Submitted: July 2, 2026



GENEVA
ILLINOIS

2026 Water & Sewer Rate Study and Integrated Infrastructure Master Plan

BAXTER & WOODMAN
Consulting Engineers

BAXTER & WOODMAN
Consulting Engineers

Ms. Alex Voigt
City Administrator
City of Geneva
1800 South Street
Geneva, IL 60134

July 2, 2026

Subject: ***City of Geneva - Qualifications for the 2026 Water & Sewer Rate Study and Integrated Infrastructure Master Plan***

Dear Ms. Voigt:

The City of Geneva is seeking a qualified engineering firm to provide an integrated approach that aligns utility financial planning, infrastructure lifecycle planning, transportation asset management, and long-term capital planning into a unified decision-making framework. Baxter & Woodman brings a comprehensive and experienced team to serve the City. The City will benefit from our:

- **RELEVANT EXPERIENCE WITH CITY PROGRAMS** - Our team brings a strong history of collaboration with the City across multiple programs, with in-depth familiarity with wastewater and stormwater initiatives, past efforts, and available data, supported by dedicated rate analysis and funding program specialists.
- **ESTABLISHED RELATIONSHIPS WITH CITY STAFF** - We have built trusted working relationships with City staff across departments, enabling efficient coordination and informed decision-making throughout the project.
- **LOCAL PRESENCE AND RESPONSIVENESS** - Our local staff provide responsive, cost-effective support, reducing travel time and facilitating efficient meetings and streamlined data collection during the study and analysis effort.

We look forward to partnering with the City. If you have questions about our qualifications, please reach out to Project Team Lead Dan Bounds, PE, D.WRE, MBA at 815-444-3342 or dbounds@baxterwoodman.com. Baxter & Woodman acknowledges receipt of addendum 1.

Sincerely,

BAXTER & WOODMAN, INC.
CONSULTING ENGINEERS

Dan Bounds, PE, D.WRE
Project Team Leader

CITY OF GENEVA, IL

2026 WATER & SEWER RATE STUDY AND INTEGRATED INFRASTRUCTURE MASTER PLAN

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The nationally recognized Engineering News Record (ENR) publishes the ENR Top 500 largest US-based design firms, both publicly and privately held, based on design-specific revenue. Baxter & Woodman is proud to be represented in the listing and has climbed to #265 with revenues over $94 million.

Firm Information

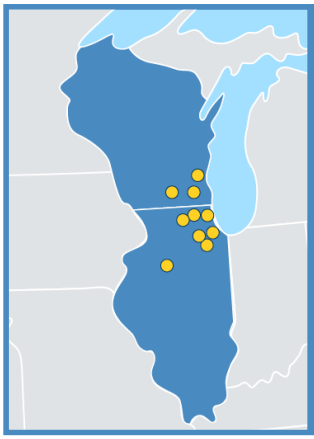
Firm Information

Founded in 1946, Baxter & Woodman, Inc. provides consulting engineering and technology services to municipalities, state agencies, county governments, and sanitary districts throughout Illinois, Wisconsin, Florida, and Texas. Dedicated to promoting a sustainable future, our staff of more than 460 talented engineers, surveyors, technicians, and support personnel incorporates innovative techniques along with tried-and-true processes.

Baxter & Woodman provides planning, design, construction, and technology services for water, wastewater, stormwater and transportation facilities for municipalities, counties, state agencies, and more. Environmental, geographic information systems (GIS), water and wastewater operations, and advanced technology needs complement the firm's civil engineering expertise. The company has several subsidiaries including ones focused on Natural Resources, Municipal Technology, and Design-Build project delivery.

Regional Offices

Baxter & Woodman's 21 offices provide our clients with local presence and responsive service. Our team offers services that stretch well beyond typical engineering consulting.



LOCAL PRESENCE
Baxter & Woodman's 21 offices, 12 of which are located across Illinois and Wisconsin, provide our clients with local presence and responsive service. We are committed to building community value with each and every project we complete.

FIRM NAME:
Baxter & Woodman, Inc.

FIRM HEADQUARTERS:
8678 Ridgefield Road, Crystal Lake, IL 60012
P: 815-459-1260

LOCAL OFFICE:
1548 Bond Street, Suite 103, Naperville, IL 60563

FIRM STRUCTURE:
Corporation

YEARS IN BUSINESS:
80

BOARD OF DIRECTORS:
Louis Haussmann
CEO & President

Derek Wold
Executive Vice President & Secretary

Michael Kurzy
Executive Vice President & Treasurer

Sean O'Dell
Executive Vice President

Michael Klein
Executive Vice President

Dennis Dabros
Executive Vice President

ADVANCING »
INFRASTRUCTURE FOR A GREATER
TOMORROW

Pending Litigation

As a large regional consulting engineering firm providing services in the states of Illinois, Wisconsin, Texas, and Florida, Baxter & Woodman, in the course of our business, occasionally becomes involved as a party in claims, disputes, or litigation. However, we can affirm that there is no pending or threatened claim, dispute, or litigation which could reasonably be anticipated to have an adverse impact on our financial or professional ability to perform the services contemplated by this proposal.

Name and Location	Nature of Claim	Date of Claim	Resolution Date of Claim and How Resolved	Court Case; County; State
Roadway Construction, LLC vs. Baxter & Woodman, Inc.	Defamation.	2025	Case in discovery.	50-2025-CA-012259-XXX-AMB AD; Palm Beach County, FL
Katrina Gonzalez vs. City of Magnolia, TX	Construction worker injury.	2025	**INACTIVE** - Settled 2025.	25-08-12341; Montgomery County, TX
Teresa Becvar vs. City of Waukegan, Baxter & Woodman, Wang Engineering, Ciorba Group	Personal injury.	2025	Case in discovery.	2024 LA00000639; Circuit Court, Lake County, IL
John M. Hughes vs. Manusos General Contracting, Inc., Northwest Technical, Wunderlich-Malec Services, Baxter & Woodman, Inc., and Stantec Consulting Services, Inc.	Personal injury.	2023	**INACTIVE** - Dismissed 2024.	2023 L 0035251; Circuit Court, Cook County, IL
Steven W. Becker, Thomas J. Becker, and Jeffrey C. Becker vs. Possibility Place Nursery, Inc., Connor B. Shaw, III; Tristan Shaw; Kelsay Shaw; Shaw Family Dec Trust; Saw Family Trust; County of Will; Will County Land Use Department; Tim Mack; Greg Ratajczak; Brian Radner; Nicole Roedl, Scott Killinger; Baxter & Woodman, Inc.; Donald Wauthier; and Berns, Clancy and Associates, P.C.	Land dispute between two property owners.	2022	Filed second motion to dismiss. Waiting for ruling.	22 CV 3875; United States District Court, Northern District of Illinois
Anne W. Humbert vs. Oak Forest, Baxter & Woodman, Iroquois Paving Corporation, and Traffic Control Company	Personal injury.	2023	**INACTIVE** - Settled 2025.	2023 L 007758H; Circuit Court, Cook County, IL
Cheryl Brown vs. Village of LaGrange, LaGrange Elementary School District 102, Board of Education of LaGrange School District 102, Commonwealth Edison Company d/b/a COMED, an Illinois corporation, Triggi Construction, Inc., Lindahl Brothers, Inc., and Baxter & Woodman, Inc.	Pedestrian tripped on sign post outside of right-of-way/on private property.	2022	**INACTIVE -** Settled 2024.	2021 L 007195; Circuit Court, Cook County, IL
Charles McGill vs. Foster Marine; Baxter & Woodman	Pedestrian tripped over sand bags.	2022	**INACTIVE -** Settled 2023.	50-2022-CA-010273-XXXX-MB; Judicial Circuit Court of Palm Beach County, FL
Raymond Miller vs. Len Cox & Sons; Baxter & Woodman; PT Ferro Co.	Bicyclist fell in construction zone.	2020	**INACTIVE -** Settled 2023.	2018 L 3422, 12th Judicial Circuit Court of Will County, IL
John Melone vs. Village of Glenview	Construction worker injury.	2019	**INACTIVE -** Claim was denied, plaintiff failed to refile the claim. Case closed August 2022	2019 L 006916, Circuit Court of Cook County, IL
Linda Bruno-Coffman and Richard Coffman vs. Southeastern Engineering Contractors, Inc., Murphy Pipeline Contractors, and Baxter & Woodman	Pedestrian tripped along sidewalk in construction zone.	2019	**INACTIVE -** Settled January 2021	17th Judicial Circuit Court of Broward County, FL CACE-19-003469
Robert Waghorne vs. Village of Northbrook	Pedestrian tripped over curb in construction zone.	2018	**INACTIVE** - Settled December 2020	Circuit Court of Cook County, IL 18 L 006525
Andrew Farley and Amal Farley vs. Commonwealth Edison Co, Hometown Electric, Village of Lake in the Hills, and McHenry County	Pedestrian injured in construction zone.	2018	**INACTIVE** - Baxter & Woodman dismissed from the case	22nd Judicial Circuit Court of McHenry County, IL 18 LA 000127

Actions by Regulatory Agencies

Baxter & Woodman and its staff have not had actions taken by any regulatory agency with respect to work performed within the last 10 years.

