMS DISTRICT

By:

EMS | MC

EMS MANAGEMENT & CONSULTANTS

RESULTS | SERVICE | COMMUNITY

12 MONTH DATE OF SERVICE ANALYSIS

Primary Payor Mix
6-12 Month Mature Average

Primary Payor	% of Trips
Medicare	25%
Medicare Advantage	24%
Insurance	26%
Medicaid	2%
Medicaid MCO	9%
Patient	11%
Facility	1%
Other Govt. Payers	1%
TPL	2%

Net Collection Percentages
6-12 Month Mature Average

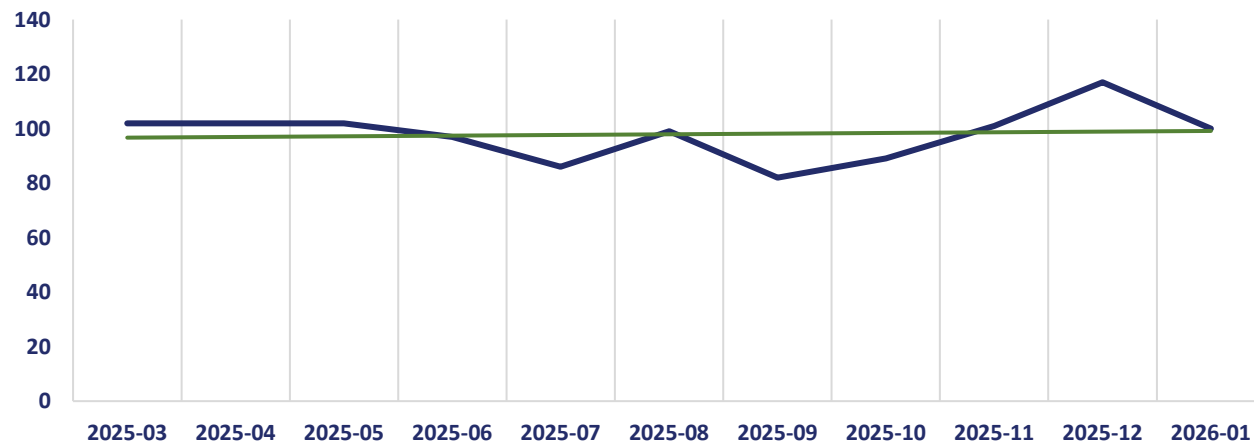
Primary Payor	Coll %
Medicare	94%
Medicare Advantage	85%
Insurance	67%
Medicaid	96%
Medicaid MCO	78%
Patient	19%
Facility	27%
Other Govt. Payers	99%
TPL	57%
Overall 6-12m	67%

Cash Per Trip
6-12 Month Mature Average

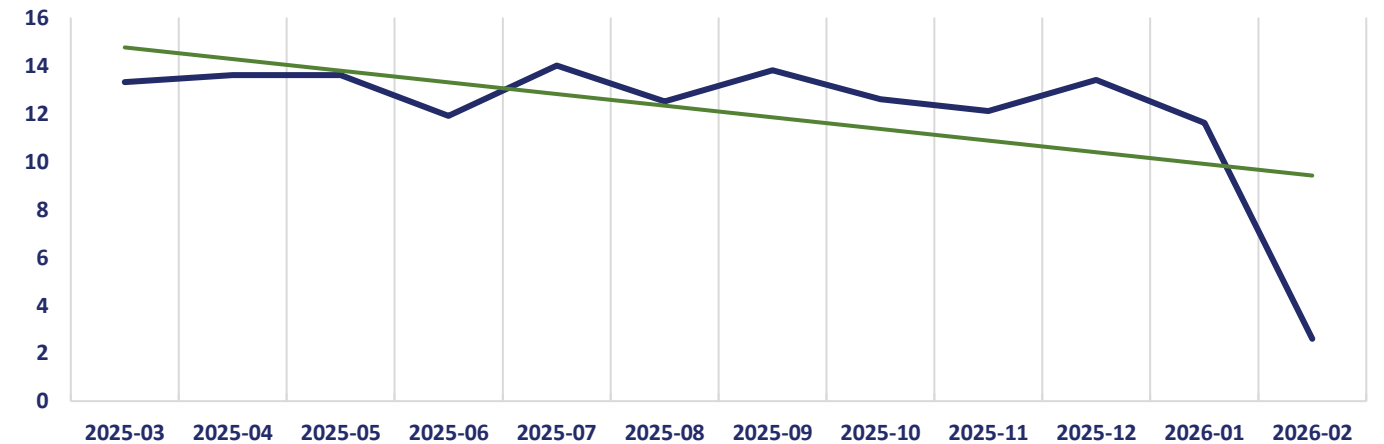
Primary Payor	CPT
Medicare	\$ 618.87
Medicare Advantage	\$ 634.64
Insurance	\$ 1,447.55
Medicaid	\$ 325.68
Medicaid MCO	\$ 703.81
Patient	\$ 330.34
Facility	\$ 174.80
Other Govt. Payers	\$ 1,878.78
TPL	\$ 977.09
Overall 6-12m	\$ 820.08

DOS	Trip Count	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Balance Due	Gross Chg/Trip	Net Chg/Trip	Cash/Trip	Net Coll %
2025-03	102	216,297.70	99,336.60	116,961.10	21.90	87,456.99	2,368.00	-	27,114.21	2,120.57	1,146.68	857.42	74.8%
2025-04	102	215,429.30	98,456.95	116,972.35	(8.38)	77,129.14	5,263.40	733.92	35,322.11	2,112.05	1,146.79	748.97	65.3%
2025-05	102	218,550.90	92,145.81	126,405.09	(54.08)	90,828.53	2,024.34	2,474.77	36,081.07	2,142.66	1,239.27	866.21	69.9%
2025-06	97	194,312.60	75,361.45	118,951.15	(7.64)	83,705.70	-	-	35,253.09	2,003.22	1,226.30	862.95	70.4%
2025-07	86	183,439.90	73,607.59	109,832.31	21.68	71,160.96	5,284.13	6.00	33,371.54	2,133.02	1,277.12	827.38	64.8%
2025-08	99	201,994.30	74,425.76	127,568.54	-	75,141.65	-	-	52,426.89	2,040.35	1,288.57	759.01	58.9%
2025-09	82	173,383.20	80,438.02	92,945.18	(23.27)	56,059.51	1,168.00	-	35,740.94	2,114.43	1,133.48	683.65	60.3%
2025-10	89	179,762.30	76,812.16	102,950.14	(0.69)	52,814.47	-	138.55	50,274.91	2,019.80	1,156.74	591.86	51.2%
2025-11	101	199,918.80	69,026.86	130,891.94	(0.33)	63,207.06	-	-	67,685.21	1,979.39	1,295.96	625.81	48.3%
2025-12	117	248,699.90	118,267.33	130,432.57	0.45	61,454.74	-	-	68,977.38	2,125.64	1,114.81	525.25	47.1%
2026-01	100	197,798.90	51,841.30	145,957.60	-	27,949.13	-	-	118,008.47	1,977.99	1,459.58	279.49	19.1%
2026-02	80	122,796.70	4,638.43	118,158.27	-	1,354.24	-	-	116,804.03	1,534.96	1,476.98	16.93	1.1%
Totals	1,157	2,352,384.50	914,358.26	1,438,026.24	(50.36)	748,262.12	16,107.87	3,353.24	677,059.85	2,033.18	1,242.89	643.83	51.8%

