

WISCONSIN SALT WISE

2024 Annual Report



Presented to *Fund for Lake Michigan*

Presented by *Allison Madison*





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INTRODUCTION

2024 has been a year of **deepening partnerships** with industry professionals and **expanding the network** with peers across the country. At core this work is about raising awareness that salt is a pollutant in our freshwater and inspiring action. The more people and organizations that we can collaborate with, the faster these ideas and practices will disseminate.

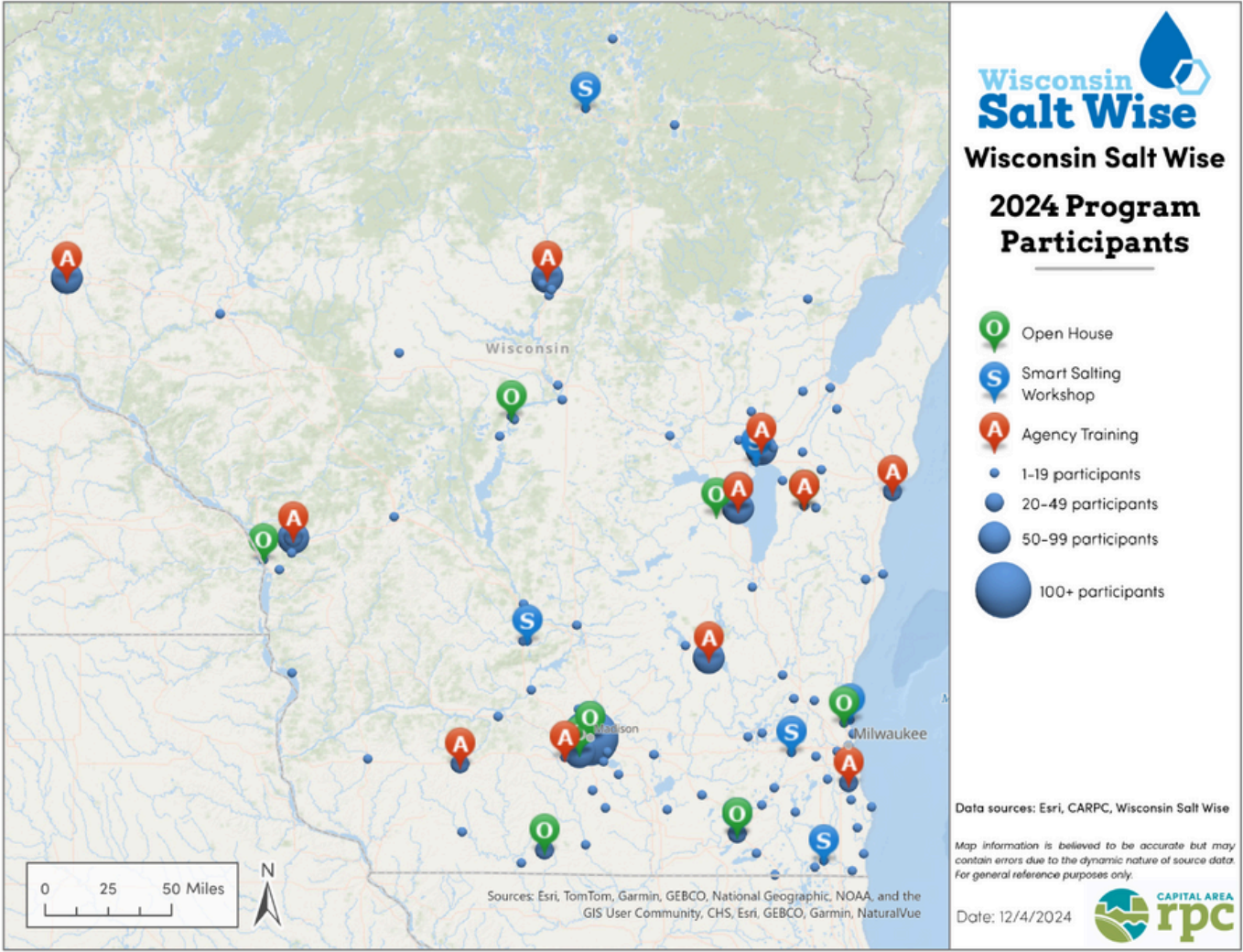
Wisconsin Salt Wise made the cover of Snow Business (Nov. 2024)! We also assisted with the planning and implementation of the first-ever Midwest Snow and Ice Conference in Pewaukee this fall. Preparations for a repeat event in 2025 are already underway.