Financial Capability

Baxter & Woodman, Inc. has been providing consulting engineering for 80 years. During this time, the firm has continued to grow in terms of staffing, clients served, and billings, which equals financial stability. As a privately-held corporation, we do not release our financial statements. However, we can provide financial statements and balance sheets upon request.

Certificate of Insurance

A copy of our certificate of insurance is included in the appendix.

Project Personnel & Experience

Project Personnel & Experience

Organizational Chart

With Baxter & Woodman, the City will receive a firm with extensive experience assisting communities with comprehensive water and sewer rate studies and integarated infrastructure master plans. We've assembled a project team with the capabilities to provide the services included in the City's Request for Qualifications. Resumes and registrations for key personnel(*) are included in the Appendix.

PROJECT TEAM LEADER
Dan Bounds, PE, D.WRE, MBA*

WATER & SEWER SYSTEM	**STORM SEWER SYSTEM**	**ANNUAL STREET IMPROVEMENT PROGRAM**
WATER & SEWER SYSTEM LEAD Lauren Salem, PE*	**STORM SEWER SYSTEM LEAD** Paul Siegfried, PE, CFM, CPESC*	**STREET IMPROVEMENT LEAD** Ryan Wallace, PE*
PROJECT ENGINEER Eileen Kennedy, PE*	**PROJECT ENGINEER** Zach Schuster, PhD, PE, CFM*	**PROJECT ENGINEER** Konrad Kepka, PE*
LEAD SERVICES EXPERT Kaitlin Wright, PE*	**WATER & SEWER RATE STUDY**	**DATA ANALYSIS**
SEWER ENGINEER Shane Firsching, PE*	**RATE STUDY LEAD** Jim Landini*	**INNOVATIVE DATA ANALYST** Talia Gafrick
	PROJECT ENGINEER Alyson Walz*	**GIS** Dan Sattler, GISP

Current Obligations of Proposed Personnel

	CLIENT/PROJECT	DEADLINE
Dan Bounds, PE, D.WRE, MBA *Project Team Leader*	City of Geneva, IL - NPDES Industrial Stormwater Monitoring	December 2026
	City of Geneva, IL - FY27 MS4 Program Assistance	March 2027
	Village of East Dundee, IL - 2026 CMOM Program	December 2026
	Regional 2026/27 MS4 Implementation Projects	March 2027
Lauren Salem, PE *Water & Sewer System Lead*	Joliet, IL - 2027 Water Main Improvements	December 2026
	Various Water System Modeling	Various
Eileen Kennedy, PE *Project Engineer*	Joliet, IL - 2027 Water Main Improvements	December 2026
	Kishwaukee Water Reclamation District, IL - Sewer and Force Main Design	October 2026
Kaitlin Wright, PE *Lead Services Expert*	Lake County Public Water District, IL - 2026 Water System Improvements	July 2026
	Lake County Public Works, IL - Fox Lake Hills Water Study and Design	February 2027
Shane Firsching, PE *Sewer Engineer*	McHenry, IL - Water Plant #5	August 2026
	Park Forest, IL - Chestnut Lift Station Replacement	September 2026
Paul Siegfried, PE, CFM, CPESC *Storm Sewer System Lead*	La Grange, IL - 50th Street Relief Storm Sewer	October 2026
	Niles, IL - Lawrencewood-Oasis Stormwater Improvements	September 2026
Zach Schuster, PhD, PE, CFM *Project Engineer*	Glenview, IL - Stormwater Master Plan	September 2026
	Glencoe, IL - Stormwater Master Plan	December 2026
Ryan Wallace, PE *Annual Street Improvement Program Lead*	Village of Plainfield, IL - Public Right-of-Way ADA Transition Plan	December 2026
	Village of Woodridge, IL - 2026 Pavement Analysis	September 2026
Konrad Kepka, PE *Project Engineer*	Lake County Division of Transportation, IL - Cedar Lake Road Resurfacing	December 2026
	Beach Park, IL - 2026 Resurfacing	July 2026
Jim Landini *Water & Sewer Rate Study Lead*	Barrington, IL - Water and Sewer Rate Study	November 2026
	Western Springs, IL - Utility Rate Study	August 2026
Alyson Walz *Project Engineer*	Barrington, IL - Water and Sewer Rate Study	November 2026
	Western Springs, IL - Utility Rate Study	August 2026

Similar Projects

Village of Western Springs, IL
Comprehensive Capital Improvement Plan

COMPLETED
2024

PROJECT TEAM
Eileen Kennedy, PE
Lauren Salem, PE
Dan Bounds, PE, D.WRE, MBA

Baxter & Woodman assisted the Village in developing a comprehensive Capital Infrastructure Plan addressing water, sewer, stormwater, transportation, streetscape, lighting, fiber, and municipal facilities. Efforts included updating and analyzing GIS data to prioritize infrastructure risk, evaluating roadways and pedestrian systems to establish condition targets and connectivity improvements, assessing existing conditions at eight Village facilities across multiple disciplines, and providing recommendations for enhancing street lighting and expanding the fiber optic network.

View Western Springs' Comprehensive Capital Infrastructure Plan by scanning the QR code.



Reference: Casey Biernacki | Deputy Village Manager | 708-246-1800 x123 | cbiernacki@wsprings.com

Village of Glenview, IL
Capital Improvement Planning & Implementation

COMPLETED
Ongoing

PROJECT TEAM
Lauren Salem, PE
Eileen Kennedy, PE
Kaitlin Wright, PE
Paul Siegfried, PE, CFM, CPESC
Zach Schuster, PhD, PE, CFM
Konrad Kepka, PE

Baxter & Woodman has supported the Village of Glenview since 2009 under a consolidated services contract, renewed in 2011, 2015, 2019, and 2023 focused on maintaining high service levels while reducing costs. The team plans, budgets, designs, and oversees construction for multiple capital improvement projects utilizing both detailed survey and GIS data. Projects include water main & sewer replacements, roadway & sidewalk, green infrastructure, natural resource projects, facility improvements, bike path & wayfinding, and pump stations. Storm sewer improvements have included storm sewers ranging from 10 to 48 inches (including microtunneling), as well as rain gardens, backflow preventers, drainage ditches, and culvert replacements.

Reference: Adriana Webb | Engineering Division Manager | 847-904-4414 | awebb@glenview.il.us

City of Elmhurst, IL
Water Reclamation Facility & Sanitary Sewer System Facilities Planning & Emergency Sewer Outfall Elimination

COMPLETED
2019

PROJECT TEAM
Dan Bounds, PE, D.WRE, MBA

Baxter & Woodman assisted the City of Elmhurst with NPDES Permit compliance by developing a plan to evaluate and eliminate emergency sanitary overflows (ESOs). The effort included installing and analyzing flow meters for long-term monitoring, conducting system-wide manhole inspections to support GIS and modeling, and developing a comprehensive hydraulic model of the sanitary system. This work supports ongoing evaluation of system performance, inflow and infiltration, and potential alternatives for ESO mitigation.





Reference: Jason Wissbroecker | Utility Superintendent | 630-530-3086 | jason.wissbroecker@elmhurst.org

Village of La Grange, IL
Capital Improvement Planning & Update

COMPLETED
Ongoing

PROJECT TEAM
Ryan Wallace, PE
Lauren Salem, PE
Kaitlin Wright, PE

Baxter & Woodman has provided engineering services to the Village of La Grange since 2009 under a Master Engineering Agreement, supporting a wide range of municipal needs and earning recognition as a trusted advisor through consistent, high-quality work. Services span water, sewer, stormwater, transportation, facilities, GIS, and construction engineering, delivered through numerous task orders. Representative projects include the reconstruction of Parking Lot 13 with permeable pavers to improve stormwater infiltration, traffic flow, and ADA-compliant pedestrian access, along with ongoing support for capital planning, infrastructure improvements, and system operations.