Trip Count Trend - Excluding Current Month



Average Loaded Miles



12 MONTH DATE OF SERVICE ANALYSIS BY PRIMARY PAYOR CATEGORY

MEDICARE													
DOS	Trip Count	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Balance Due	Gross Chg/Trip	Net Chg/Trip	Cash/Trip	Net Coll %
2025-03	26	55,101.70	38,832.28	16,269.42	-	16,744.72	-	-	(475.30)	2,119.30	625.75	644.03	102.9%
2025-04	36	79,347.80	56,323.08	23,024.72	-	22,957.65	-	119.50	186.57	2,204.11	639.58	634.39	99.2%
2025-05	28	56,085.00	37,417.60	18,667.40	-	17,556.61	-	121.17	1,231.96	2,003.04	666.69	622.69	93.4%
2025-06	19	41,581.80	28,487.16	13,094.64	-	10,871.71	-	-	2,222.93	2,188.52	689.19	572.20	83.0%
2025-07	16	32,756.50	21,963.31	10,793.19	-	9,699.19	-	6.00	1,100.00	2,047.28	674.57	605.82	89.8%
2025-08	24	49,698.60	33,963.68	15,734.92	-	14,628.96	-	-	1,105.96	2,070.78	655.62	609.54	93.0%
2025-09	30	65,398.10	44,437.93	20,960.17	-	18,444.46	-	-	2,515.71	2,179.94	698.67	614.82	88.0%
2025-10	31	64,665.90	45,040.45	19,625.45	(0.69)	18,569.76	-	138.55	1,194.93	2,086.00	633.08	594.56	93.9%
2025-11	18	36,878.60	24,768.47	12,110.13	(0.33)	11,264.67	-	-	845.79	2,048.81	672.79	625.82	93.0%
2025-12	29	61,637.40	42,425.25	19,212.15	(0.09)	16,590.54	-	-	2,621.70	2,125.43	662.49	572.09	86.4%
2026-01	28	56,857.20	27,420.70	29,436.50	-	8,717.84	-	-	20,718.66	2,030.61	1,051.30	311.35	29.6%
2026-02	15	29,434.20	-	29,434.20	-	-	-	-	29,434.20	1,962.28	1,962.28	-	0.0%
Totals	300	629,442.80	401,079.91	228,362.89	(1.11)	166,046.11	-	385.22	62,703.11	2,098.14	761.21	552.20	72.5%
MEDICARE ADVANTAGE													
DOS	Trip Count	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Balance Due	Gross Chg/Trip	Net Chg/Trip	Cash/Trip	Net Coll %
2025-03	34	70,298.50	45,482.73	24,815.77	-	23,369.34	-	-	1,446.43	2,067.60	729.88	687.33	94.2%
2025-04	17	36,893.90	22,809.69	14,084.21	(0.14)	9,252.95	300.00	-	4,531.40	2,170.23	828.48	544.29	65.7%
2025-05	27	56,846.60	36,227.16	20,619.44	-	22,028.84	-	2,353.60	944.20	2,105.43	763.68	728.71	95.4%
2025-06	22	45,543.50	31,049.38	14,494.12	-	11,216.08	-	-	3,278.04	2,070.16	658.82	509.82	77.4%
2025-07	27	57,912.20	37,196.61	20,715.59	-	17,486.66	222.93	-	3,006.00	2,144.90	767.24	647.65	84.4%
2025-08	14	27,815.50	17,462.74	10,352.76	-	8,484.40	-	-	1,868.36	1,986.82	739.48	606.03	82.0%
2025-09	14	27,753.40	16,710.01	11,043.39	-	5,990.29	-	-	5,053.10	1,982.39	788.81	427.88	54.2%
2025-10	18	31,804.10	17,988.70	13,815.40	-	8,180.90	-	-	5,634.50	1,766.89	767.52	454.49	59.2%
2025-11	19	41,916.70	25,595.36	16,321.34	-	11,204.47	-	-	5,116.87	2,206.14	859.02	589.71	68.6%
2025-12	27	57,471.90	42,461.32	15,010.58	-	14,691.91	-	-	318.67	2,128.59	555.95	544.14	97.9%
2026-01	13	27,425.30	7,378.14	20,047.16	-	2,478.83	-	-	17,568.33	2,109.64	1,542.09	190.68	12.4%
2026-02	19	40,241.40	3,149.42	37,091.98	-	678.75	-	-	36,413.23	2,117.97	1,952.21	35.72	1.8%
Totals	251	521,923.00	303,511.26	218,411.74	(0.14)	135,063.42	522.93	2,353.60	85,179.13	2,079.37	870.17	528.72	60.8%
INSURANCE													
DOS	Trip Count	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Balance Due	Gross Chg/Trip	Net Chg/Trip	Cash/Trip	Net Coll %
2025-03	22	47,462.70	1,903.27	45,559.43	-	36,523.85	-	-	9,035.58	2,157.40	2,070.88	1,660.18	80.2%
2025-04	29	61,096.80	1,875.62	59,221.18	(8.24)	37,629.00	4,963.40	614.42	17,251.44	2,106.79	2,042.11	1,276.36	62.5%
2025-05	22	53,570.90	21.57	53,549.33	-	34,348.36	2,024.34	-	17,176.63	2,435.04	2,434.06	1,561.29	64.1%
2025-06	31	72,602.80	4,661.96	67,940.84	(7.12)	52,557.58	-	-	15,390.38	2,342.03	2,191.64	1,695.41	77.4%
2025-07	17	40,066.70	600.20	39,466.50	16.94	19,610.12	2,734.00	-	17,105.44	2,356.86	2,321.56	1,153.54	49.7%
2025-08	30	60,560.40	2,447.75	58,112.65	-	38,525.49	-	-	19,587.16	2,018.68	1,937.09	1,284.18	66.3%
2025-09	11	24,951.90	821.82	24,130.08	(1.01)	13,707.75	-	-	10,423.34	2,268.35	2,193.64	1,246.16	56.8%
2025-10	17	34,545.60	1,263.80	33,281.80	-	12,626.52	-	-	20,655.28	2,032.09	1,957.75	742.74	37.9%
2025-11	19	45,022.70	2,338.94	42,683.76	-	27,436.00	-	-	15,247.76	2,369.62	2,246.51	1,444.00	64.3%
2025-12	20	46,730.20	2,265.00	44,465.20	2.73	16,307.44	-	-	28,155.03	2,336.51	2,223.26	815.37	36.7%
2026-01	25	49,173.30	-	49,173.30	-	10,936.51	-	-	38,236.79	1,966.93	1,966.93	437.46	22.2%
2026-02	11	19,904.00	-	19,904.00	-	-	-	-	19,904.00	1,809.45	1,809.45	-	0.0%
Totals	254	555,688.00	18,199.93	537,488.07	3.30	300,208.62	9,721.74	614.42	228,168.83	2,187.75	2,116.09	1,179.50	55.7%

12 MONTH DATE OF SERVICE ANALYSIS BY PRIMARY PAYOR CATEGORY

MEDICAID													
DOS	Trip Count	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Balance Due	Gross Chg/Trip	Net Chg/Trip	Cash/Trip	Net Coll %
2025-03	1	1,118.00	1,031.00	87.00	-	75.00	-	-	12.00	1,118.00	87.00	75.00	86.2%
2025-04	2	4,540.60	3,356.95	1,183.65	-	1,183.65	-	-	-	2,270.30	591.83	591.83	100.0%
2025-05	5	7,445.70	5,815.17	1,630.53	-	1,447.53	-	-	183.00	1,489.14	326.11	289.51	88.8%
2025-06	2	1,445.00	1,277.00	168.00	-	150.00	-	-	18.00	722.50	84.00	75.00	89.3%
2025-07	3	4,868.50	3,728.84	1,139.66	-	1,139.66	-	-	-	1,622.83	379.89	379.89	100.0%
2025-08	1	2,161.00	1,597.31	563.69	-	563.69	-	-	-	2,161.00	563.69	563.69	100.0%
2025-09	3	5,168.50	3,910.02	1,258.48	-	1,185.48	-	-	73.00	1,722.83	419.49	395.16	94.2%
2025-10	3	4,413.80	1,704.00	2,709.80	-	145.00	-	-	2,564.80	1,471.27	903.27	48.33	5.4%
2025-11	7	11,146.70	1,561.78	9,584.92	-	553.32	-	-	9,031.60	1,592.39	1,369.27	79.05	5.8%
2025-12	5	12,500.70	8,424.67	4,076.03	-	3,235.03	-	-	841.00	2,500.14	815.21	647.01	79.4%
2026-01	8	14,531.20	7,677.77	6,853.43	-	2,543.13	-	-	4,310.30	1,816.40	856.68	317.89	37.1%
2026-02	1	718.00	-	718.00	-	-	-	-	718.00	718.00	718.00	-	0.0%
Totals	41	70,057.70	40,084.51	29,973.19	-	12,221.49	-	-	17,751.70	1,708.72	731.05	298.09	40.8%

MEDICAID MCO													
DOS	Trip Count	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Balance Due	Gross Chg/Trip	Net Chg/Trip	Cash/Trip	Net Coll %
2025-03	8	18,534.60	10,334.12	8,200.48	21.00	4,891.88	-	-	3,287.60	2,316.83	1,025.06	611.49	59.7%
2025-04	8	20,182.70	14,091.61	6,091.09	-	3,908.99	-	-	2,182.10	2,522.84	761.39	488.62	64.2%
2025-05	6	14,054.60	10,770.65	3,283.95	-	3,470.95	-	-	(187.00)	2,342.43	547.33	578.49	105.7%
2025-06	8	14,470.30	9,885.95	4,584.35	(0.52)	4,743.47	-	-	(158.60)	1,808.79	573.04	592.93	103.5%
2025-07	10	24,000.50	8,662.42	15,338.08	29.74	10,690.84	-	-	4,617.50	2,400.05	1,533.81	1,069.08	69.7%
2025-08	11	25,863.40	17,399.98	8,463.42	-	8,188.41	-	-	275.01	2,351.22	769.40	744.40	96.8%
2025-09	10	21,971.20	10,011.69	11,959.51	-	6,948.51	-	-	5,011.00	2,197.12	1,195.95	694.85	58.1%
2025-10	12	28,513.20	10,815.21	17,697.99	-	10,977.09	-	-	6,720.90	2,376.10	1,474.83	914.76	62.0%
2025-11	17	38,204.70	11,750.20	26,454.50	-	10,932.60	-	-	15,521.90	2,247.34	1,556.15	643.09	41.3%
2025-12	22	45,353.30	22,691.09	22,662.21	(2.19)	10,629.82	-	-	12,034.58	2,061.51	1,030.10	483.17	46.9%
2026-01	14	30,492.60	7,803.67	22,688.93	-	2,955.09	-	-	19,733.84	2,178.04	1,620.64	211.08	13.0%
2026-02	10	17,778.80	1,489.01	16,289.79	-	675.49	-	-	15,614.30	1,777.88	1,628.98	67.55	4.1%
Totals	136	299,419.90	135,705.60	163,714.30	48.03	79,013.14	-	-	84,653.13	2,201.62	1,203.78	580.98	48.3%