Also, ongoing is planning for Winter Salt Week 2025. We dropped “Wisconsin” from the name of the week in 2024, but learned from out-of-state organizations that it remained a barrier to direct residents to a website with “Wisconsin” in the title. So, this summer **we rallied broader investment in the week** to support the development of a new website and a plan for the week **that will highlight stories from partners across the Midwest and Northeast.**

Every year **the heart of our work happens during the fall training season** when we’re on the road connecting with practitioners. We kicked off the season with a Smart Salting Workshop at Nicolet College in Rhinelander on September 12. December 5, we wrapped it up with a final class at Retzer Nature Center in Waukesha. In total, we led **ten individual agency trainings, nine Equipment Open Houses, and SIXTEEN smart salting workshops.**

Thank you for your critical support!
Allison Madison

SALT WISE EVENTS



Eleven
agency trainings



Nine
open houses



Sixteen
Workshops

*Six workshops in Madison

WINTER SALT WEEK 2024

The debut of a “national” awareness week

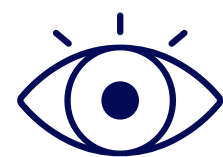


Monday	Tuesday	Wednesday	Thursday	Friday
 Hilary Dugan <i>presenting</i>	 Sawyer Bailey <i>presenting</i>	 Bill Hintz <i>presenting</i>	 Bill Quackenbush and Jeremy C. Weso <i>presenting</i>	 Laura Fay <i>presenting</i>
Salt Pollution Trends in our Lakes and Rivers	Salt: An Environmental Justice Contaminant	Ecological Consequences of Salting our Freshwater	  From Pathways to Highways: Tribal Perspectives	Winter Ops that Reduce Salt Use

For more information, visit wisaltwise.com

Wisconsin Salt Wise 

Interest in the mission and vision of Wisconsin Salt Awareness Week continues to grow. In response to growing regional participation, we dropped “Wisconsin” from the event title and encouraged several partners across the upper Midwest and Northeast to help us promote the week’s livestreamed webinars.



2,144

Webinar Views

WINTER SALT WEEK 2025

A new website for a growing week.

In preparation for Winter Salt Week 2025, we have been actively growing our network of event partners and allies beyond Wisconsin. We created a new website to better represent the broad coalition of individuals and organizations who are helping to promote and financially contribute towards the ongoing development of the week.

WORKING TO KEEP
FRESHWATER FRESH

HOME ABOUT US

REGISTER



Raising awareness
around salt pollution and
reduction solutions.

All the salt that we apply
to streets and sidewalks
ends up in our
freshwater. Salt pollution
is impacting lakes,
streams, and drinking
water.

[More about the
problems.](#)

By implementing best
practices and new
technologies, public
agencies and private
businesses are reducing
salt use by 30-50%.

[More about the
solutions.](#)



WINTER SALT WEEK 2025

Partners and Allies



Living up to our name.

WINTER SALT WEEK 2025

DAILY LIVE STREAMS

MONDAY AN EYE ON SALT POLLUTION

27
JAN

ABBY HILEMAN
SALT WATCH COORDINATOR
IZAAK WALTON LEAGUE OF AMERICA



TUESDAY DILUTION IS NOT THE SOLUTION

28
JAN

DR. JESS HUA
ASSOCIATE PROFESSOR
UW-MADISON FOREST AND WILDLIFE
ECOLOGY DEPARTMENT



WEDNESDAY PUBLIC WORKS PERSPECTIVES

29
JAN

MUNICIPAL AGENCY STAFF
MAINE, MICHIGAN, MINNESOTA,
NEW HAMPSHIRE, NEW JERSEY, OHIO,
PENNSYLVANIA, VA/MD/DC, WISCONSIN



THURSDAY POLICY SOLUTIONS PANEL

30
JAN

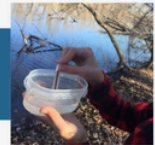
TED DIERS
NEW HAMPSHIRE DEPARTMENT OF
ENVIRONMENTAL SERVICES
CARA HARDESTY
OHIO ENVIRONMENTAL PROTECTION
AGENCY
BRYAN GRUIDL
CITY OF BLOOMINGTON, MINNESOTA



FRIDAY LOCAL ACTION DAY

31
JAN

SALT MONITORING
LOOK ONLINE FOR AN EVENT NEAR YOU



WINTERSALTWEEK.ORG

OPEN HOUSES

Calumet County, Fitchburg, Green County, La Crosse County, Madison, Walworth County, UW-Oshkosh, and Wisconsin Rapids convened over 200 practitioners and garnered significant media attention (pgs 22-23).