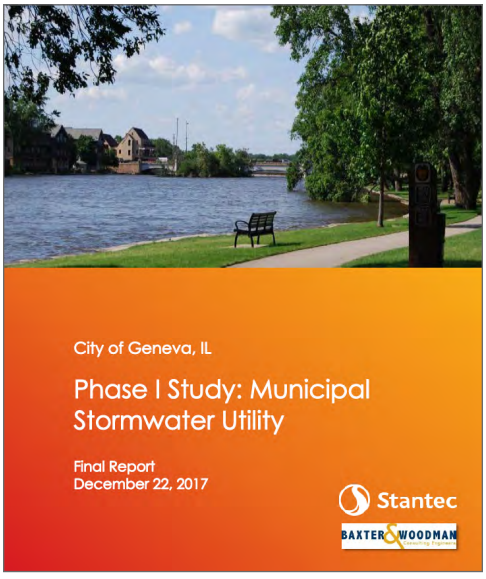
Reference: Andrianna Peterson | Village Manager | 708-579-2313 | apeterson@villageoflagrange.com

City of Geneva, IL
Stormwater Utility Feasibility Study

SERVICES
- Phase I Study
- Public Education & Outreach
- Cost Analysis

COMPLETED
2017

PROJECT TEAM
Dan Bounds, PE, D.WRE, MBA
Paul Siegfried, PE, CFM, CPESC



Baxter & Woodman, with Hawksley Consulting (now Stantec), performed a Stormwater Utility Feasibility Study for the City of Geneva. Our team provided assistance with determining level of service needs for stormwater system improvement, maintenance needs, and regulatory permit requirements, including alternatives for utility funding.

The feasibility study included:

- Data collection and assessing existing conditions
- Level and cost of service analysis
- Review of stormwater infrastructure conditions
- Assessment of conveyance and storage issues
- Projected new development review
- MS4 program needs
- Billing options
- Equivalent Residential Unit (ERU) development
- A sample analysis and stormwater rate comparison
- Details on implementation requirements
- Public outreach and education needs
- Feasibility study report and presentation to City Council

Study results included level of service recommendations, the feasibility of implementing the utility, and recommendations on fee structure, utility implementation, and administration. Stantec performed the financial-related analysis and Baxter & Woodman provided the engineering and needs assessment analysis.

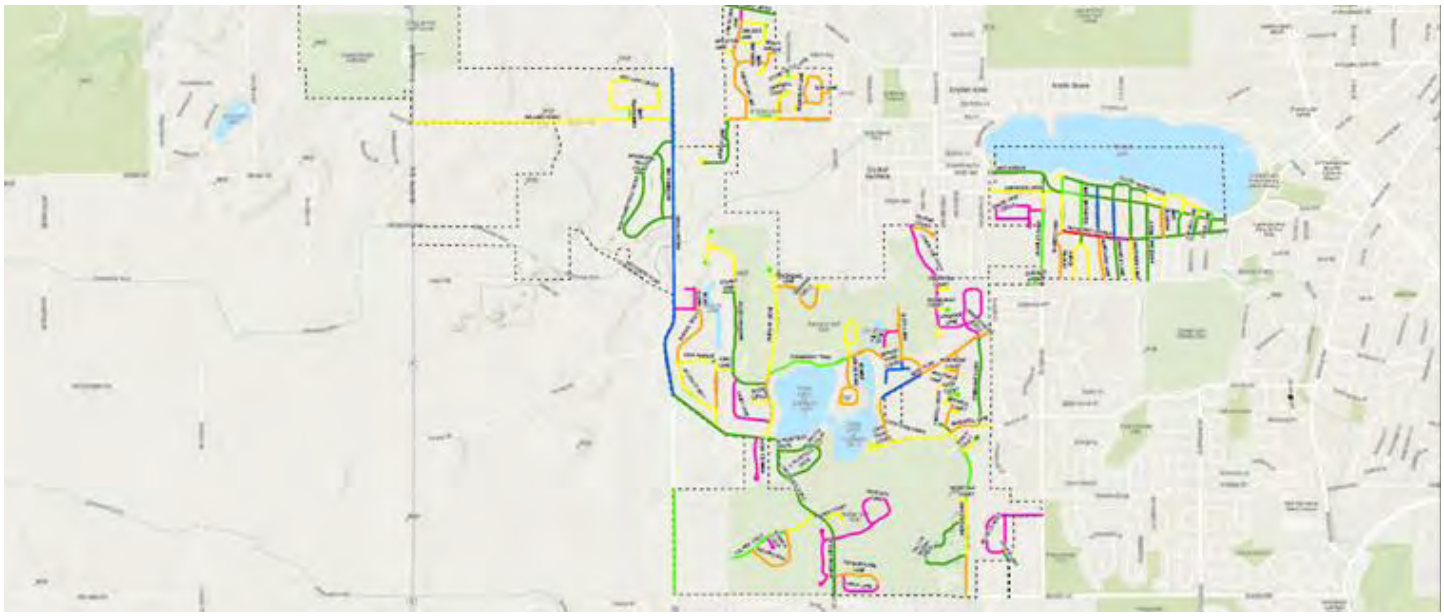
Reference: Rich Babica | Director of Public Works | 630-232-1501 | rbabica@geneva.il.us

Various Communities - Illinois
Pavement Management Reports

Baxter & Woodman has completed 35+ Pavement Management Reports for Illinois communities. Using the reports as a guide, we then help communities complete street maintenance projects and underground infrastructure improvements, so we have a keen understanding of capital improvements, from planning through project implementation. Below is a list of communities we have prepared Pavement Management Reports for, with bold clients completed in the last five years.

Below is a list of Illinois communities who have trusted us with their Pavement Management Reports:

Village of Bensenville
Brookfield Zoo
Village of Carpentersville
City of Country Club Hills
Village of Flossmoor
Village of Fox River Grove
Fox Valley Park District
Village of Franklin Grove
City of Genoa
Village of Gilberts
Village of Hazel Crest
Village of Island Lake
Village of Itasca
Village of Kenilworth
Village of La Grange
Village of La Grange Park
Village of Lake Barrington
Village of Lakewood
Village of Lincolnshire
Village of Lisle
Village of Maple Park
City of Morrison
Village of Mundelein
North Shore Sanitary District
Northwestern University
Village of Oak Brook
Village of Olympia Fields
Village of Plainfield
Village of Prairie Grove
Village of Richton Park
Village of Round Lake
Village of Shorewood
Village of South Barrington
Village of South Chicago Heights
Village of West Dundee
Village of Winthrop Harbor
City of Wood Dale
City of Woodstock



PASER Map for the Village of Lakewood

Project Approach

Project Approach

CIP DESKTOP ANALYSIS APPROACH

Data Recommendations and Collection

Data collection is the first step in developing the Integrated Infrastructure Master Plan (IIMP). Baxter & Woodman will work closely with the City to gather and review the information needed to evaluate the existing water and wastewater systems. Using recent historical system data, we will identify infrastructure needs, performance trends, and future project priorities that align with the City's goals and budget. Based on this analysis, we will develop practical, data-driven solutions for inclusion in the IIMP. To support this effort, Baxter & Woodman recommends collecting and evaluating the following information:

- City's prior studies include sanitary flow studies, water model, lead service line replacement plan, water and wastewater facility plans
- City's existing 5-year capital improvement plans
- Inventory of water and sewer assets, including condition, material, and age (GIS asset inventories)
- Water main break history
- Historical costs to replace aging infrastructure
- Other information that will be considered:
    - Overall population projections
    - Known problem areas (low pressure, low fire flow, water quality complaints, sewer backups, flooding, etc.)

Building on Existing Investments

The IIMP leverages the City's existing studies, asset inventories, hydraulic models, facility plans, and capital improvement programs to maximize the value of prior planning efforts and support informed infrastructure investment decisions.

Review of Existing Studies and Desktop Analysis

Using the information collected during the data collection phase, Baxter & Woodman will review existing studies, master plans, and system information to identify infrastructure needs, validate known issues, and prioritize improvements for inclusion in the IIMP. The information from the water and wastewater facility plans will also be reviewed and incorporated into the planning process.

We will then perform a comprehensive desktop analysis of the City's water and wastewater systems using the available asset, operational, and condition data. For the water system, we will evaluate water main break history, pipe age and material, undersized water mains, known future developments, lead service lines, areas with water quality concerns, and locations experiencing low operating pressures or inadequate fire flows. This analysis will help identify deficiencies and prioritize capital improvement projects.

For the wastewater system, we will evaluate sanitary sewer flow monitoring and condition assessment data, known inflow and infiltration (I/I) problem areas, pipe material and age, and other available system performance information. The results will be used to identify system deficiencies, prioritize rehabilitation and replacement projects, and develop recommendations that align with the City's long-term infrastructure goals and available funding.

Development of Integrated Infrastructure Master Plan and Prioritization

After the Desktop Analysis is complete, we will present preliminary recommendations on priority areas to the City. We will incorporate the City's knowledge and input to refine the final recommendations and cross-reference with roads identified through the pavement management analysis. We will evaluate how the recommendations align across water, sewer, and roadway disciplines.