PATIENT													
DOS	Trip Count	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Balance Due	Gross Chg/Trip	Net Chg/Trip	Cash/Trip	Net Coll %
2025-03	9	19,268.20	-	19,268.20	0.90	5,287.40	2,368.00	-	11,611.90	2,140.91	2,140.91	587.49	27.4%
2025-04	8	11,940.50	-	11,940.50	-	2,196.90	-	-	9,743.60	1,492.56	1,492.56	274.61	18.4%
2025-05	7	14,180.10	-	14,180.10	-	2,452.17	-	-	11,727.93	2,025.73	2,025.73	350.31	17.3%
2025-06	11	14,173.50	-	14,173.50	-	600.00	-	-	13,573.50	1,288.50	1,288.50	54.55	4.2%
2025-07	9	16,674.40	1,280.60	15,393.80	-	5,524.00	2,327.20	-	7,542.60	1,852.71	1,710.42	613.78	35.9%
2025-08	19	35,895.40	1,554.30	34,341.10	-	4,750.70	-	-	29,590.40	1,889.23	1,807.43	250.04	13.8%
2025-09	8	14,923.60	-	14,923.60	-	3,241.60	1,168.00	-	10,514.00	1,865.45	1,865.45	405.20	21.7%
2025-10	7	13,236.00	-	13,236.00	-	2,315.20	-	-	10,920.80	1,890.86	1,890.86	330.74	17.5%
2025-11	11	16,684.70	1,667.50	15,017.20	-	1,116.00	-	-	13,901.20	1,516.79	1,365.20	101.45	7.4%
2025-12	8	13,312.70	-	13,312.70	-	-	-	-	13,312.70	1,664.09	1,664.09	-	0.0%
2026-01	10	14,733.80	-	14,733.80	-	-	-	-	14,733.80	1,473.38	1,473.38	-	0.0%
2026-02	22	10,299.60	-	10,299.60	-	-	-	-	10,299.60	468.16	468.16	-	0.0%
Totals	129	195,322.50	4,502.40	190,820.10	0.90	27,483.97	5,863.20	-	157,472.03	1,514.13	1,479.23	213.05	14.4%

12 MONTH DATE OF SERVICE ANALYSIS BY PRIMARY PAYOR CATEGORY

FACILITY													
DOS	Trip Count	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Balance Due	Gross Chg/Trip	Net Chg/Trip	Cash/Trip	Net Coll %
2025-03	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-04	2	1,427.00	-	1,427.00	-	-	-	-	1,427.00	713.50	713.50	-	0.0%
2025-05	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-06	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-07	1	700.00	175.61	524.39	-	524.39	-	-	-	700.00	524.39	524.39	100.0%
2025-08	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-09	2	4,129.20	2,965.61	1,163.59	-	703.73	-	-	459.86	2,064.60	581.80	351.87	60.5%
2025-10	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-11	1	1,800.00	1,344.61	455.39	-	-	-	-	455.39	1,800.00	455.39	-	0.0%
2025-12	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2026-01	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2026-02	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
Totals	6	8,056.20	4,485.83	3,570.37	-	1,228.12	-	-	2,342.25	1,342.70	595.06	204.69	34.4%

OTHER GOVT. PAYERS													
DOS	Trip Count	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Balance Due	Gross Chg/Trip	Net Chg/Trip	Cash/Trip	Net Coll %
2025-03	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-04	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-05	3	7,083.60	1,703.52	5,380.08	(42.91)	5,277.48	-	-	145.51	2,361.20	1,793.36	1,759.16	98.1%
2025-06	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-07	2	4,091.40	-	4,091.40	(25.00)	4,116.40	-	-	-	2,045.70	2,045.70	2,058.20	100.6%
2025-08	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-09	4	9,087.30	1,580.94	7,506.36	(22.26)	5,837.69	-	-	1,690.93	2,271.83	1,876.59	1,459.42	77.8%
2025-10	1	2,583.70	-	2,583.70	-	-	-	-	2,583.70	2,583.70	2,583.70	-	0.0%
2025-11	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-12	2	4,742.10	-	4,742.10	-	-	-	-	4,742.10	2,371.05	2,371.05	-	0.0%
2026-01	2	4,585.50	1,561.02	3,024.48	-	317.73	-	-	2,706.75	2,292.75	1,512.24	158.87	10.5%
2026-02	2	4,420.70	-	4,420.70	-	-	-	-	4,420.70	2,210.35	2,210.35	-	0.0%
Totals	16	36,594.30	4,845.48	31,748.82	(90.17)	15,549.30	-	-	16,289.69	2,287.14	1,984.30	971.83	49.0%

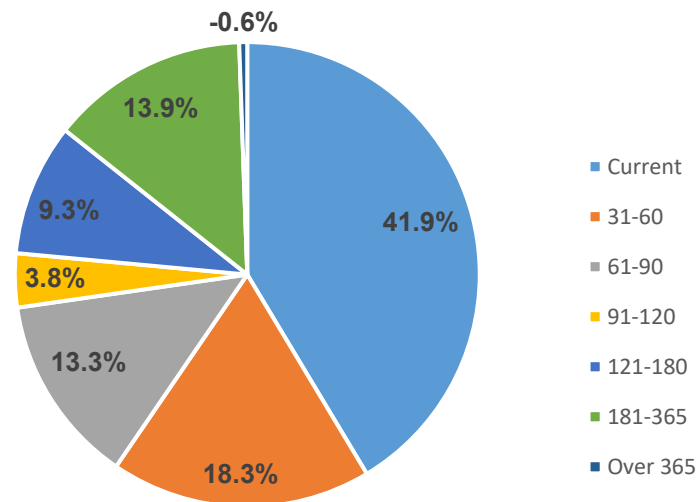
TPL													
DOS	Trip Count	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Balance Due	Gross Chg/Trip	Net Chg/Trip	Cash/Trip	Net Coll %
2025-03	2	4,514.00	1,753.20	2,760.80	-	564.80	-	-	2,196.00	2,257.00	1,380.40	282.40	20.5%
2025-04	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-05	4	9,284.40	190.14	9,094.26	(11.17)	4,246.59	-	-	4,858.84	2,321.10	2,273.57	1,061.65	46.7%
2025-06	4	4,495.70	-	4,495.70	-	3,566.86	-	-	928.84	1,123.93	1,123.93	891.72	79.3%
2025-07	1	2,369.70	-	2,369.70	-	2,369.70	-	-	-	2,369.70	2,369.70	2,369.70	100.0%
2025-08	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-09	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-10	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2025-11	9	8,264.70	-	8,264.70	-	700.00	-	-	7,564.70	918.30	918.30	77.78	8.5%
2025-12	4	6,951.60	-	6,951.60	-	-	-	-	6,951.60	1,737.90	1,737.90	-	0.0%
2026-01	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
2026-02	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
Totals	24	35,880.10	1,943.34	33,936.76	(11.17)	11,447.95	-	-	22,499.98	1,495.00	1,414.03	477.00	33.7%

OUTSTANDING AR AGING BY PAYOR CATEGORY

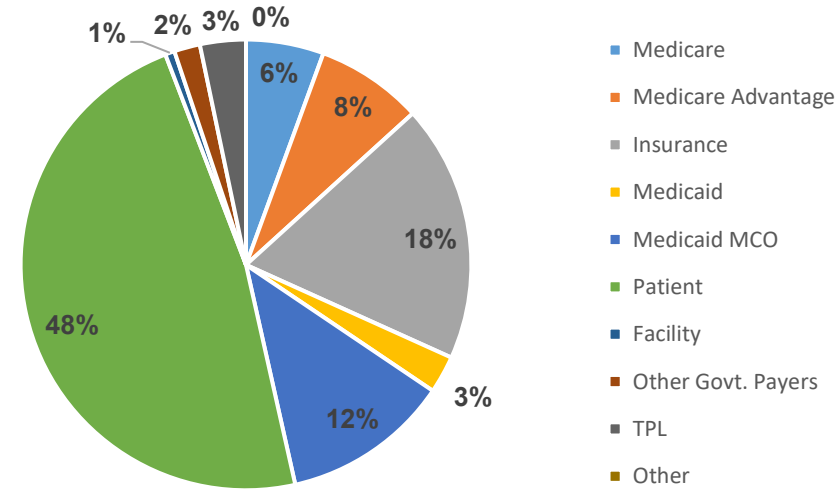
AGING BY AGING DATE & CURRENT PAYOR

Current Payor	Current	31-60	61-90	91-120	121-180	181-365	Over 365	Total
Medicare	42,480.17	-	1,832.00	-	1,925.90	-	-	46,238.07
Medicare Advantage	46,814.57	5,857.00	2,439.90	1,975.50	6,162.81	1,159.56	(832.45)	63,576.89
Insurance	87,828.50	31,197.22	19,220.41	2,111.00	14,441.88	2,061.04	(3,780.49)	153,079.56
Medicaid	15,663.03	5,438.77	1,441.67	1,631.00	(185.26)	30.00	(1,714.23)	22,304.98
Medicaid MCO	39,423.59	20,836.70	24,733.98	8,054.63	5,804.01	3,156.25	(2,259.94)	99,749.22
Patient	93,983.56	73,179.49	55,646.11	16,829.81	48,375.07	106,687.77	155.33	394,857.14
Facility	-	-	-	455.39	459.86	1,536.00	3,144.43	5,595.68
Other Govt. Payers	7,168.25	7,325.80	-	145.51	-	-	755.09	15,394.65
TPL	13,267.60	8,085.40	5,068.44	210.84	-	718.00	(118.00)	27,232.28
Other	-	-	-	-	-	-	-	-
Total	346,629.27	151,920.38	110,382.51	31,413.68	76,984.27	115,348.62	(4,650.26)	828,028.47

