



11333 N. Cedarburg Road
Mequon, WI 53092
Phone: 262-242-3500
Fax: 262-242-7655

www.ci.mequon.wi.us

Police and Fire Departments

PUBLIC SAFETY COMMITTEE

Tuesday, November 12, 2024

5:00 PM

Lower Conference Room

Agenda

1) Call to Order and Roll Call

2) Approve Meeting Minutes

Action requested: review and approve

a. Public Safety Committee - Regular Meeting - Oct 8, 2024 5:30 PM

3) Resolutions

Action requested: review and recommend approval

a. **RESOLUTION 4158** A Resolution Renewing a Memorandum of Understanding Between the City of Mequon, the Village of Thiensville and the Mequon-Thiensville School District for the School Resource Officer Program During Calendar Years 2024-2028

4) Adjourn

Dated: November 12, 2024

/s/ Gregg Bach, Chair

Notice is hereby given that a quorum of other governmental bodies may be present at this meeting to present, discuss and/or gather information about a subject over which they have decision-making responsibility, although they will not take formal action thereto at this meeting.

Persons with disabilities requiring accommodations for attendance at this meeting should contact the City Clerk's Office at 262-236-2914, twenty-four (24) hours in advance of the meeting.

Any questions regarding this agenda may be directed to the Public Safety Office at 262-242-3500, Monday through Friday, 8:00 AM – 4:30 PM



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Police and Fire Departments

PUBLIC SAFETY COMMITTEE

Tuesday, October 8, 2024

5:30 PM

Lower Conference Room

Minutes

1) Call to Order and Roll Call

Present:

Chair Gregg Bach

Alderman Dale Mayr

Alderman Kelly Tolocko

Also Present: Police Chief Pryor, Fire Chief Bialk, Captain Riley, City Attorney Sajdak (arrived at 5:30), Administrative Coordinator Bowen, City Intern Justin Randall

2) Approve Meeting Minutes

- a. Public Safety Committee - Regular Meeting - Sep 10, 2024 5:30 PM

RESULT: Approved by Voice Acclamation [Unanimous]

MOVED BY: Alderman Mayr

SECONDED BY: Alderman Tolocko

AYES: Bach, Mayr, Tolocko

3) Resolutions

Action requested: review and recommend approval

- a. **RESOLUTION 4146** A Resolution Authorizing the Acquisition of One (1) Ford Police Interceptor Sport Utility Vehicle and One (1) Dodge Durango Sport Utility Vehicle from Ewald Automotive Group, Hartford, Wisconsin, and the Procurement and Installation of Related Equipment from Taft Outfitting, Oshkosh, Wisconsin for a Total Not-to-Exceed Cost of \$110,800

Chief Pryor discussed the proposed purchase of two new squad cars.

RESULT: Approved by Voice Acclamation [Unanimous]

MOVED BY: Alderman Mayr

SECONDED BY: Alderman Tolocko

Minutes Acceptance: Minutes of Oct 8, 2024 5:30 PM (Approve Meeting Minutes)

AYES: Bach, Mayr, Tolocko

- b. **RESOLUTION 4147** A Resolution Approving a Master Services & Purchasing Agreement for Police Squad Cameras, Officer Body Cameras and Electronic Control Devices for the Period March 15, 2025 - March 14, 2030 with Axon Enterprise Inc., Scottsdale, Arizona in an Amount Not-to-Exceed \$497,632

Chief Pryor discussed the purchase and service agreement of new body cameras, squad cameras, and electronic control devices from Axon Enterprises.

RESULT: Approved by Voice Acclamation [Unanimous]

MOVED BY: Alderman Tolocko

SECONDED BY: Alderman Mayr

AYES: Bach, Mayr, Tolocko

- c. **RESOLUTION 4148** A Resolution Approving the Annual Budget and Authorizing an Exception to the Levy Limit for Charges for the Southern Ozaukee Fire and Emergency Medical Services Department, Pursuant to Wisconsin § 66.0602(3)(h) for the 2025 Fiscal Year

Chief Bialk and City Attorney Sajdak discussed the levy limit and annual budget for the Southern Ozaukee Fire Department.

RESULT: Approved by Voice Acclamation [Unanimous]

MOVED BY: Alderman Mayr

SECONDED BY: Alderman Tolocko

AYES: Bach, Mayr, Tolocko

4) Discussion

- a. A Discussion About the Administrative Window Service Hours at the Public Safety Building

Chief Pryor discussed the hours of the administrative service window at the Public Safety building in relation to services provided after 5:30PM. Alderman Mayr proposed that the service window should close on the hour and suggested 5:00PM. The Public Safety Committee was unanimous in favor of changing the hours of the administrative service window to 5:00PM.

5) Adjourn

- a. Motion to Adjourn

A motion to adjourn was made at 5:59PM.

RESULT: Approved by Voice Acclamation [Unanimous]

MOVED BY: Alderman Tolocko

SECONDED BY: Alderman Mayr

AYES: Bach, Mayr, Tolocko

Minutes Acceptance: Minutes of Oct 8, 2024 5:30 PM (Approve Meeting Minutes)

Respectfully Submitted,

Melina Bowen
Administrative Coordinator

Minutes Acceptance: Minutes of Oct 8, 2024 5:30 PM (Approve Meeting Minutes)



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Office of Public Safety Committee

TO: Public Safety Committee
FROM: Patrick Pryor, Chief of Police
DATE: November 6, 2024
SUBJECT: RESOLUTION 4158 A Resolution Renewing a Memorandum of Understanding Between the City of Mequon, the Village of Thiensville and the Mequon-Thiensville School District for the School Resource Officer Program During Calendar Years 2024-2028

Background:

In December 2019, the City of Mequon ("City"), the Village of Thiensville ("Village") and the Mequon-Thiensville School District ("District") entered into a memorandum of understanding ("MOU") to support the School Resource Officer Program. This MOU detailed the program's operation and established a funding mechanism involving the three entities. The agreement, signed at that time, is set to expire at the end of 2024 and thus requires renewal.