Alternate technologies and utility rehabilitation strategies will be considered, such as water main lining, pipe bursting, and trenchless technologies. Planning cost estimates will be developed to complete the City's short-term (1–10 year) and long-term (11–30 year) Capital Improvement Programs.

Priority project recommendations will be informed by the Desktop Analysis and the additional information collected. Our goal is that the priority projects will have recommendations across the disciplines that are being evaluated in this study. Recommendations will include location, reasoning, and costs.

Components of a CIP

Having produced Capital Improvement Plans, Capital Investment Programs, and Multi-Year Master Plans for a range of municipalities, the Baxter & Woodman team understands key outcomes should include:

- Existing system condition and remaining service life analysis
- Minimum annual infrastructure replacement recommendations and estimated costs
- Annual maintenance cost recommendations for existing infrastructure
- Prioritized needs & multi-year Capital Improvement Program
- Funding opportunities



We will provide estimated costs in the IIMP to be used for budgetary purposes. Baxter & Woodman uses informed unit costs for estimating that incorporate the materials, labor, and other costs seen in projects. In addition, we will include allowances for design engineering, construction engineering, and contingencies to reflect the true cost of delivering projects.

This comprehensive approach results in more accurate and defensible cost projections that better reflect actual project costs, allowing the City to make informed financial decisions and develop realistic short- and long-term Capital Improvement Programs.

STORM SEWER SYSTEM APPROACH

Strategic Approach to Stormwater Integration

The City completed a Comprehensive Drainage Study in 2021 that identified 25 areas exhibiting flooding, inundation, and prolonged ponding. The study also recommended capital improvement projects to address these issues, with a total estimated cost of $16.2 million in 2022 dollars. The study also identified a need for a dedicated Stormwater Fund to support both operations and capital projects. Baxter & Woodman understands that the City's objectives include incorporating stormwater into the Integrated Infrastructure Master Plan, which will function as the primary planning document moving forward.

Our proposed approach will include a thorough review of the City's 2021 Comprehensive Drainage Study, which will include confirming recommendations, assessment of capital project prioritization, updating cost estimates to reflect 2026 pricing, and a current assessment of funding opportunities. Integrating planned stormwater improvements with the City's overall infrastructure planning will provide an opportunity for a holistic approach, adjusting priorities and phasing to align with other planned infrastructure improvements and provide cost savings for the City.

Review, Validation, and Prioritization Process

Baxter & Woodman will utilize previous stormwater planning efforts and reports, minimizing duplication of effort. We will not provide new hydrologic or hydraulic modeling or calculations to evaluate existing conditions drainage or the performance of proposed improvements. We will consider previous recommendations for operational needs and capital improvement projects, identify potential gaps, and update costs using current pricing data. This may include bid results, inflation data and indices, and current costs for maintenance services. We understand that strong communication will be necessary to align our efforts with the City's goals.

Our dedicated funding team has helped secure millions of dollars in funding for a variety of stormwater projects and will assess opportunities that may exist to leverage grants or other funding sources.

Aligning Stormwater with Integrated Infrastructure Planning

Baxter & Woodman excels in comprehensive stormwater master planning and has provided these services for several communities in Illinois. Baxter & Woodman assists our clients with identifying and securing funding for their capital improvements and facilities including grants, loans, locally initiated TIF, Special Assessments, Business Districts, and leasing. Finding the right funding program or agency is often the key to success. Baxter & Woodman has successfully assisted numerous communities secure funding from over 50 funding sources. You can rely on our local expertise and proven funding procurement experience.

BAXTER & WOODMAN RECENTLY COMPLETED MASTER PLANS FOR:

- Metropolitan Water Reclamation District of Greater Chicago
- Village of Glenview
- Village of Glencoe
- Village of Oak Brook
- City of Bloomington
- City of Belvidere



Paul Siegfried leads Baxter & Woodman's Water Resources practice in Illinois. He is familiar with the City's stormwater system and needs, having worked on the City's 2017 Municipal Stormwater Utility Study with Project Manager Dan Bounds.



Zach Schuster is Baxter & Woodman's Water Resources Technical Director and primarily focuses on master planning and City- and Village-Wide hydrologic and hydraulic modeling. His experience analyzing stormwater systems, identifying and prioritizing capital stormwater improvements, and tailoring efforts to clients' goals and objectives will benefit the City in this planning effort.

PAVEMENT MANAGEMENT APPROACH

Project Understanding

The City of Geneva is seeking to transition from an annual street program to a comprehensive, data-driven pavement management program that is fully integrated with broader infrastructure planning. This effort represents more than establishing pavement condition ratings; it is an opportunity to align roadway investment with water, sewer, and stormwater improvements to maximize long-term value and minimize redundant construction.

Baxter & Woodman understands that the true value of a Pavement Management Plan (PMP) is not the collection of condition data alone, but how that data is used to make informed, cost-effective decisions. Our approach focuses on developing a program that supports both near-term project selection and long-term capital planning, while remaining flexible to evolving infrastructure priorities and funding constraints.

Flexible Data Collection Approach

We will work with the City to confirm the most appropriate data collection methodology during project scoping. Baxter & Woodman maintains relationships with multiple qualified data collection vendors and does not rely on a single provider, allowing us to tailor the approach to the City's goals, desired level of detail, and budget.

Modern collection technologies enable efficient, network-wide surveys that capture pavement condition (PCI) along with other right-of-way assets in a single effort. These same platforms can collect additional infrastructure data, such as signs, trees, hydrants, sidewalks, and pavement markings, without additional mobilization, providing a more comprehensive dataset to support the Integrated Infrastructure Master Plan (IIMP).

Tailored to the City's Needs

Baxter & Woodman will customize the data collection approach to align with the City's goals, desired level of detail, and available budget.



We utilize a vehicle-mounted LiDAR system to capture precise data and imagery of pavements, allowing us to assess pavement conditions with very high accuracy.

Realistic Planning-Level Cost Estimates

A key component of a successful pavement management program is the development of reliable, planning-level cost estimates that can be confidently used for budgeting and capital planning. Baxter & Woodman goes beyond simple unit-cost resurfacing assumptions by incorporating the full range of elements that are commonly encountered in real-world roadway projects.

Our estimates consider not only pavement rehabilitation, but also associated improvements such as curb and gutter replacement, structure adjustments, ADA curb ramps, driveway replacements, and surface restoration. In addition, we include allowances for design engineering, construction engineering, and contingencies to reflect the true cost of delivering projects.

This comprehensive approach results in more accurate and defensible cost projections that better reflect actual project costs, allowing the City to make informed financial decisions and develop realistic short- and long-term Capital Improvement Programs.

Integrated Infrastructure and Budget Alignment

A key component of our approach is integrating pavement recommendations with the broader infrastructure analysis being completed as part of the IIMP. We will evaluate how planned or recommended water, sanitary, and storm sewer improvements impact roadway timing and prioritize projects accordingly.

This coordination is critical to avoid situations where streets are resurfaced shortly before being disturbed for underground utility work. Instead, pavement improvements will be strategically sequenced with utility projects to reduce lifecycle costs, minimize disruption, and maximize the effectiveness of capital investments.

We will also work closely with the financial and rate analysis components of the project to understand anticipated funding levels. Based on this information, we will develop pavement programs that reflect realistic budget scenarios and provide clear tradeoffs between funding levels, network conditions, and long-term maintenance needs.

Prioritization and Capital Improvement Planning

Using condition data, infrastructure coordination, and available funding, we will develop a prioritized pavement improvement program that feeds directly into the City's short-term (1–10 year) and long-term (11–30 year) Capital Improvement Plans.

The result is a clear, defensible program that identifies which roads should be improved, when they should be improved, and why.

Our recommendations will balance multiple factors, including:

- Pavement condition
- Cost-effectiveness of treatment options
- Coordination with planned utility and drainage improvements
- Functional classification and usage
- Available and projected funding levels

Outcome

Our goal is to provide the City with a practical, implementable pavement management program that supports informed decision-making and long-term infrastructure stewardship. The final PMP will not only define pavement conditions, but also provide a coordinated, budget-aligned strategy for maintaining and improving the City's roadway network while supporting the broader goals of the Integrated Infrastructure Master Plan.

WATER & SEWER RATE STUDY PROJECT APPROACH

Baxter & Woodman's approach for the City of Geneva's 2026 Water and Sewer Rate Study consists of three major phases, financial modeling, cost of service & rate design, and capital plan & funding strategies. This approach aligns with the City's Rate Study objectives and is structured to support the broader Integrated Infrastructure Master Plan (IIMP) and capital improvement planning efforts.

Financial Modeling

We will develop a financial model in coordination with City staff, incorporating historical financial data, current budgets, rate ordinances, operational needs, existing and planned debt service, and capital improvement programs for the Water and Sewer Fund. The model will project revenues, expenses, cash flow, and reserves over the five-year planning period following Ordinance No. 2023-04. It will evaluate the adequacy of current scheduled rate increases through May 15, 2027, and develop recommended rate adjustments beginning May 15, 2028, to confirm long-term financial sustainability. The model will be structured to support both short-term and long-term capital planning horizons.