AR Aging Percent



AR by Payor Category



ACCOUNTS RECEIVABLE RECONCILIATION REPORT

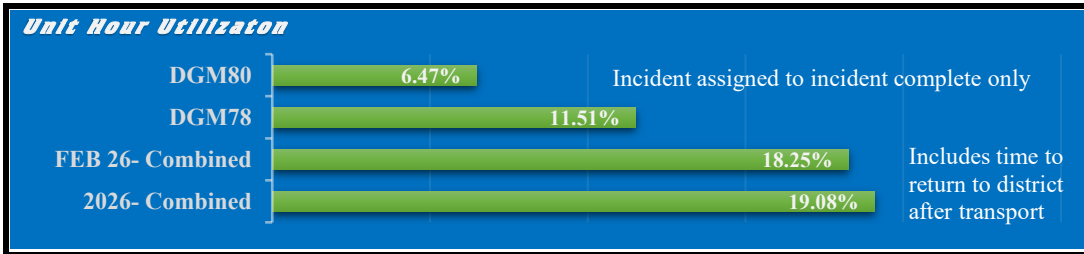
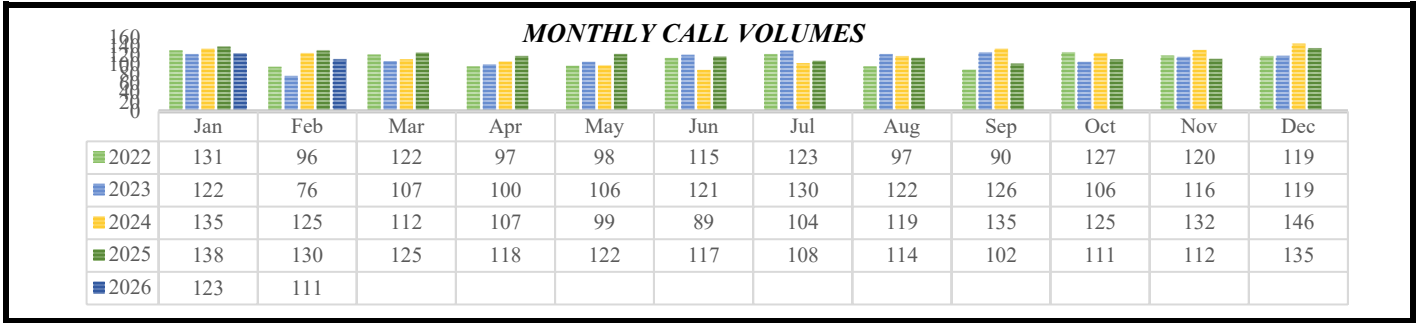
Month	Beginning A/R	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Ending A/R
2026-01	839,139.02	174,435.40	116,633.89	57,801.51	38.95	94,804.82	5,852.58	-	796,244.18
2026-02	796,244.18	192,046.00	81,998.61	110,047.39	84.39	70,368.43	10,121.43	(2,311.15)	828,028.47
FY Total	839,139.02	366,481.40	198,632.50	167,848.90	123.34	165,173.25	15,974.01	(2,311.15)	828,028.47



DEER-GROVE EMS

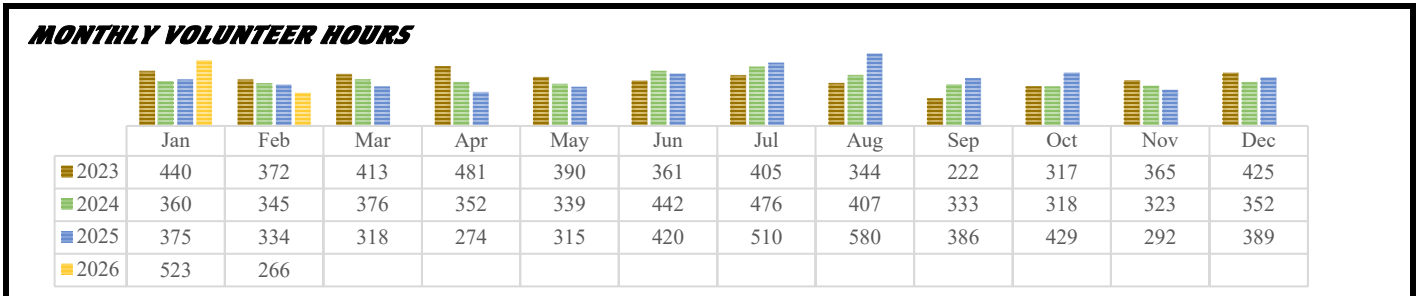
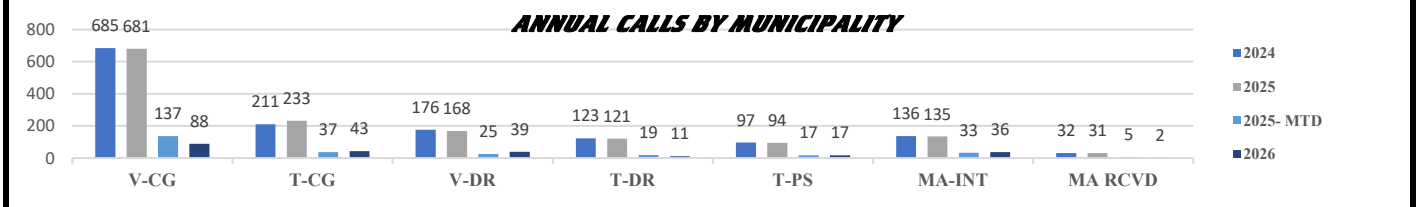
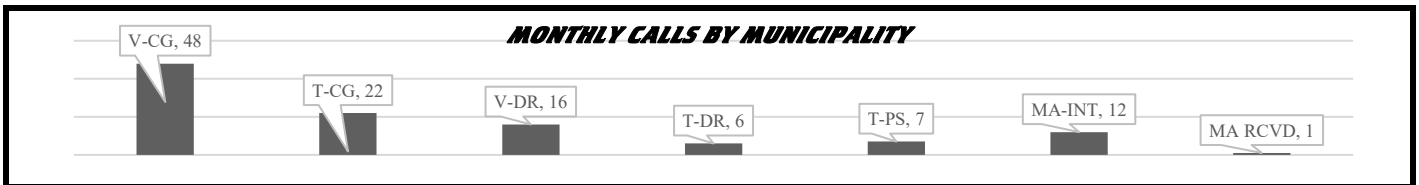
FEBRUARY 2026 STAFF REPORT

MISSION STATEMENT: Deer Grove EMS provides for the health and well-being of our communities with a team of professionals that are dedicated, knowledgeable and have a vested interest in our neighbors.



Mutual Aid Incident %

2026	0.90%
FEB26	0.90%
M78	76
M80	39



DGEMS RESPONSE TIMES (In Minutes)

Notified to Enroute	Enroute to Arrive at Scene	Arrived on Scene to Left Scene	Left Scene to Arrive Destination	At Destination to in Service
0.95	6.57	19.98	22.01	19.95
2026 YTD MEDIAN				
0.98	6.77	20.19	22.50	19.95
MONTH 90TH% TIMES				
1.89	12.30	36.21	32.20	31.41

VEHICLE MAINTENANCE

- ❖ Mickey (2022) Scheduled PM: Lube, oil, filter, test batteries, and wheel rotation.
- ❖ Buzz (2017)- Scheduled PM: Lube, oil, filter, and wheel rotation. Test and replace all batteries. Repair exhaust manifold pressure sensor.
- ❖ Stitch (2025)- Scheduled PM: Lube, oil, filter, and wheel rotation. Evaluation, and replace house batteries; Verify inverter settings.

Vehicle	Beginning Mileage	Ending Mileage	Beginning Hours	Ending Hours	Availability %
Buzz (2017)	158,818	160,653	2,360	2,457	95.5
Mickey (2022)	63,171	63,750	3,091	3,123	99.3
Stitch (2025)	8,913	10,452	512	586	95.5
C79	82,067	82,436			100