Clockwise from top left: Madison, Walworth County, Wisconsin Rapids, and Green County
Not pictured: Calumet County, Fitchburg, and UW-Oshkosh

SALT WISE INSTRUCTION

Public Workshops and Agency Trainings for 550+ industry professionals

We revamped the training curriculum this summer to include new practitioner videos, increase the number of high engagement activities, and stay current with evolving technologies.

We saw a marked increase in demand for Spanish language trainings this season. The assessment is now available in Spanish and three classes received Spanish language accommodations. Further resource development is required for Fall 2025.

Pictured from top: Village of Fox Point Smart Salting Workshop, Jackson Yard Care Workforce Development Program Graduation, La Crosse County Highway Department Safety Day.



COURSE EVALS

Smart Salting Workshops

2024 Course Evaluation

1. At an **individual level**, what is one Salt Wise step that you can take this winter?

Need to Calibrate our Drop & salt spreaders. Use or Grine for Product Salt.
minimize hand use salting.

2. At an **organizational level**, what is one Salt Wise step that your agency can take this winter?

3. Pretend that you are leaving a Yelp/Google review. How would you rate/describe this course?

★★★★★. Learned a lot in a way I can retain the information.
Very friendly & interactive which helps me learn.

4. Please share any other feedback that could help us improve this course and/or support your team in the future.

Wonderful Class, thank you for your time & knowledge!

1. At an individual level, what is one Salt Wise step that you can take this winter?

As a company we are testing 5 Madison, WI area stores using a brine solution rather than Full salt only

2. At an organizational level, what is one Salt Wise step that your agency can take this winter?

I will definitely be much more aware of the level of salt I use at LaCrosse!

3. Is there a barrier to Salt Wise practices that you need support to overcome?

Probably overcoming a mind set of our snow removal vendors - long held beliefs and traditions

4. Please share any other feedback that could help us improve this course in the future (feel free to use the back of the page).

Wonderful course - tons of fantastic information - very well presented
Allison - very thorough! Very cheery and energetic!

STATEWIDE GRANT PROGRAM PROPOSAL

Post-veto, we pitched another strategy to the Governor's staff: creating a chloride reduction statewide grant program, modeled after the H2Ohio program, that would support municipal investments in smart salting technologies.

Several other states support municipalities with the purchase of equipment or construction of salt storage facilities that will reduce salt pollution into local waterways. Final draft below.

SALT POLLUTION REDUCTION

GRANT PROGRAM PROPOSAL

BACKGROUND

Salt (sodium chloride) is a permanent pollutant in our water. Sodium and chloride levels are continuing to increase in Wisconsin's lakes, streams, and drinking water, and the only way to address this issue is to reduce salt pollution at its source.

Advances in snow and ice control including ground speed control systems, improved plow blade technologies, and the utilization of salt brine, enable annual road salt reductions of 25-50%. Unfortunately, the initial capital investment cost of this equipment prohibits many municipalities from tapping into these benefits. Grant program dollars for equipment and staff training can jumpstart long-term savings in annual salt use and reduced infrastructure repair costs, and protect our freshwater resources.

PROGRAM COST	FORECASTED BENEFITS
<ul style="list-style-type: none"> \$4.5 million grant dollars 0.25 FTE for grant program administration 	<ul style="list-style-type: none"> Salt reduction of 10,000 Tons/year Salt savings of \$1 million/year Reduced infrastructure damage of \$10-30 million/year 10,000 Olympic swimming pools of freshwater protected each year

SIMILAR PROGRAMS

OHIO: In 2024, Ohio EPA awarded \$4.4 million to local units of government to fund upgrades to road salt application equipment and storage facilities through their H2Ohio Rivers Initiative.


MINNESOTA: The Minnesota Pollution Control Agency offers grant funding to support local coordination of chloride pollution reduction efforts. Eligible recipients include governmental agencies, for-profit businesses, and NGOs, that will develop and implement chloride reduction action plans in communities or industrial facilities.

AMPLIFYING THE POWER OF BEST PRACTICES

To ensure the greatest impact of program dollars, all applicants should complete the Wisconsin APWA Excellence in Snow and Ice Control self-assessment as a pre- and post-measure of practices. This self-assessment requires evidence of calibration for each salt spreader. Calibration alone consistently cuts salt use by 20-40%.