By evaluating operating and capital expenditures, we will develop funding strategies that balance pay-as-you-go financing and debt issuance while maintaining affordability, reserve targets, and bond covenant requirements. Capital inputs will be coordinated with the broader project team to maintain consistency with infrastructure planning efforts.

Cost of Service & Rate Design

A detailed cost-of-service analysis will be completed in accordance with AWWA M1 principles. Costs will be allocated between water and sewer utilities and among customer classes to confirm equitable cost recovery. Existing revenues will be compared to allocated costs to identify surpluses or deficits by class.

Through an evaluation of alternative rate structures, including adjustments to fixed and volumetric charges, we will develop five-year rate recommendations supported by customer bill impact analyses. Recommended rate structures will be practical to implement within the City's existing metering and billing systems.

Capital Plan, Funding, & Compliance

We will review and refine the City's water and sewer capital improvement plans and develop funding strategies that identify appropriate use of reserves, connection fees, and debt financing. Opportunities for grants and low-interest loan programs will also be evaluated to reduce long-term rate impacts. The financial plan will support both short-term (1–10 year) and long-term (11–30 year) capital programs.

To support the long-term sustainability of the Water and Sewer Fund, we will assess rate structures for compliance with applicable regulations, bond covenants, and financial policies and recommend appropriate reserve targets.

Our analysis will establish recommended minimum reserve levels based on best practices, and will confirm future rate structures support long-term financial stability, while maintaining the Water and Sewer Fund as a self-supporting enterprise.

Benchmarking & Coordination

By comparing Geneva's rates and connection fees with those of comparable communities, we will assess competitiveness and equity, including connection fees that have remained unchanged since 2012.

Our team will coordinate closely with other project team members to confirm the rate study aligns with broader infrastructure planning efforts, incorporating capital assumptions and providing financial guidance to support implementation of the City's long-term infrastructure strategy.

Meetings & Deliverables

We will conduct a kickoff meeting and participate in project coordination meetings, including presentations to the City Council and/or Committee of the Whole. Deliverables will include draft and final reports, supporting analyses, and a fully documented Excel-based financial model for ongoing use by City staff.

Appendix

Appendix

Resumes

Dan Bounds, PE, D.WRE, MBA

PROJECT TEAM LEADER



Joined Firm in 2016
Years of Experience: 32

EDUCATION

B.S., Civil Engineering, University of Illinois at Urbana-Champaign, 1993

M.B.A, Business Administration, Eastern Illinois University, 2001

REGISTRATIONS

Licensed Professional Engineer: Illinois, California

HONORS/AWARDS

Diplomat, Water Resources Engineer (D.WRE), American Academy of Water Resources Engineers, 2009

Chair – IWEA Collection Facilities Committee 2016 - present

BAXTER & WOODMAN Consulting Engineers

Dan specializes in water, wastewater, and stormwater infrastructure master planning, engineering, and regulatory management, with emphasis on integrating municipal infrastructure planning. His experience includes water distribution and wastewater collection system planning, modeling, and assessment, rehabilitation planning, rate studies, and regulatory compliance, including NPDES permitting, and program management.

Dan has taken the lead in the development and implementation of numerous aspects of regional and municipal water, wastewater, and stormwater infrastructure programs, including the development of model programs, funding, data collection requirements, program prioritization efforts, model maintenance procedures, inspection and enforcement procedures, and environmental performance reporting, often requiring coordination and negotiation with regulatory agencies.

REPRESENTATIVE PROJECTS

Elmhurst, IL

Capital Improvement Planning/Utilities Master Planning

Project Manager for the City's CIP development. Performed citywide analysis of the sanitary sewer system and water reclamation facility, including gravity sewers, force mains, and sanitary pumping facilities. Performed analysis of wastewater treatment plant process, equipment, and other infrastructure. Determined rehabilitation and replacement needs, future level of service requirements, planning level costs and prioritization for phased implementation. Facility plan, master plan, and CIP documentation were developed.

Western Springs, IL

Integrated Infrastructure Planning and Evaluation

Senior Engineer for an integrated Capital Infrastructure Plan and comprehensive review of Village infrastructure to estimate project costs and prioritization for capital projects. The infrastructure categories included:

- Roadway/Sidewalk/Pedestrian/Bike

- Water Production/Distribution (Note production elsewhere)
- Sewer (Storm, Sanitary, Combined)
- Street Lighting and Fiber Optic Network
- Municipal Properties and Central Business District/ Streetscape

Geneva, IL

Stormwater Utility Assessment

Project Manager for review of the City's stormwater program and feasibility of developing a stormwater utility. The Stormwater Utility Assessment identified gaps in the program and determined future desired levels of service. The project consisted of evaluating increases in the frequency of maintenance activities; identifying long-term capital improvement projects in previous studies; assessing the age of current stormwater facility inventory of assets and resulting reinvestment needs; and identifying organizational and staffing needs to meet the goals of the program.

Schaumburg, IL

Infrastructure Master Planning and Assessment

Project Manager for roadway, water distribution, and wastewater collection system modeling and planning to analyze redevelopment plans and existing water and sewer infrastructure and develop engineering recommendations to address known system issues and support future development. Project included analyzing current redevelopment projects and determining necessary water and sewer system improvements to support the redevelopment, including:

- Existing water and sewer system conditions and rehabilitation necessary for the systems to support redevelopment.
- Analyze water and sewer flows coming to and from the existing Renaissance Convention Center and nearby redevelopment.
- Identify opportunities to convert existing private water mains and sanitary sewers to public water mains and sanitary sewers.
- Provide engineering recommendations for new, resized, or realigned water mains or sanitary sewers to fully support redevelopment plans, including recommended alignments and sizing, constructability considerations, and cost estimates.

Lauren Salem, PE

WATER AND SEWER SYSTEM LEAD



Joined Firm in 2012
Years of Experience: 14

EDUCATION

MEng., Public Works (Infrastructure Engineering and Management)
Illinois Institute of Technology, 2020

B.S., Civil Engineering
Bradley University 2012

REGISTRATIONS

Licensed Professional Engineer: Illinois and Texas

ASSOCIATIONS

ISAWWA Young Professionals Committee Chair 2019-2023

BAXTER & WOODMAN Consulting Engineers

Lauren has 14 years of experience in planning and design, specializing in water supply and distribution systems. She has focused experience in water system hydraulic modeling, asset management, capital planning, and water main replacement and rehabilitation design. She serves as Project Manager for large-scale water main design projects and as the Program Manager for the City of Joliet Water Distribution System Improvement Program.

REPRESENTATIVE PROJECTS

Western Springs, IL

Comprehensive Infrastructure Plan

Project Engineer assisting the Village with developing a comprehensive plan for water, sewer, road, lighting, and fiber optic infrastructure and municipal properties. The study implemented an innovative approach to risk-based asset management and used the Village's GIS to deliver a data-driven $200M Capital Infrastructure Plan. To educate the community and gather resident feedback, the project included extensive public engagement through Village Board presentations, a resident survey, an ArcGIS StoryMap, and educational videos.

Elmhurst, IL

Water Model and Master Plan Update

Project Manager for the update to the City's water model using WaterGEMS. The project consisted of calibration of the model to match real-world test results and analysis of the system to identify areas of potential improvement as well as an extended period simulation to determine water age throughout the system. Recommendations were prioritized and organized into projects to align with the Village's time and budget constraints.

Eileen Kennedy, PE

PROJECT ENGINEER



Joined Firm in 2021
Years of Experience: 7

EDUCATION

M.S., Civil Engineering, Marquette University, 2019

B.S., Civil Engineering, Marquette University, 2018

REGISTRATIONS

Licensed Professional Engineer: Illinois

CERTIFICATIONS

Pipeline Assessment Certification Program, NASSCO, Inc.
Lateral Assessment Certification Program, NASSCO, Inc.
Manhole Assessment Certification Program, NASSCO, Inc.

BAXTER & WOODMAN Consulting Engineers

Eileen assists senior Project Managers with design engineering services for municipal infrastructure projects. Her experience has included inflow/infiltration prevention, water main improvements, MS4 programs, Risk and Resilience Assessments, and water quality projects addressing chloride and phosphorus reductions.

REPRESENTATIVE PROJECTS

Western Springs, IL
Comprehensive Capital Infrastructure Plan
Project Engineer for the development of a Comprehensive Capital Infrastructure Plan, including water, sewer, stormwater, roads, streetscape, sidewalks, municipal buildings, street lighting, and fiber networks. This project used a risk-based approach that used a prioritization scoring system to identify areas of improvement that could be combined and performed concurrently. This project also placed an emphasis on public engagement, and a web-based tool and video were created to inform residents about infrastructure needs and ongoing updates, and allow input through a public survey.