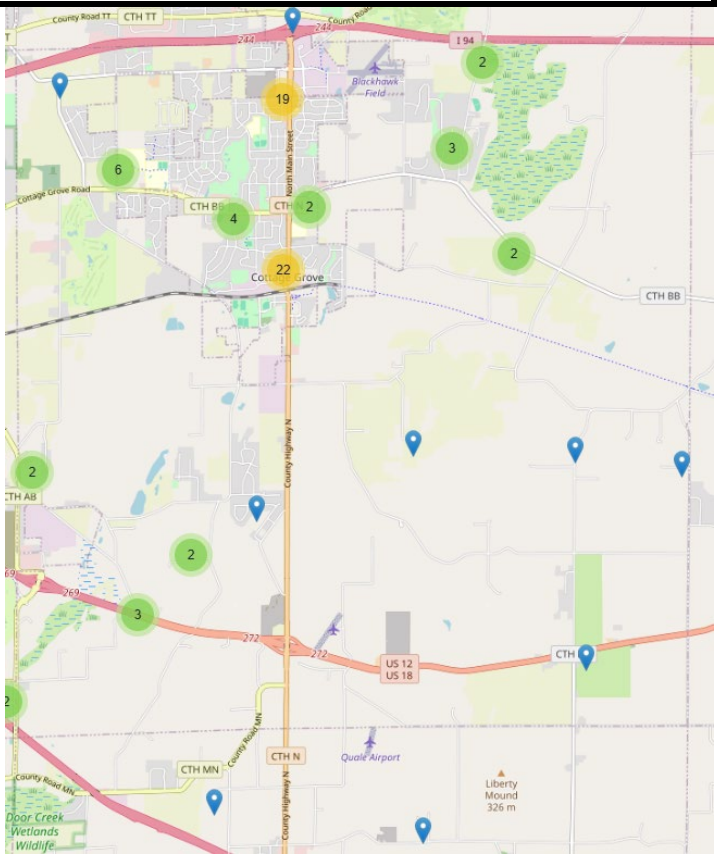
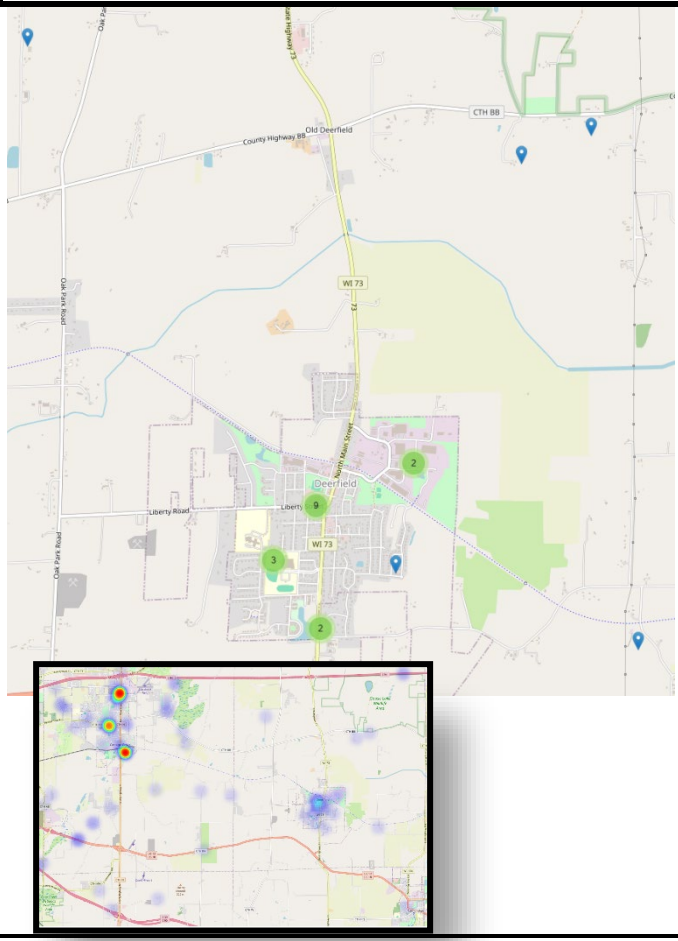
INCIDENT TIME & DAY

2026 Time of Call (Dispatched) by 4-hr block								Totals
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	
00:01 - 04:00	0	0	3	2	1	0	6	12
04:01 - 08:00	1	3	2	4	2	4	0	16
08:01 - 12:00	4	3	3	2	2	4	4	22
12:01 - 16:00	4	4	9	7	4	1	1	30
16:01 - 20:00	1	8	2	4	2	4	1	22
20:01 - 00:00	4	3	4	0	3	3	2	19
Totals	14	21	23	19	14	15	14	

2026 Time of Call (Dispatched) by 4-hr block								Totals
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	
00:01 - 04:00	0	0	6	7	4	1	10	28
04:01 - 08:00	3	3	9	7	7	7	1	37
08:01 - 12:00	5	3	7	4	12	10	8	49
12:01 - 16:00	5	7	11	9	8	2	4	46
16:01 - 20:00	5	12	10	7	7	7	5	53
20:01 - 00:00	7	9	5	3	5	7	5	41
Totals	25	34	48	37	43	34	33	

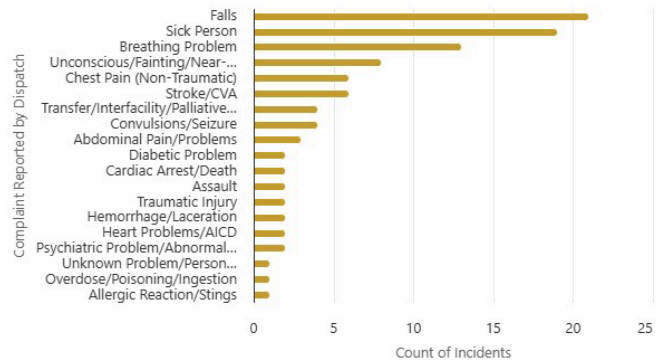
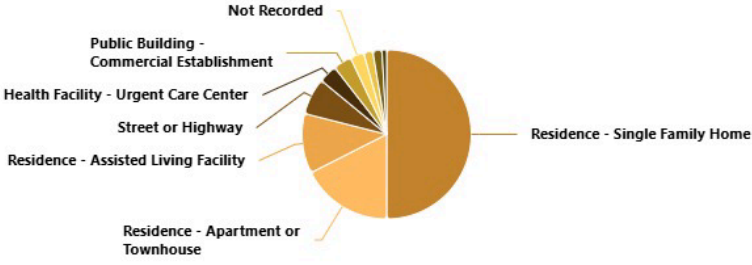
2026 Time of MUTUAL AID RECEIVED Call by 4-hr block								Totals
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	
00:01 - 04:00	0	0	0	0	0	0	1	1
04:01 - 08:00	0	0	0	0	0	0	0	0
08:01 - 12:00	1	0	0	0	1	0	0	2
12:01 - 16:00	0	0	0	0	0	0	0	0
16:01 - 20:00	0	1	0	0	0	0	0	1
20:01 - 00:00	0	0	0	0	0	0	0	0
Totals	1	1	0	0	1	0	1	

ASSIGNED INCIDENT HEAT MAPS



Incidents by Location Type (Top 10)
Feb 01, 2026 12:00 AM to Feb 28, 2026 11:59 PM

Incidents by Complaint Reported to Dispatch (Top 20)
Feb 01, 2026 12:00 AM to Feb 28, 2026 11:59 PM



MEMBERSHIP ROSTER

FULL-TIME		CASUAL		VOLUNTEER	
Antoniewicz, Lisa	RN, CCEMT-P	Boyd, Jared	Paramedic	Anders, Devon	Paramedic
Belden, Elliott	Paramedic	Byrnes, Stephanie	Paramedic	+Anderson, Ethan	AEMT
Berg, Ellie	Paramedic	Campbell, Erin	RN, Paramedic	Bauer, Roman	EMT
Cummings, Ross	CCEMT-P	Hankins, Jefferson	Paramedic	Blochowiak, Bradley	EMT
Cysiewski, Mandy	ASM-EMT	Hanson, Gracie	Paramedic	Boettner, Mitchell	AEMT
Goth, Kevin	Paramedic	*Hewitt, Jennifer	Paramedic	Doherty, Matthew	Paramedic
Griffin, Elisabeth	RN, Paramedic	Kaiser, Christopher	Paramedic	Fedorowicz, Samantha	PA, Paramedic
Hesseling, Sarah	RN, Paramedic	*Keady, Cori	Paramedic	Gregory, G.	EMT
Hinchley, Clairissa	Paramedic	*Lesson, Aubrey	Paramedic	Hartman, Michael	AEMT
Hromatko, Cory	CCEMT-P	Lillegard, Micah	CCEMT-P	Hummel, Madison	EMT
Krszjzaniek, Kiana	Paramedic	Linley, Alecia	CCEMT-P	Kim, Maeve	EMT
Lang, Eric	Paramedic	McMullen, Jeremy	Paramedic	Kuhn, Alyssa	EMT
Lasko, Wendy	RN, EMT-P	Naviaux, William	Paramedic	Lange, Erica	EMT
Meier, Easton	CCEMT-P	Nicholson, Mary Claire	Paramedic	Morency, Courtney	EMT
Mickelson, Matthew	NP, EMT-P	Regali, Trevor	Paramedic	Perez, Nikki	AEMT
Rabbitt, Emilie	Paramedic	Roman, Jennifer	Paramedic	Reichert, Kennedy	EMT
Sanders, Seth	Paramedic	Rousseau, Cindy	Paramedic	Schoepp, Hunter	EMT
Salov, Courtney	Paramedic	Walker, Kathryn	Paramedic	Rothweiler, Ben	EMT
		Woodstock, Steven	CC/COMM Medic	Schultz, Daniel	AEMT
				Severson, Erik	EMT
				Tucker, Trenten	EMT
				Colwin, Shannon	Chaplain
				Meng, Brad	Chaplain

*= Currently on Leave of Absence

**=Part-Time Office /Accounts Manager

+= New member or status

DEPUTY CHIEF'S REPORT

Training Report:

- February department training focused on Trauma - burn and crush injury management.
- March department training will cover protocol updates and will be led by our Medical Direction team.
- Several staff attended the annual WEMSA conference.
- The officer group continues to meet to discuss, "The Culture Code", by Daniel Coyle.

Upcoming training sessions:

- Wisconsin Stroke Coalition Conference - Mar 10, Madison
- ImageTrend Connect - May 11-15, St. Paul
- MGSD Reunification Training - June 17, Door Creek Church

Training Center:

- Two BLS renewal courses were taught for members of Deerfield FD.
- A Heartsaver CPR/First Aid course was held for employees of Paul Davis Restoration.
- DGEMS BLS Instructors will renew teaching credentials in April.