Grant recipients should commit to pursuing smart salting training for operators and to host and/or attend a regional winter equipment open house to share their experience and learnings with a network of peers to further promote knowledge-sharing among agencies.

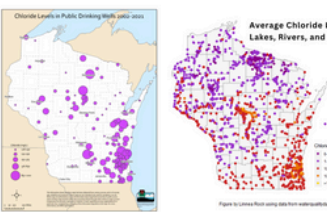
The scoring rubric for the grant applications could be designed to preferentially support communities of need: towns, villages, more rural counties, and/or joint applications with a coalition of agencies that wish to make a shared purchase of a brine maker, calibration scale, remote weather stations, etc.



EXAMPLES OF QUALIFIED EQUIPMENT

- Pavement temperature sensors
- Sectional or live-edge blades
- Rubberized blades
- Remote weather stations
- Pre-wet systems
- Anti-icing systems
- Storage tanks

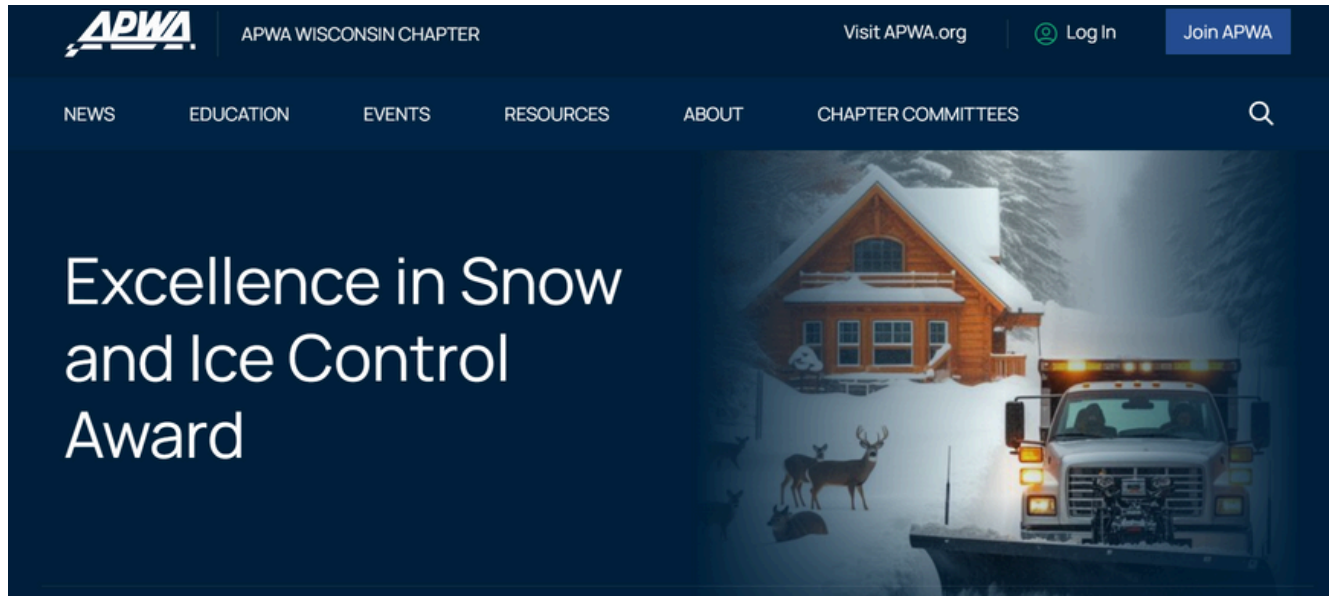
SALT LEVELS: PAST, CURRENT, FUTURE



Background levels of chloride (salt) in drinking water and surface water are 0-10mg/L across most of the state.

Today, chloride levels are commonly in the 10's to 100's year-round, and spike into the 1,000s in our urbanized streams. 208 public drinking water wells exceed 120 mg/L, the preventative action limit for chloride.

NEW AWARD



The Wisconsin Chapter of the American Public Works Association announced a NEW Chapter award in 2024. The creation of this award was a multi-year process, but one that promises annual dividends. Each year at the APWA Spring Conference, three Wisconsin agencies will be recognized for their leadership in winter maintenance practices. Showcasing the strengths of these programs will inspire others and reinforce the importance of smart salting practices.