Mount Prospect, IL
Water System Replacement Plan
Project Engineer to develop a detailed Capital Infrastructure Plan for water main improvements. Engineers worked with Village staff to develop a risk of failure approach that adapted to the Village's existing asset management software. The risk-based approach and other information collected during the study allowed recommendations to be organized into four phases of improvement.

East Dundee, IL
Water System Study
Project Engineer to develop a detailed Capital Infrastructure Plan for water main improvements. Engineers worked with Village staff to update the Village's digital map of its water system. Engineers used historical information on water main material, installation decade, size, main breaks, and other information collected during the study to create recommendations.

Kaitlin Wright, PE

LEAD SERVICES EXPERT



Joined Firm in 2014
Years of Experience: 12

EDUCATION

B.S., Civil Engineering, Bradley University, 2014

REGISTRATIONS

Licensed Professional Engineer: Illinois

HONORS/AWARDS

2025 Rising Star in the AEC Industry Award, Zweig Group

1st Place, Hydrant Hysteria Women's Champions (ISAWWA WATERCON)

BAXTER & WOODMAN Consulting Engineers

Kaitlin is experienced in the planning and design of water and wastewater infrastructure. She has performed numerous tasks, including sewer condition assessments and rehabilitation studies, Risk and Resilience Assessments and Emergency Response Plans, flow monitoring and infiltration/inflow investigations, GIS integration, and construction services. Currently, Kaitlin is focusing strongly on Lead Service Line Replacement programs both locally and in other regions of the country. She enjoys the use of technology to shift communities from reactive repair needs to proactive repair methods.

REPRESENTATIVE PROJECTS

Illinois Communities

Lead Service Line Replacement Program and Public Education

Project Advisor/Manager. Baxter & Woodman is working with a variety of communities to assist in implementing their Lead Service Line Replacement Program. Services vary depending on a community's needs, but include developing a Water Service Line Inventory, Lead Service Line Replacement Plan, Public Education & Notification material and executing Lead Service Line Replacements. Baxter & Woodman has developed a comprehensive program that incorporates ArcGIS Tools for a systematic approach in amassing existing system information, investigating outstanding unknowns, coordinating public education and notification efforts and maintaining clear communication and timelines both with internal community staff and throughout the community. Kaitlin is leading engineering services for the following communities:

- Addison
- Arlington Heights
- Berkeley
- Deerfield
- East Dundee
- Flossmoor
- Glen Ellyn
- Glenview
- Hillcrest
- Hinsdale
- La Grange
- Lake County
- Lincolnwood
- Macomb
- Marengo
- Momence
- Mount Prospect
- Northbrook
- Oak Park
- Orland Park
- Park City
- Plano
- Richmond
- Rolling Meadows
- Round Lake
- South Elgin
- West Dundee
- Wilmette
- Winthrop Harbor
- Woodstock

Shane Firsching, PE

SEWER ENGINEER



Joined Firm in 2007
Years of Experience: 19

EDUCATION

M.S., Environmental Engineering, Illinois Institute of Technology, 2011

B.S., Civil Engineering, Bradley University, 2007

REGISTRATIONS

Licensed Professional Engineer: Illinois

CERTIFICATIONS

Pipeline Assessment Certification Program, NASSCO, Inc.
Lateral Assessment Certification Program, NASSCO, Inc.
Manhole Assessment Certification Program, NASSCO, Inc.

BAXTER & WOODMAN Consulting Engineers

As a quality-driven Project Manager with over 19 years of experience, Shane has led complex projects with multi-discipline teams to successful project budget and schedule completion. His wide range of background knowledge and experiences gives him an advantage in delivering critical information in a timely manner. He fosters a collaborative experience between the owner, project team, and key stakeholders to confirm positive outcomes and project goals are achieved.

REPRESENTATIVE PROJECTS

Glenview, IL

Harms Road Stormwater Relief Sewer and Pump Station

Project Engineer for design assistance and utility coordination involving two, new stormwater pump stations designed for flood control within the Village. Station 1 has a capacity of 50mgd with two influent reliefs sewers, one 84-inch diameter and another 54-inch diameter. The new relief sewers are located in a busy residential/commercial area, requiring significant sewer alignment effort as well as utility and permitting coordination (MWRD, Cook County, IDOT). The second pump station has a capacity of 32mgd, with a 48-inch diameter influent relief sewer and is located within a Village park, adjacent to a Village Park District facility, requiring substantial coordination with the Park District. The $7 million project was performed under a tight deadline and qualified for $6 million in MWRD stormwater management funding. Cost savings analysis was performed on several installation methods for the relief sewers, including tunneling, directional drilling, and open cut construction. Baxter & Woodman worked closely with existing utilities, including requesting AT&T to pothole their existing major ductbanks in the relief sewer alignment during design so plans could be made accordingly to reduce utility conflict impacts and costs.

La Grange, IL

Maple Avenue Relief Sewer

Project Engineer for the design of a 60-inch relief sewer through the Village to improve stormwater drainage. The Maple Avenue relief sewer is connected to MWRD's Deep Tunnel system and located along Maple Avenue, starting at Bluff Avenue and terminating at La Grange Road (5th Avenue).

Paul D. Siegfried, PE, CFM, CPESC

STORM SEWER SYSTEM LEAD



Joined Firm in 2014
Years of Experience: 20

EDUCATION

B.S., Civil Engineering
University of Illinois, 2006

REGISTRATIONS

Licensed Professional Engineer: Illinois, Florida

Certified Floodplain Manager
No. IL-08-00412

Certified Professional in Erosion and Sediment Control
No. 5868

BAXTER & WOODMAN Consulting Engineers

Paul has over 20 years of experience in water resources engineering, focused on stormwater design and floodplain management, and leads Baxter & Woodman's Water Resources practice in Illinois. He works closely with municipalities to identify, plan, and implement stormwater improvement projects that will best serve their communities. Paul's experience includes flood mitigation projects, Phase I and II drainage design, green infrastructure planning and design, streambank stabilization, floodplain and floodway analyses and remapping, permitting, funding applications, and engineering review.

REPRESENTATIVE PROJECTS

Geneva, IL

Phase I Study: Municipal Stormwater Utility

Project Engineer assisting Hawksley Consulting in performing a feasibility analysis for the implementation of a stormwater utility for the City of Geneva. Assessed the current conditions of the City's stormwater system and developed a target level of service for future improvements and maintenance. Assisted in preparation of a summary report and presented findings at a City Council meeting.

Western Springs, IL

Ridgewood Subdivision Infrastructure Study

Stormwater Lead for an XP-SWMM analysis of existing conditions drainage. Worked with Village staff to identify flooding problems within the subdivision. Evaluated several drainage improvement projects and provided recommendations as part of an overall study of infrastructure within the subdivision. Assisted with preparation of a summary report and presented stormwater recommendations at a Village Board meeting.

Zachary Schuster, PE, PhD, CFM

PROJECT ENGINEER



Joined Firm in 2022
Years of Experience: 13

EDUCATION

Ph.D., Nelson Institute for Environmental Studies, University of Wisconsin – Madison, 2017

M.S., Water Resources Engineering and Water Resources Management, University of Wisconsin – Madison, 2011

REGISTRATIONS

Licensed Professional Engineer: Illinois

Certified Floodplain Manager

BAXTER & WOODMAN Consulting Engineers

Zach is a Water Resources Engineer with a professional and academic background in floodplain and stormwater management. He received a Doctorate and Master's from the University of Wisconsin-Madison. Zach currently serves as Baxter & Woodman's Water Resources Technical Director. He is responsible for managing stormwater and sanitary modeling projects in Infoworks ICM and PCSWMM and mentoring members of the modeling team. Zach also has experience in floodplain management, stormwater infrastructure design, and streambank stabilization projects.

REPRESENTATIVE PROJECTS

Glenview, IL

Stormwater Master Plan Phase I

Lead Modeler responsible for creating Existing Conditions 1D/2D ICM model of Glenview's storm sewer network. Modeling work included representing the North Branch Chicago River in in the model using ICM's river function and representing completed Glenview storm sewer improvements in the model. Work included collaboration with Stantec during the model build.

Oak Brook, IL

Stormwater Master Plan

Lead Modeler for the Village of Oak Brook Master Plan. Created an ICM model representing storm sewers, rivers, and storage using the model's 1D and 2D engines. Identified four problem areas based on model results and consultation with Village staff and developed conceptual alternatives to address known problems. He prepared a resident drainage survey that was sent to Village residents.