Upcoming classes:

- BLS Instructor Course - April 30th - Fitch-Rona EMS
- CPR/FA Awareness - Paul Davis Restoration - June 15

Special Events:

- Staff attended our regularly held health screening events in the community and participated in safety drills within the CG schools.
- Staff also attended a tour of the Deerfield High School, which is nearing the end of a large renovation.

Upcoming special events:

- Monona HS Mock Crash - Apr 28
- Trek Bike Race - May 8 and 9
- Safety Day - Dolphin Swim Academy - May 16
- National EMS Week - May 17-23
- DGEMS Hosted Blood Drive - Station 1 - May 21
- Rugby - May 30, Aug 8 and 9
- MGHS 5k Cancer Run - TBD May 31
- Cottage Grove Fireman's Fest - June 11-14.

CHIEF'S REPORT

- Assigned to an ambulance for 8.5 hours and on-duty Officer-In-Charge for 252 (96 weekend/holiday) hours throughout the month.
- Held regular monthly meetings with the medical director, officer group, and all staff members.
- Attended the 4th Annual Statewide Peer Support and Wellness conference in WI Dells.
- Met with Village of Cottage Grove Staff and public safety partners to edit to the Emergency Preparedness Plan.
- Met with Cottage Grove public safety partners to edit to the current alarm ordinance.
- Met with a SW WI regional planner to discuss the formation and function of our district. They have several districts contemplating the creation of an EMS district in SW Dane and Green counties.
- We continue to work with EMS-MC to fine-tune our billing and revenue cycle process.
 - Active data streams verified and stable from the major hospitals we transport patients.
 - We continue to verify use of this from EMS-MC to obtain current billing information and strengthen their process.
- Cottage Grove Fire-EMS Organizational Review Update/Future Needs Analysis
 - Provided all the requested data.
- Chief Lang attended the following educational events:
 - RSI or DSI? Making the Call in Prehospital Trauma Airway Management
 - EMS-MC-- Audit Ready, Always
- Year-to-date partner Fire Department usage on EMS calls:
 - Cottage Grove Fire: 9 incidents
 - Deerfield Fire: 5 incidents
- Department scheduling:
 - February Ambulance Scheduling: 100% coverage of both stations.
 - 56 vacation time hours utilized by the full-time staff group and 102 unscheduled time off hours (sick, bereavement, unpaid) used by all staff groups in February.
 - The casual staff group provided 106 hours on-duty time.
- STAFF MILESTONES:
 - Elisabeth Berg—Full-time paramedic; 1 year of service to DGEMS
 - Easton Meier—Full-time paramedic; 1 year of service to DGEMS
 - MaryClaire Nicholson—Casual paramedic; 1 year of service to DGEMS
 - Emilie Rabbitt—Full-time paramedic; 1 year of service to DGEMS
 - Trevor Regali—Casual paramedic; currently on leave; 7 years of service to DGEMS



Awards earned by DGEMS staff at the annual dinner.

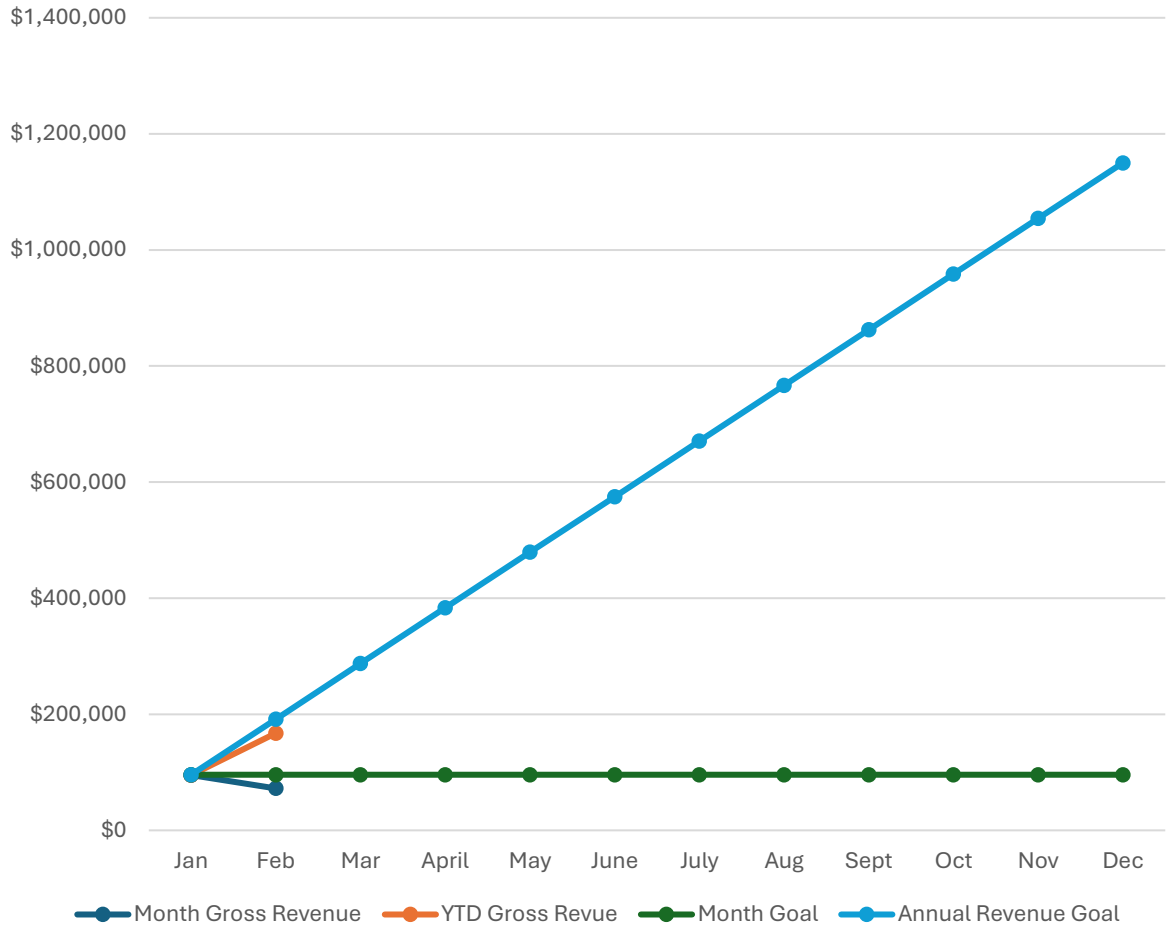


- **ANDERS-MILES-McMULLEN VOLUNTEERISM AWARD:** 2025 Trenten Tucker
Earned by the Volunteer Staff Member who proved the most on-duty hours to the District.
- **JOURNALISM AWARD:** 2025 Emilie Rabbitt
Earned by the Staff Member entered the highest number of incidents into the patient care reporting system.
- **TOP RESPONDER AWARD:** 2025 Emilie Rabbitt
Earned by the Staff Member who was assigned to the highest number of yearly incidents.
- **The Flash Award:** 2025 Steven Woodstock and Will Naviaux
Earned by a staff member having the shortest average unit notified to unit enroute time.
- **Cardiac Arrest Saves:** Earned by those who utilized a defibrillator to save a life.
25-013031; Jan 10, 2025; Wendy Lasko (6); Elisabeth Bischel (1); Dane County Sherri's Department
25-079986; Feb 24, 2025; Kevin Goth (1); Courtney Salov (2); Erica Lange (1); Lisa Antoniewicz (6); Matt Mickelson (3); Eric Lang (3);
Cottage Grove Fire Department
- **Lifesaving Award:** Earned by staff who use great skill and compassionate care to save a patient's life.
25-158412; April 15, 2025; Cory Hromatko; Ike Bedford; Deerfield Fire Department

February Quick Stats										
Date	Amb 1	Amb 2	First Responder	Reason Used	Ending Miles	Driver				
1	24	24	0	EMERGENCY CALL	82127	Eric Lang				
2	24	24	0	Administrative Duties	82165	Eric Lang				
3	24	24	0	Administrative Duties	82317	Eric Lang				
4	24	24	0	Administrative Duties	82436	Eric Lang				
5	24	24	0							
6	24	24	0							
7	24	24	0							
8	24	24	0							
9	24	24	0							
10	24	24	0							
11	24	24	0							
12	24	24	0							
13	24	24	0							
14	24	24	0							
15	24	24	0							
16	24	24	0							
17	24	24	0							
18	24	24	0							
19	24	24	0							
20	24	24	0							
21	24	24	0							
22	24	24	0							
23	24	24	0							
24	24	24	0							
25	24	24	0							
26	24	24	0							
27	24	24	0							
28	24	24	0							
Total	672	672	0							
1344 hours of coverage total										
Total of 200% coverage										