WI Salt Wise catalyzed the creation of this award through conversations with APWA Executive Committee and Awards Committee members, draft application and rubric documents, award promotion, judges recruitment, and score summarization with an Awards Committee member who made final recommendations to the Awards Committee chair.

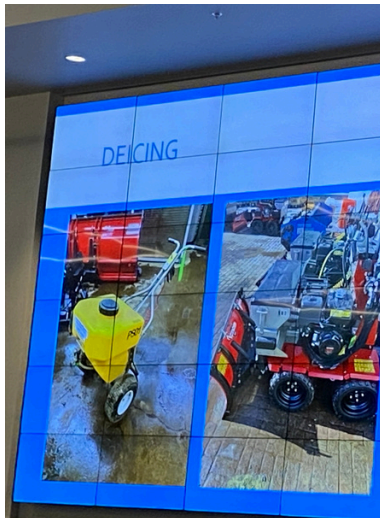
2024 Award Winners:

Town of Linn, Wisconsin Rapids, Walworth County

NEW CONFERENCE

100+ attendees from public agencies and private companies

Waukesha County Technical College
Pewaukee, Wisconsin



Salt Wise assisted in the design and coordination of the first annual Midwest Snow and Ice Conference focused on accelerating the adoption of best practices in snow and ice control.

TRADE JOURNALS, etc.

Wisconsin Salt Wise

Salt Wise Practices: A Win for the Triple Bottom Line

Forward-thinking municipalities across Wisconsin are dialing in their use of salt to cut material costs and reduce the damages incurred to infrastructure. Salt prematurely ages concrete and metal. Less salt slows back down the rate at which roads crumble and bridges deteriorate. Additionally, public drinking water testing across Wisconsin has revealed that sodium and chloride levels are steadily increasing in our groundwater. Right-sizing our salt use today is critical for ensuring the health and safety of our drinking water tomorrow.

The good news is that precision applications of salt based on pavement temperature and the incorporation of liquid deicers are capable of delivering equivalent levels of service with less total salt, as unbelieveable as it may seem. The following case studies from several Wisconsin municipalities exemplify several key smart salting practices.

Stevens Point Calibrates And Adjusts Rates

Salt's melting speed and melting capacity vary with temperature. That means that less salt is needed at warmer pavement temperatures. The City of Stevens Point places application rate charts in the cabs of vehicles to remind drivers how much salt is recommended at various pavement temperatures. If your municipality's fleet isn't outfitted with pavement temperature sensors, after market sensors can be installed. And if your fleet includes some or all manual-handled vehicles, they can be calibrated so operators know the application rate at all relevant settings and speeds. Calibration alone can reduce salt use by 20-40%.

After calibrating their fleet, educating operators, and utilizing groundspeed control, Stevens Point DPW slashed their salt use from 4,500 tons per year (2008-14) to 1,600 tons per year (2018-22). Average savings = \$100,000 a year!

The City of Glendale Embraces Liquids

One of the barriers to utilizing liquids is the upfront cost of equipment. (Even when equipment pays for itself in a few years, Wisconsin does not have municipal grant programs to support Salt Wise equipment purchases like Minnesota and Ohio.) So, with some ingenuity, and a stroke of luck in late 2021, the City of Glendale's Streets Department made the budget-wise purchase of a retired tanker truck from their fire department. With some trial and error, they converted it into a brine unit for anti-icing and direct liquid applications. Since then, they have continued to improve the system's performance in the winter months. In the summer, they rinse out the tank and utilize it to water municipal planters and newly planted trees.

Eau Claire Communicates

The City of Eau Claire has made many operational improvements to their snow and ice control operations. What really sets them apart, however, is their consistent, clear communication to residents about what the Streets Department is doing, what residents can do, and why this all matters. Communication is key if we are going to shift away from the narrative that "more salt is better." If you don't know where to start, reach out! Wisconsin Salt Wise has free resources to share: newsletter blurbs, template articles for aIders to share with residents, social media posts, etc.

Inspired to learn more about these stories? Listen to municipal staff from Stevens Point, Walworth County, Eau Claire, and other municipalities share their successes and next steps on the WI Salt Wise YouTube Channel or directly from the website: <https://www.wisconsin.gov/saltwise>

Wisconsin Salt Wise is a coalition of organizations across the state working to reduce salt pollution in our lakes, streams, and drinking water. We specialize in training, facilitation, and resource development around salt pollution and reduction solutions. Reach out with your ideas, we're happy to collaborate!