Elmhurst, IL

Sanitary Sewer Modeling

Provided hydraulic technical support for Baxter & Woodman's management of Elmhurst's wastewater system. He performed capacity assessments for several proposed developments and used model data to recommend sewers for lining by developers to offset increases in wastewater flow. Work has also included providing modeling support for the potential bypass routing of the North Industrial lift station during a force main lining program.

Ryan Wallace, PE

STREET IMPROVEMENT LEAD



Joined Firm in 2008
Years of Experience: 18

EDUCATION

B.S., Civil Engineering, University of Iowa, 2008

REGISTRATIONS

Licensed Professional Engineer: Illinois, Wisconsin, Florida

CERTIFICATIONS

ACEC-WI Leadership Institute – 2022 Graduate

ADA Coordinator Certification (ADACC)

ASSOCIATIONS

American Council of Engineering Companies of Wisconsin (ACEC WI)

American Public Works Association (APWA) Wisconsin Chapter

BAXTER & WOODMAN Consulting Engineers

Ryan brings 18 years of experience helping municipalities develop practical, data-driven infrastructure programs that integrate pavement management, roadway improvements, utility replacement, ADA compliance, and long-range capital planning. His experience includes leading pavement management studies, annual street improvement programs, roadway reconstruction projects, and utility coordination efforts for municipal clients throughout Illinois. Ryan has developed pavement management programs for communities of varying sizes and has extensive experience translating pavement condition data, infrastructure needs, and available funding into realistic capital improvement programs that support informed decision-making and long-term infrastructure investment.

REPRESENTATIVE PROJECTS

La Grange, IL

Infrastructure Capital Plan

Project Engineer for transportation portion of the Village's Infrastructure Capital Plan. The project included review and integration of the previously completed Street Condition Survey Update. The pavement recommendations were evaluated jointly with sewer, water system, and water service replacement needs to develop comprehensive recommendations for capital improvements and operational modifications to meet infrastructure needs.

Oak Brook, IL

2024 Streets Pavement Management Program

Project Manager for the assessment and planning of annual maintenance and rehabilitation projects for streets, shared-use paths, and parking lots by formalizing a Pavement Management Program (PMP). The project included a comprehensive pavement condition evaluation for the entire street network and development of a five-year street improvement program which encompasses surface treatments, pavement patching, resurfacing, and reconstruction.

Konrad Kepka, PE

PROJECT ENGINEER



Joined Firm in 2023
Years of Experience: 5

EDUCATION

B.S., University of Illinois at Urbana-Champaign, Civil Engineering, 2021

REGISTRATIONS

Licensed Professional Engineer: Illinois

Konrad specializes in pavement design, asset management, and roadway improvements. He previously worked as an Engineer Associate for Applied Pavement Technology, where he performed pavement evaluations for municipal clients, and was familiar with Advancing Standards Transforming Markets (ASTM) standards for roadway pavement. Konrad has worked on several pavement management reports and has extensive experience reviewing and analyzing data at a full network/municipal level.

REPRESENTATIVE PROJECTS

Oak Brook, IL

Streets Pavement Management Program

Project Engineer for the assessment and planning of annual maintenance and rehabilitation projects for streets, shared-use paths, and parking lots by formalizing a Pavement Management Program (PMP). The project includes a comprehensive pavement condition evaluation for the entire street network and development of a five-year street improvement program, which encompasses surface treatments, pavement patching, resurfacing, and reconstruction.

Lakewood, IL

2024 Pavement Management Report Update

Project Engineer for the preparation of an update to the Village's 2019 pavement management report for the Village. Automated, georeferenced photos were collected and rated user the PASER rating system. Planning level costs were established for the different rating systems and overall street segment costs were established. A 5-year street improvement plan was prepared by selecting streets that represented the highest benefit/cost ratio.

BAXTER & WOODMAN Consulting Engineers

Jim Landini

WATER & SEWER RATE STUDY LEAD



Joined Firm in 2024
Years of Experience: 22

EDUCATION

A.A., South Suburban College, 2002

TRAINING/ CERTIFICATIONS

Illinois Class C Water Operator: OSHA 10, OSHA 30

ASSOCIATIONS

South Suburban Water Works Association: Former Chairman of the Board, 2011-2022

BAXTER & WOODMAN Consulting Engineers

Jim brings 22 years of experience in project management and operations. He excels in strategic planning, workflow optimization, and leadership. As a former Director of Public Works, he has led several capital improvement projects, implementing effective strategies to complete projects on time and within budget. Jim has pursued funding as a public official and as a private consultant.

REPRESENTATIVE PROJECTS

Western Springs, IL

Water & Sewer Rate Study

Project Manager for the Village's Water and Sewer Rate Study to review the Village's water and sewer rates and determine whether the established rates are sufficient, equitable, and reasonable to cover annual operational, maintenance, and capital expenditures for the Water and Sewer Fund.

Westchester, IL

2024 Water & Sewer Capital Improvement Planning & Revenue Study

Project Manager for the Water and Sewer CIP and Revenue Study focusing on financial modeling, capital project funding, tap-on fees, and a 20-year improvement plan.

North Chicago, IL

Water & Sewer Rate Study

Project Manager for the City's Water and Sewer Rate Study to review the City's water and sewer rates and determine whether the established rates are sufficient, equitable, and reasonable to cover annual operational, maintenance, and capital expenditures for the Water and Sewer Fund.

Bensenville, IL

Water & Sewer Rate & Surcharge Study

Project Manager responsible for conducting a Water and Sewer Rate Study for the Village to evaluate existing rates, assess alternative structures, and confirm they are sufficient, equitable, and aligned with infrastructure planning efforts.

Alyson Walz

LEAD FINANCIAL ANALYST



Joined Firm in 2023
Years of Experience: 3

EDUCATION

A.S., Biology, Joliet Junior College, 2021

B.A., Environmental Studies: Sustainable Business, North Central College, 2023

TRAINING/ CERTIFICATIONS

PACP/LACP/MACP

ASSOCIATIONS

APWA

BAXTER & WOODMAN Consulting Engineers

Alyson is a dedicated professional with over two years of experience at Baxter & Woodman. She has since built on the technical skills developed during her role as a laboratory intern at the City of Naperville Springbrook Water Reclamation Center. Her background in water and wastewater treatment has been complemented by her involvement in various municipal and engineering tasks. Alyson has also gained experience in the financial aspects of public works, particularly through her work on utility rate studies and financial capability assessments, reflecting her growing expertise in both technical and financial aspects of public sector operations.

REPRESENTATIVE PROJECTS

Oswego, IL

2025 Water & Sewer Rate Study Update

Project Engineer for the Village's Water and Sewer Rate Study Update. The project focused on building upon the Water and Sewer Rate Study that Baxter & Woodman completed for the Village in 2023 to address recent new additions to the Village's capital improvement plan. The study also included a rate comparison survey of the Village's neighboring water and sewer rates for typical bills.

Westchester, IL

2024 Water & Sewer Rate Study

Project Engineer for the City's Water and Sewer Rate Study and development of a new water and sewer rate structure. The project included assessing the Village's historical revenues and expenses, developing a financial forecast model, and the inclusion of an eight-year capital improvement project plan. Recommendations included modifying the existing rate structure to prorate expenses equitably and justifiably to the Village's customers while maintaining adequate revenues. The study also included a rate comparison survey of the Village's neighboring water and sewer rates for typical bills.

Illinois Registrations

File Number 5077-883-5

STATE OF ILLINOIS
OFFICE OF THE SECRETARY OF STATE

To all to whom these Presents Shall Come, Greeting:

I, **Alexi Giannoulias,** *Secretary of State of the State of Illinois, do hereby certify that I am the keeper of the records of the Department of Business Services. I certify that*

BAXTER & WOODMAN, INC., A DOMESTIC CORPORATION, INCORPORATED UNDER THE LAWS OF THIS STATE ON NOVEMBER 20, 1975, APPEARS TO HAVE COMPLIED WITH ALL THE PROVISIONS OF THE BUSINESS CORPORATION ACT OF THIS STATE, AND AS OF THIS DATE, IS IN GOOD STANDING AS A DOMESTIC CORPORATION IN THE STATE OF ILLINOIS.

In Testimony Whereof, *I hereto set my hand and cause to be affixed the Great Seal of the State of Illinois, this* 17TH *day of* DECEMBER *A.D.* 2025 .