February 2026												
All Response Types	In-District Responses		ST 1 to V CG		All to V CG		ST 2 to V DF		All to V DF			
90th % Goal = Urban 8.98 min	Median	90th %	Median	90th %	Median	90th %	Median	90th %	Median	90th %		
Unit Notified to Unit Arrived on Scene	7.73	13.35	6.29	8.71	6.46	12.04	5.30	6.80	5.68	14.11		
Unit Notified to Unit En Route	0.95	1.89	0.92	1.77	0.90	1.75	0.82	1.23	0.80	1.60		
Unit En Route to Unit Arrived on Scene	6.57	12.30	5.32	7.33	5.42	11.31	4.40	5.55	4.63	13.35		
Unit Arrived on Scene to Unit Left Scene	19.98	36.21	18.32	23.53	18.33	24.29	24.64	32.68	25.98	39.71		
Unit Left Scene to Arrived at Destination	22.01	32.20	21.45	29.65	21.50	28.27	28.17	34.77	29.08	34.77		
Arrived at Destination to Back in Service	19.95	31.41	15.49	25.55	16.43	29.65	22.27	29.19	22.20	28.15		
Remote Rural. *** 19.98 ***												
All Response Types	All Responses		ST 1 to T CG		All to T CG		ST 2 to T DF		All to T DF		All to T PS	
90th % Goal = Rural 14.98	Median	90th %	Median	90th %	Median	90th %	Median	90th %	Median	90th %	Median	90th %
Unit Notified to Unit Arrived on Scene	7.81	14.38	8.02	10.89	9.27	11.53	8.73	9.68	8.93	12.37	10.62	18.58
Unit Notified to Unit En Route	0.92	1.86	1.06	1.70	1.05	1.81	1.32	1.90	1.23	1.90	1.38	2.26
Unit En Route to Unit Arrived on Scene	6.77	13.33	7.04	9.98	8.03	10.57	7.20	8.90	7.28	11.25	9.70	17.02
Unit Arrived on Scene to Unit Left Scene	20.19	34.85	26.43	63.61	26.43	62.91	24.00	32.18	24.00	32.18	21.05	41.24
Unit Left Scene to Arrived at Destination	21.86	32.01	20.67	31.59	20.67	31.80	26.16	31.87	26.16	31.87	18.97	21.51
Arrived at Destination to Back in Service	19.95	31.89	21.45	45.17	22.27	41.20	19.03	25.67	19.03	25.67	23.40	35.16
2026 Year-To-Date												
All Response Types	In-District Responses		All to V CG		All to T CG		All to V DF		All to T DF		All to T PS	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %	Median	90th %	Median	90th %
Unit Notified to Unit Arrived on Scene	7.77	13.40	6.80	12.68	9.03	12.25	6.56	13.46	9.58	13.87	9.95	20.55
Unit Notified to Unit En Route	0.98	1.83	0.90	1.77	1.07	1.84	0.90	1.91	1.37	1.87	1.10	1.78
Unit En Route to Unit Arrived on Scene	6.63	12.50	5.68	11.13	7.60	11.16	5.43	12.70	8.82	12.55	8.53	19.17
Unit Arrived on Scene to Unit Left Scene	19.98	34.71	19.80	27.14	24.24	55.69	23.30	35.50	17.02	30.22	22.75	46.30
Unit Left Scene to Arrived at Destination	22.50	31.96	22.10	29.46	20.65	30.07	27.25	34.94	26.16	32.51	19.85	21.84
Arrived at Destination to Back in Service	19.95	30.35	17.50	27.52	19.94	33.82	22.20	33.79	19.89	33.70	20.87	40.97
2026 Year-To-Date												
**** Lights and Sirens Response ****	In-District Responses		All to V CG		All to T CG		All to V DF		All to T DF		All to T PS	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %	Median	90th %	Median	90th %
Unit Notified to Unit Arrived on Scene	8.07	14.78	6.82	13.08	8.10	12.23	11.83	14.18	9.35	13.79	11.65	24.49
Unit Notified to Unit En Route	0.97	1.74	0.88	1.68	0.99	1.70	0.83	1.83	1.32	1.76	0.78	1.57
Unit En Route to Unit Arrived on Scene	6.98	13.39	5.57	11.81	7.32	11.23	10.00	13.40	8.05	12.49	10.15	23.43
Unit Arrived on Scene to Unit Left Scene	21.98	40.98	18.38	33.95	24.38	44.59	24.62	39.75	15.99	25.90	26.92	58.25
Unit Left Scene to Arrived at Destination	22.54	32.02	22.22	31.17	19.76	30.04	27.93	35.81	25.03	31.87	20.62	28.56
Arrived at Destination to Back in Service	19.95	31.08	18.07	26.94	20.70	37.64	22.40	27.24	19.69	25.72	21.49	47.70

2026 Ambulance Run Revenue



DeerGrove EMS Ambulance Run Fees

	2026	2025	2024	2023	2022	2021
Jan	\$95,240	\$81,733	\$44,035	\$77,789	\$54,413	\$50,164
Feb	\$72,229	\$93,043	\$51,072	\$52,268	\$80,008	\$46,635
Mar		\$111,571	\$31,152	\$74,854	\$63,410	\$54,979
Apr		\$110,937	\$101,697	\$88,042	\$65,899	\$44,489
May		\$73,934	\$68,091	\$65,613	\$71,395	\$43,258
Jun		\$85,430	\$77,164	\$87,500	\$45,047	\$55,271
Jul		\$90,999	\$119,056	\$82,447	\$46,764	\$45,699
Aug		\$88,898	\$139,469	\$93,235	\$73,548	\$64,325
Sep		\$78,720	\$68,735	\$59,052	\$62,778	\$32,870
Oct		\$89,517	\$60,655	\$79,549	\$55,771	\$43,431
Nov		\$67,276	\$86,522	\$68,372	\$44,244	\$51,785
Dec		\$75,178	\$80,429	\$58,856	\$57,355	\$53,680
YTD GOAL \$191,667	\$167,469	\$1,047,237	\$928,078	\$887,577	\$720,632	\$586,586

Supplemental GEMT Payments:

Eric Lang

From: Matt Giese <mgiese@villageofcottagegrove.gov>
Sent: Sunday, March 8, 2026 11:00 PM
Cc: Nick Archibald; Eric Lang; Cameron Sawyer; Inga Cushman
Subject: FW: Monthly Status Report-Cottage Grove Fire-EMS Study

Hi Everyone,

Please see below for a Fire – EMS Study update from consultants at PAA.

Thank you

(Village Board bcc'd)

Matt Giese

Village Administrator
Village of Cottage Grove, WI
221 E Cottage Grove Rd | Cottage Grove, WI 53527
O: 608.839.4704 | C: 920.254.5966



My working day may not be the same as your working day. Please do not feel obliged to reply to this email outside of your normal working hours.

From: Kevin Brunner <kevin.brunner1013@gmail.com>
Sent: Friday, March 6, 2026 3:13 PM
To: Matt Giese <mgiese@villageofcottagegrove.gov>
Cc: James Austad <jamesaustadllc@gmail.com>; Tim Franz <franzlegend51@gmail.com>
Subject: Monthly Status Report-Cottage Grove Fire-EMS Study

Matt,

Here is a brief status report on our work on the Town and Village of Cottage Grove Fire-EMS Study that you can share with your Village Board.

- All requested Cottage Grove Fire and Deer Grove EMS data requests have been received. by PAA consultants. Following their analysis, there will be follow-up questions/discussions with the chiefs or staff.

- An initial on-site review was conducted by PAA, and Cedar Corporation review was conducted on 2/10. The primary purpose of this meeting was to review the current station with personnel from the Cottage Grove Fire Department and Deer Grove EMS. In addition, the Cottage Grove Village Administrator and Village President joined for a tour of the Deer Grove EMS part of the facility, and later in the day (approximately 4:00 pm), a tour of the Fire side was conducted with some members of the Town Board (who had not previously seen the facility) present. At the end of the tour, there was a brief discussion with the Fire and Deer Grove EMS personnel present (Archibald, Hammond, and Lang) and the Town Board members about the study process and next steps.
- Cedar Corporation has begun preparing the GIS maps to be included within the scope of the Study.
- An elected official's survey was developed in consultation with the Village President and Town Chair. This survey was distributed on 2/2. PAA is currently reviewing the responses and encouraging several elected officials who haven't responded yet to do so. Several Town and Village officials have requested a follow-up meeting with PAA consultants, and those in-person meetings will be scheduled later this month.
- In concert with the requested one-on-one meetings with elected officials, PAA consultants will return to Cottage Grove and meet with the appropriate Cottage Grove Fire and Deer Grove EMS staff.

Please let me know if you have any questions.

Kevin Brunner, ICMA-CM
President



Public Administration Associates LLC
262-903-9509
public-administration.com



2022 Deer Grove EMS All-Staff Survey

* Required

1. Please answer the following individual questions. *

	Never	Sometimes	Always	I don't know
I know what is expected of me when I am on duty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the materials and equipment I need to do my job properly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the last month, I have received praise or recognition for doing good work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is someone at the department that encourages my development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the department, my opinions seem to matter.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My fellow department members are committed to doing quality work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the last six months, I have had the opportunity at the department to learn and grow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide your opinion on the department as a whole

2. What's required to do a good job? (Choose at least 5) *

- Equipment
- Vehicles - More/Better
- Supplies
- On-Duty Training Opportunities
- Compensation
- Call Screening / Dispatching
- Work Schedule / Deployment
- More Staff / Paramedics
- Management / Leadership
- Protocols
- Other

3. What are important areas for the department to focus on to grow the department? (Choose at least 5) *

- Coworkers / Crews
- Fair / Equal treatment, Respect
- Quality Assurance
- Attitude, Motivation/Desire
- Appreciation
- Drop Time @ ER / Hospital Support
- Engagement
- Experience / Skill / Knowledge
- Communication
- Helping Patients
- Other

4. Please rank (most descriptive to least) the following words that you feel best describe the department. *

Courageous
Committed
Integrity
Honesty
Compassionate
Successful
Respectful
Innovative
Inspiring
Community-oriented