Allison Madison, Wisconsin Salt Wise Program Manager, is dedicated to spearheading statewide collaboration around salt reduction and protecting Wisconsin's freshwater resources. Contact Allison at allison@capitallarc.org

Chloride Combat

Advocates stress culture change, bringing diverse groups together to drive salt reduction efforts // BY PATRICK WHITE

If there's one thing that should bring people together, it's the planet we all share. So perhaps it's not surprising to learn about the diverse coalition—governmental agencies, private contractors, non-profits and associations—working to address the harmful impacts of chlorides on water bodies.

Partnerships and Idea-sharing
Chloride reduction efforts have been ongoing for more than two decades—and as word has spread and more has been learned about the issue of chloride contamination, the community of people concerned about the issue has grown. And ideas are being shared and borrowed across borders and between industry members. For example, Minnesota was an early leader in salt reduction and its voluntary salt

applicator training program, and more states are pursuing similar initiatives.

Ted Diers, assistant director of the water division within New Hampshire's Department of Environmental Services, says a major highway expansion project 20 years ago initially led to chloride concerns when pre-construction research revealed very high levels of chloride in surrounding water. "We already had impaired water bodies and now we're talking about doubling the size of the highways," he recalls. "The project wasn't going to be stopped, so we said we have to find a way to reduce the

amount of salt being used."

The state began to rely on brine for highway treatments, created a program to help municipalities buy better equipment to control salt applications, and created its own voluntary training program.

As New Hampshire crafted plans to combat chloride contamination, Diers connected with Phil Sexton, CSF, founder and CEO of WET Advisors, based in New York. Sexton says that the corrosive effects of rock salt were well known even decades earlier. "But back then," he notes, "very few understood the urgent negative forever impacts that chloride salts contribute to freshwater resources, including drinking water health."

Allison Madison, project manager for Wisconsin Salt Wise, has seen the community of people who want to reduce chlorides grow with the more outreach she does.



Clockwise from top left: The Municipality, League of WI Municipalities; Snow Business, Snow & Ice Management Association; The Reporter, American Public Works Association; Beyond the Pail webinar, Wisconsin Association for School Business Officials



February 2024 » Features » Road salting: The operations and water resources connection

Road salting: The operations and water resources connection

Allison Madison Program Manager Wisconsin Salt Wise Madison, Wisconsin Wisconsin APWA Chapter



Salt enhances leaching of iron, manganese, and other metals from soils and pipes to surface waters. Downstream of a storm drain, this small Maryland creek has essentially been dyed orange and black.

Road salt helps us keep people safe and commerce flowing on winter roads.

Salt has been cheap and effective, and after we put it down, it just goes away.

Sounds magical, right? Unfortunately, municipal staff, engineers, biologists, chemists, and the public are growing increasingly aware of the true impacts of salt on our infrastructure, vehicles, soils, groundwater, lakes, and streams.

UW SYSTEM REPORT

Eight UW campuses provided comprehensive data on salt usage, snow and ice control practices, the cost of salt damage, barriers to change, etc. Findings were summarized in a 12-page report that was shared with campus facilities staff and campus sustainability staff. Selected pages below.

SALT USE SUMMARY

Campus	Area* (acres)	Salt (T)	Brine (gal)	Sand (T)	Salt/Acre** (T/acre)
Stevens Point	52	220	100	0	4.23
Parkside	41	100	5,000	1	2.58
Whitewater	69	125	31,000	20	2.33
Green Bay	66	80	5,000	0	1.3
Eau Claire	42	44	3,800	1	1.15
Stout	50	20	5		
Oshkosh	47	12			
River Falls	46	5			

Self-reported average annual material data from Winter 2023-24.
*Area is combined road, sidewalk, and park
Stevens Point don't maintain roadways.
**The calculation of Salt/Acre includes both

University of Wisconsin-Green Bay

BACKGROUND

After taking the Salt Wise training in 2019, UW-Green Bay grounds administrators committed to improving practices on campus. From education and equipment upgrades, to changing when and how they salted, an overhaul of their winter maintenance program resulted in huge salt savings. An indirect benefit was a reduction in damage and cleaning inside buildings.

CHLORIDE REDUCTION STRATEGIES

New Methods:

- In-house training for all custodial staff and resident assistants on the environmental impacts of salt, salt use best practices, and the new policies.
- Emphasis on mechanical removal (only spot treating with salt) during the storm.
- Frequent monitoring of pavement temperature to inform salt application rates.