Authentication #: 2535101568 verifiable until 12/17/2026
Authenticate at: https://www.ilsos.gov

SECRETARY OF STATE

State of Illinois
Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 184.001121-0014 035.003603
EXPIRES: 04/30/2027

DESIGN FIRM - LS/PE/SE

BAXTER & WOODMAN INC
8678 RIDGEFIELD RD
CRYSTAL LAKE, IL 60012-2714

MARIO TRETO, JR. SECRETARY
CAMILE LINDSAY ACTING DIRECTOR

The official status of this license can be verified at IDFPR.illinois.gov 20101392

State of Illinois
Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 062.058085
EXPIRES: 11/30/2027

LICENSED PROFESSIONAL ENGINEER

DANIEL GENE BOUNDS
2920 WALNUT MANOR CT
CRYSTAL LAKE, IL 60012

MARIO TRETO, JR. SECRETARY
CAMILE LINDSAY DIRECTOR

The official status of this license can be verified at IDFPR.illinois.gov 20522158

State of Illinois
Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 062.068751
EXPIRES: 11/30/2027

LICENSED PROFESSIONAL ENGINEER

LAUREN MARIE SCHULD SALEM
3140 W GEORGE STREET B2
CHICAGO, IL 60618

MARIO TRETO, JR. SECRETARY
CAMILE LINDSAY DIRECTOR

The official status of this license can be verified at IDFPR.illinois.gov 20653670

State of Illinois
Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 062.077633
EXPIRES: 11/30/2027

LICENSED PROFESSIONAL ENGINEER

EILEEN M KENNEDY
5343 N MELVINA AVE
CHICAGO, IL 60630

MARIO TRETO, JR. SECRETARY
CAMILE LINDSAY DIRECTOR

The official status of this license can be verified at IDFPR.illinois.gov 20636867

State of Illinois
Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 062.071618
EXPIRES: 11/30/2027

LICENSED PROFESSIONAL ENGINEER

KAITLIN A WRIGHT
705 CENTER ST
MCHENRY, IL 60050-5513

MARIO TRETO, JR. SECRETARY
CAMILE LINDSAY DIRECTOR

The official status of this license can be verified at IDFPR.illinois.gov 20660995

State of Illinois
Department of Financial and Professional Regulation
Division of Professional Regulation

LICENSE NO. 062.063737
EXPIRES: 11/30/2027

LICENSED PROFESSIONAL ENGINEER

SHANE M FIRSCHING
40W538 BARKO PKWY
HUNTLEY, IL 60142

MARIO TRETO, JR. SECRETARY
CAMILE LINDSAY DIRECTOR

The official status of this license can be verified at IDFPR.illinois.gov 20641919



State of Illinois

Department of Financial and Professional Regulation

Division of Professional Regulation

LICENSE NO.
062.063418

The person, firm, or corporation whose name appears on this certificate has complied with the provisions of the Illinois Statutes and/or rules and regulations and is hereby authorized to engage in the activity as indicated below:

EXPIRES:
11/30/2027

LICENSED PROFESSIONAL ENGINEER

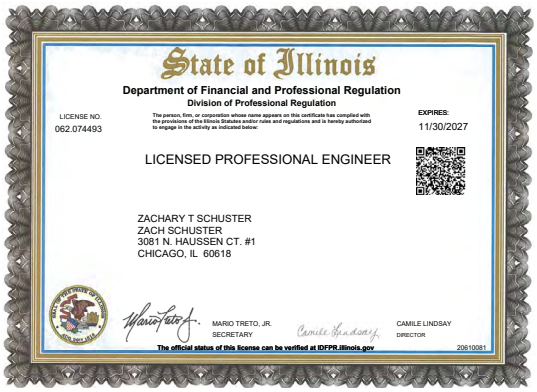
PAUL D SIEGFRIED
7008 RED BARN RD
CRYSTAL LAKE, IL 60012

MARIO TRETO, JR.
SECRETARY

CAMILE LINDSAY
DIRECTOR

The official status of this license can be verified at IDFPR.Illinois.gov

20658466



State of Illinois

Department of Financial and Professional Regulation

Division of Professional Regulation

LICENSE NO.
062.074493

The person, firm, or corporation whose name appears on this certificate has complied with the provisions of the Illinois Statutes and/or rules and regulations and is hereby authorized to engage in the activity as indicated below:

EXPIRES:
11/30/2027

LICENSED PROFESSIONAL ENGINEER

ZACHARY T SCHUSTER
ZACH SCHUSTER
3081 N. HAUSSEN CT. #1
CHICAGO, IL 60618

MARIO TRETO, JR.
SECRETARY

CAMILE LINDSAY
DIRECTOR

The official status of this license can be verified at IDFPR.Illinois.gov

20610081



State of Illinois

Department of Financial and Professional Regulation

Division of Professional Regulation

LICENSE NO.
062.064685

The person, firm, or corporation whose name appears on this certificate has complied with the provisions of the Illinois Statutes and/or rules and regulations and is hereby authorized to engage in the activity as indicated below:

EXPIRES:
11/30/2027

LICENSED PROFESSIONAL ENGINEER

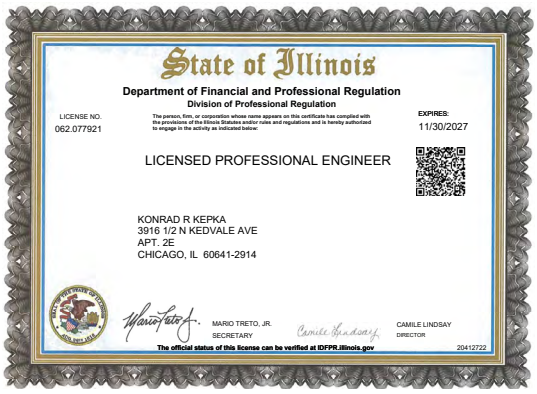
RYAN E WALLACE
2350 N 71ST ST
WAUWATOSA, WI 53213

MARIO TRETO, JR.
SECRETARY

CAMILE LINDSAY
DIRECTOR

The official status of this license can be verified at IDFPR.Illinois.gov

20630656



State of Illinois

Department of Financial and Professional Regulation

Division of Professional Regulation

LICENSE NO.
062.077921

The person, firm, or corporation whose name appears on this certificate has complied with the provisions of the Illinois Statutes and/or rules and regulations and is hereby authorized to engage in the activity as indicated below:

EXPIRES:
11/30/2027

LICENSED PROFESSIONAL ENGINEER

KONRAD R KEPKA
3916 1/2 N KEDVALE AVE
APT. 2E
CHICAGO, IL 60641-2914

MARIO TRETO, JR.
SECRETARY

CAMILE LINDSAY
DIRECTOR

The official status of this license can be verified at IDFPR.Illinois.gov

20412722

Certificate of Insurance

ACORD®

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 12/23/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Holmes Murphy & Associates 2727 Grand Prairie Pkwy Waukee IA 50263	**CONTACT NAME:** Jonathan Kreun **PHONE (A/C, No, Ext):** 612-349-2481 **FAX (A/C, No):** **E-MAIL ADDRESS:** jkreun@holmesmurphy.com
INSURED BAXWOOPC Baxter & Woodman, Inc 8678 Ridgefield Road Crystal Lake, IL 60012	**INSURER(S) AFFORDING COVERAGE** — **NAIC #** **INSURER A :** The Continental Insurance Company — 35289 **INSURER B :** Continental Casualty Company — 20443 **INSURER C :** Evanston Insurance Company — 35378 **INSURER D :** **INSURER E :** **INSURER F :**

COVERAGES **CERTIFICATE NUMBER:** 1247941506 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
C	X **COMMERCIAL GENERAL LIABILITY** CLAIMS-MADE [X] OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: POLICY [X] PRO-JECT [X] LOC OTHER:			MKLV1ENV104969	1/1/2026	1/1/2027	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG $	$ 1,000,000 $ 100,000 $ 10,000 $ 1,000,000 $ 2,000,000 $ 2,000,000 $
A	**AUTOMOBILE LIABILITY** X ANY AUTO OWNED AUTOS ONLY HIRED AUTOS ONLY SCHEDULED AUTOS NON-OWNED AUTOS ONLY			7017833701	1/1/2026	1/1/2027	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident) $	$ 1,000,000 $ $ $ $
C	**UMBRELLA LIAB** [X] OCCUR X **EXCESS LIAB** CLAIMS-MADE DED RETENTION $			MKLV1EFX101005	1/1/2026	1/1/2027	EACH OCCURRENCE AGGREGATE $	$ 5,000,000 $ 5,000,000 $
B	**WORKERS COMPENSATION AND EMPLOYERS' LIABILITY** Y / N ANYPROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? N **(Mandatory in NH)** If yes, describe under DESCRIPTION OF OPERATIONS below	N / A		717818681	1/1/2026	1/1/2027	X PER STATUTE OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ 1,000,000 $ 1,000,000 $ 1,000,000
C	Professional Liability Claims Made			MKLV1ENV104969	1/1/2026	1/1/2027	Per Claim Aggregate	$1,000,000 $2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

For Reference Only

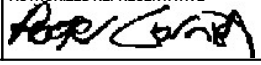
CERTIFICATE HOLDER

Sample

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE



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