5. Please list any other words that come to mind that were not in the list above.

6. What is the most important thing that you need to provide the best EMS service to our customers? *

7. What is the biggest hurdle you feel the department faces to provide the best EMS service in the region? *

8. What can the DGEMS Leadership team do to keep you involved and engaged at the department? *

9. Please share any other thoughts you may have regarding the department, either good or bad.

10. Please answer the following individual questions:

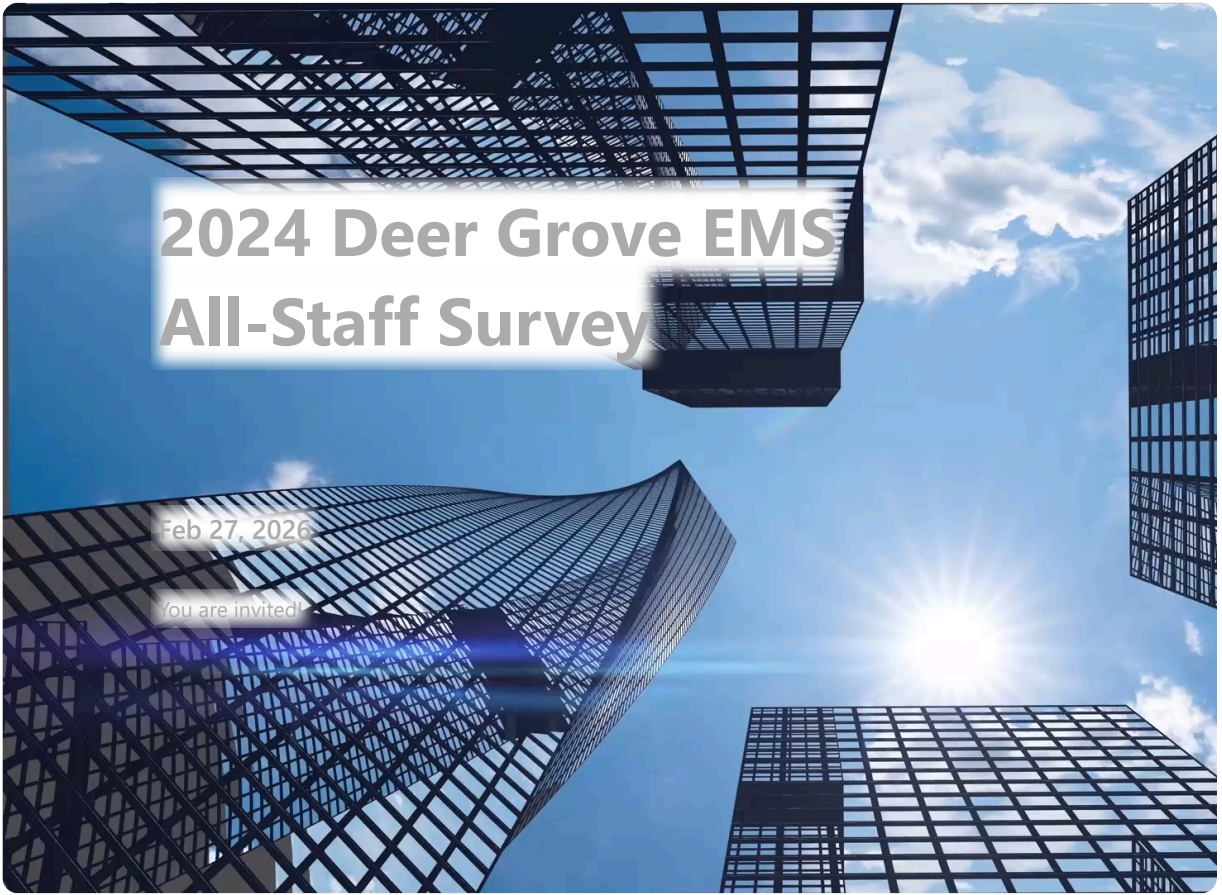
	Yes	No	Don't Know
DGEMS leadership is making a significant commitment of time and resources to improve the delivery of emergency care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
DGEMS deals with staff members in a consistently fair manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the tools and equipment to do my job providing pre-hospital medical care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The medical protocols at DGEMS provide clear and appropriate guidance on the delivery of pre-hospital medical care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
DGEMS respects and values me as a staff member and professional.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
While at DGEMS, my opinion seems to count.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My fellow staff members are committed to doing quality work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
DGEMS communicates information to me frequently and effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Please indicate how satisfied you are with the following aspects of your position

	Very Satisfied	Somewhat satisfied	Neither satisfied nor dissatisfied	Somewhat dissatisfied	Very dissatisfied
Working relationships with other EMS staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Direct supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scheduling process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training/Continuing education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership and direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communications with leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipment Provided to complete duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appreciation and recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intra-departmental communications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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* Required

1. Please answer the following individual questions. *

	Never	Sometimes	Always	I don't know
I know what is expected of me when I am on duty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the materials and equipment I need to do my job properly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the last month, I have received praise or recognition for doing good work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is someone at the department that encourages my development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the department, my opinions seem to matter.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My fellow department members are committed to doing quality work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the last six months, I have had the opportunity at the department to learn and grow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No one on the department listens to me and I feel like my opinion doesn't matter.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff allocation is adequate and allows me to handle all incidents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident when working with our partner fire departments-CG/DVFD.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Please provide additional information to any of the answers above.

Please provide your opinion on the department as a whole

3. Choose at 5 items from the list below that could make your job easier or better: *

- Equipment
- Vehicles
- Medical supplies
- On-Duty Training Opportunities
- Compensation
- Call Screening / Dispatching
- Work Schedule / Deployment
- More Staff / Paramedics
- Management / Leadership
- Protocols
- Public Outreach
- Other

4. What are important areas for the department to focus on to grow the department? (Choose at least 5) *

- Coworkers / Crews
- Fair / Equal treatment, Respect
- Quality Assurance
- Attitude, Motivation/Desire
- Appreciation
- Drop Time @ ER / Hospital Support
- Engagement
- Experience / Skill / Knowledge
- Communication
- Helping Patients
- Other

5. Please rank (most descriptive to least) the following words that you feel best describe the department. *

Courageous
Committed
Integrity
Honesty
Compassionate
Successful
Respectful
Innovative
Inspiring
Community-oriented

6. Please list any other words that come to mind that were not in the list above.

7. What is the most important thing that you need, but may not have currently, to provide the best EMS service to our customers? *

8. What is the biggest hurdle you feel the department faces to provide the best EMS service in the region? *

9. What can the DGEMS Leadership team do to keep you involved and engaged at the department? *

10. Please share any other thoughts you may have regarding the department, either good or bad.

11. Is there an operational practice or component of the department DGEMS should remove and never bring back? If so, describe below-

12. Please answer the following individual questions:

	Yes	No	Don't Know
DGEMS leadership is making a significant commitment of time and resources to improve the delivery of emergency care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
DGEMS deals with staff members in a consistently fair manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the tools and equipment to do my job providing pre-hospital medical care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The medical protocols at DGEMS provide clear and appropriate guidance on the delivery of pre-hospital medical care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
DGEMS respects and values me as a staff member and professional.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
While at DGEMS, my opinion seems to count.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My fellow staff members are committed to doing quality work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
DGEMS communicates information to me frequently and effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Please indicate how satisfied you are with the following aspects of your position

	Very Satisfied	Somewhat satisfied	Neither satisfied nor dissatisfied	Somewhat dissatisfied	Very dissatisfied
Working relationships with other EMS staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Direct supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scheduling process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training/Continuing education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership and direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communications with leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipment Provided to complete duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appreciation and recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intra-departmental communications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Do you enjoy our department's culture?

- Yes
- No
- Maybe

15. Please explain your answer to the previous questions on culture

16. Do you feel the company is open to change?

Yes

No

17. How well does the department leadership communicate news and important information?

Extremely well

Somewhat well

Neutral

Somewhat not well

Extremely not well

18. Thank your for your time today. Please add anything you feel important about our department, but was not included in this survey.

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Trustee Memo

Meeting Date: March 19, 2026

Memo Date: March 10, 2026

To: Deer-Grove EMS Commission

From: Paula Severson

Subject: Staff Survey Recommendation and Meeting Absence – March 19

I regret that I will be unable to attend the Deer-Grove EMS Commission meeting on March 19. In advance of that meeting, I wanted to share my thoughts regarding the proposed staff survey so the Commission can consider them during your discussion.

I believe a staff survey could be a valuable tool to better understand the current workplace culture, communication, and leadership environment within Deer-Grove EMS. If conducted thoughtfully, it can provide constructive feedback to the Commission and help identify both strengths within the department and areas where improvements may be needed.

To help ensure staff feel comfortable providing honest feedback, I recommend that the survey be conducted anonymously using a simple platform such as Google Forms. The survey should not collect names or identifying information, and responses should only be reported in aggregate form. In small organizations like EMS departments, anonymity is particularly important in encouraging candid participation.

I also recommend that the survey responses be submitted directly to Commission Chairperson Doll. Chairperson Doll could then compile the results and share a summary with the full Commission for review and discussion. This approach helps maintain a clear process and ensures that responses are handled consistently.

In addition, it may be helpful to provide a brief message to staff from Chairperson Doll (on behalf of the entire commission) when the survey is distributed. The message should emphasize that the purpose of the survey is to gather constructive feedback to help strengthen the department and support a professional and respectful workplace. It should also clearly communicate that the survey is anonymous and that responses will only be shared in summary form with the Commission.

Thank you for your consideration of these suggestions. I appreciate the Commission's willingness to seek input from staff and to continue working toward a positive and effective environment within Deer-Grove EMS.