New Equipment:

- 1-ton pickup outfitted with ground speed control, air and pavement temp. sensors.
- New plows for front loaders enabled the more efficient movement of snow.
- A sectional plow blade that conformed to pavement crown or unevenness.
- Brooms for skid steers produced a better result in less time.

“The Salt Wise class opened up a whole new world.”
Brad Gajewski, UWGB Facilities and Planning

OVERVIEW

Salt Savings:

Winter 2018-2019: 325 tons
Winter 2019-20: 143 tons
Winter 2020-21: 64 tons
Total Reduction: 80%

Budget Numbers:

\$30,500 in salt savings over two years
Labor needs and costs decreased

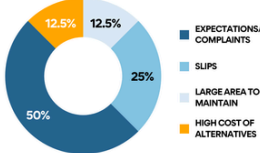


SALT DAMAGE ON CAMPUSES

OVERCOMING BARRIERS TO CHANGE

Respondents identified the following as the primary barriers to reducing campus salt use.

A secondary barrier was uninformed salt applications by non-grounds employees.



EXPECTATIONS/COMPLAINTS

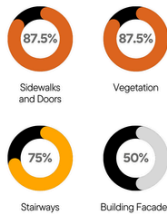
key to reducing complaints and onto the users. We have developed additional supports for your campus.

HIGH COST OF ALTERNATIVES

infrastructure. Salt Wise practices purchasing it from a local municipal approaches to begin utilizing the

LARGE AREA TO MAINTAIN

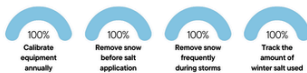
industry-accepted best practice. The goal is to apply salt/other d



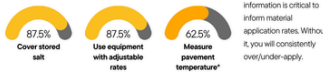
Survey respondent estimates of annual damage from winter salt use range from \$5,000-\$150,000.

BEST PRACTICES

Practices employed across all participating campuses



Practices employed on most campuses



*Pavement temperature information is critical to inform material application rates. Without it, you will consistently over/under-apply.

Practices employed on a couple campuses



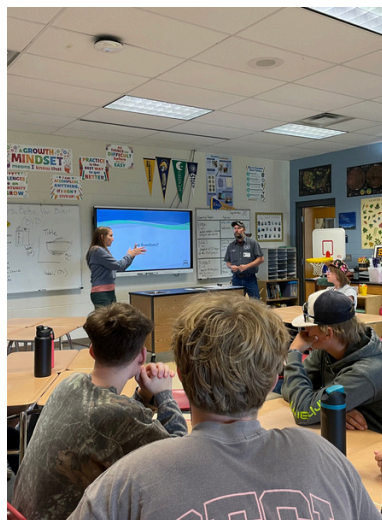
Use of pre-wet salt or treated salt reduces total salt use by 25-35% and delivers better pavement conditions faster.

SUMMARY

- Many foundational best practices are employed across all campuses.
- Future equipment purchases should be pre-wet capable and allow for adjustable application rates.
- Measuring pavement temperature is a low-cost practice essential to inform deicer selection and application rate decision-making.

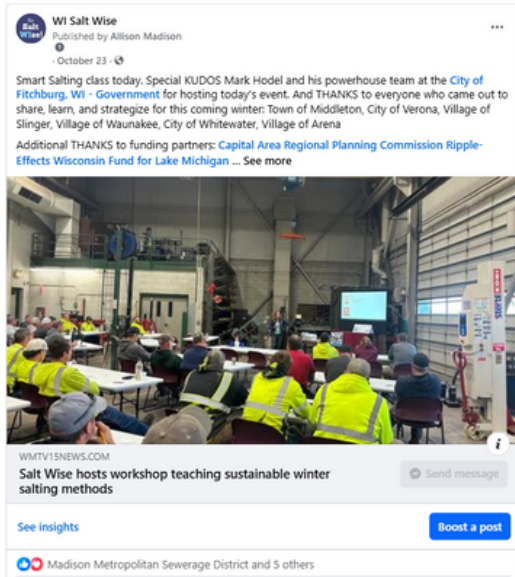
PUBLIC OUTREACH

Presentations for the Fox Wolf-Watershed Conference, Fox River Summit, Aspirus Hospital Green Team, Madison District 11 Town Hall, Association for the Sciences of Limnology and Oceanography Conference, League of Women Voters, Wood County Master Gardeners and additional outreach activities pictured.



Clockwise from top left: Wausau Business Expo, Lake Wingra Watershed volunteer outreach, East Troy HS science classroom presentation, Earth Day Every Day Fair.

SOCIAL MEDIA



Facebook

1.1K followers
29.9K reach



Instagram
596 followers
12.8K reach



YouTube

269 followers
2.7k views
(in addition to Winter Salt Week)

MEDIA COVERAGE

TITLE	MEDIA OUTLET	MONTH
Wisconsin Organization Wants to Reduce Salt Use	WFJW Rhineland	January
Minnesota Road Salt artwork meant to raise awareness around salt pollution	Milwaukee Journal Sentinel	January
How much salt is too much?	WAOW Wausau	January
Madison to use less salt on roads to protect our water	WORT Madison	January
'It's a toxin. It's a permanent pollutant.': Advocates detail how to reduce salt use this winter	WKOW27 Madison	January
Wisconsin DNR: Cut down on road salt use this winter	Channel 3000 Madison	January
Wisconsin DNR: Cut down on road salt use this winter	Fox 47 Madison	January
Winter Salt Week Interview	WGTD Kenosha	January
Hold the salt: University uses brine to help reduce water pollution	NBC26 Green Bay	January

MEDIA COVERAGE

TITLE	MEDIA OUTLET	MONTH
DNR: Reduce Salt Use this Winter	Lake Geneva Regional News	January
DNR and Wisconsin Salt Wise say too much salt usage during the winter can affect the water	WEAU Eau Claire	January
The Road to Salt Reduction	Adirondack Explorer	January
Grit salt on our roads is killing freshwater wildlife. What can we do?	New Scientist	January
Winter Salt Awareness Week shows affects of overuse of salt in Wisconsin	Spectrum News1	January
Winter Salt Awareness Week, learning how much salt is too much	WDIO Duluth	January
What winter does to roads, sidewalks, and our environment	The Larry Meiller Show, WPR	January
Morning radio show interview	I Heart Radio	February
Road salt is making the upper Mississippi saltier - what are northern cities and counties doing about it?	La Crosse Tribune	February
USDA Forest Products Lab staff develops brine to cut back salt use	Channel 3000 Madison	March

MEDIA COVERAGE

TITLE	MEDIA OUTLET	MONTH
Snowplow rally on Capitol Square aims to raise awareness of bill to reduce winter salt use	Channel 3000 Madison	March
How Can We Reduce Salt Pollution (3-part series)		
Polluting our land and water and increasing Lake Michigan's salinity	Milwaukee Journal Sentinel	March-April
Rising levels of sodium and chloride can harm all species, and threaten humans		
Changes in state law needed, but there are also simple solutions to reduce over-salting		
Evers vetoes road salt bill despite pollution across Wisconsin waters	Milwaukee Journal Sentinel	April
The Impacts of Road Salt on Local Waterways	WXPR Rhineland	April
Road salt's impacts on local bodies of water	Channel 12 Rhineland	April
Allison Madison, Program Director for the group WI Salt Wise	Civic Media Wausau	September
Green County Highway Department demonstrates use of cheese brine for icy roads	Channel 27 Madison	October
Salt of the Earth: Highway Workers meet to plan for winter	Monroe Times	October

MEDIA COVERAGE

TITLE	MEDIA OUTLET	MONTH
Salt Wise hosts workshop teaching sustainable winter salting methods	Channel 15 Madison	October
Wisconsin Salt Wise discusses smart salting ahead of winter	Channel 27 Madison	October
Salt Wise Open House helps prevent salt from entering waterways	Channel 8000 La Crosse	October
Winter Roads open house looks at less salt preps	Channel 19 La Crosse	October
Calumet County showcases snow, ice control equipment improving roads and the environment	Channel 11 Green Bay	October
Calumet County Highway Department hosts winter equipment open house to promote snow and ice control	Channel 5 Green Bay	October
Calumet Co. Highway Department showcases snow and ice control equipment	Channel 2 Green Bay	October
Madison prepares for potential severe winter weather with a different road salt	Channel 15 Madison	November
Milwaukee County communities getting ready to de-ice roads on a budget	Spectrum News	November



WELCOME
WISCONSIN
SaltWise
ATTENDEES
ENTER

THANKS FOR
YOUR
CONTINUED
SUPPORT!

allisonm@capitalarearpc.org
608-334-8698