The MOU outlines various components of the School Resource Officer ("SRO") program, including:

- Two SRO positions funded jointly by the City, the District, and the Village
- An annual review of the program by each of the three participating jurisdictions
- Uniform and training requirements for participating officers
- General expectations related to an SRO's hours of work and performance of duties
- Coordination of matters related to interviews, searches, investigations, discipline, and arrests
- SRO access to District records and video footage, as necessary

Additionally, as outlined in the MOU, SROs officially remain employees of the City of Mequon and are subject to all employment considerations related to such. During days, breaks, and/or periods when school is not in session, SROs can be utilized to fulfill other law enforcement duties within the City of Mequon, as directed by the Department.

Analysis:

During the course of 2024, the MOU was discussed by the three entities, and some amendments are proposed. One notable change is that SROs will report yearly to each of the three participating entities. The rest of the language changes are minor and adjusted to reflect the current operation of the program. City of Mequon staff expressed a desire to change the funding contribution from the Village of Thiensville from a fixed dollar amount to a percentage, ensuring that yearly cost increases would be reflected across all parties. The Village staff agrees with this recommended change, and a copy of the proposed renewal agreement is attached.

Fiscal Impact:

Based upon the current school calendar in the Mequon-Thiensville School District, it has again been agreed that the SROs will spend on average 68% of their annual work hours within the SRO Program as called for under this MOU. Accordingly, the annual cost share between the parties for the SROs shall be based upon 68% of the total salary and benefits of the SROs under the full-time Mequon Police Department contract in effect at the time any payment required herein is due (the “Program Cost”).

The District will pay annually an amount equal to 50% of the annual Program Cost. The annual amount to be paid by the District shall be determined by November 1 of the preceding calendar year. The Village will pay annually an amount equal to 7.26% of the annual Program Cost. The City will provide funding to satisfy all remaining annual salary, benefits and other ancillary costs (that may occur from time-to-time) for the two SRO positions.

The following costs are a sample of how the funding would look in 2024 using the recommended changes in the MOU:

School Resource Officer Funding Formula - 2024 Example

	<u>School Resource Officer “A”</u>	<u>School Resource Officer “B”</u>
a. Total Salary and Benefits:	\$145,639.94	\$145,115.22
b. 68% Salary and Benefits:	\$99,035.16	\$98,678.35
c. MTSD Contribution (50% of line b):	\$49,517.58	\$49,339.17
d. Thiensville Contribution (7.26% of line b):	\$7,189.95	\$7,164.05
e. Mequon Contribution (Line a less lines c & d):	\$88,932.41	\$88,612.00
Total District Yearly Contribution:	\$98,856.75	
Total Thiensville Yearly Contribution:	\$14,354.00	
Total Mequon Yearly Contribution:	\$177,544.40	

The Village of Thiensville fixed dollar amount contribution that was set in 2019 and has carried through to date as a fixed amount was \$12,660. As shown in the table above, the cost will rise to \$14,354 (using 2024 figures) and will now change as costs are determined each year, beginning in 2025.

Recommendation:

A recommendation is forthcoming from the Public Safety Committee on November 12, 2024.

Attachments:

SRO MOU - Changes Applied (DOCX)

COMMON COUNCIL
OF THE
CITY OF MEQUON

RESOLUTION 4158

A Resolution Renewing a Memorandum of Understanding Between the City of Mequon, the Village of Thiensville and the Mequon-Thiensville School District for the School Resource Officer Program During Calendar Years 2024-2028

RECITALS

A. The City of Mequon (the “City”), the Village of Thiensville (“Village”), and the Mequon-Thiensville School District (“District”) have an existing relationship relating to the placement of a School Resource Officer (“SRO”) in District schools.

B. The parties desire to formally continue a School Resource Officer Program and to set forth guidelines to ensure that law enforcement, school officials, and the communities have a shared understanding of the goals of the SRO Program.

C. To further this goal the parties have updated the Memorandum of Understanding which formalizes the agreement and provides for the continuation of the SROs in the District.

BASED UPON THE FOREGOING RECITALS, IT IS RESOLVED by the Common Council of the City of Mequon, Wisconsin that:

1. The Memorandum of Understanding for School Resource Officer Program in the form attached hereto is approved, subject to any clerical, technical and/or legal changes deemed necessary and appropriate by the City Attorney.

2. The Mayor and City Clerk are hereby authorized and directed to execute the Memorandum of Understanding and deliver the same.

Approved by: Andrew Nerbun, Mayor

Date Approved: November 12, 2024

I certify that the foregoing Resolution was adopted by the Common Council of the City of Mequon, Wisconsin, at a meeting held on November 12, 2024.

Caroline Fochs, City Clerk

MEMORANDUM OF UNDERSTANDING FOR SCHOOL RESOURCE OFFICER PROGRAM

This Memorandum of Understanding (“MOU”) is entered into by and between the Mequon-Thiensville School District (“District”), the City of Mequon (“City”), and the Village of Thiensville (“Village”).

I. Purpose

The purpose of this MOU is to formally establish and memorialize a School Resource Officer (“SRO”) Program and to set forth guidelines to ensure that law enforcement, school officials, and the communities they serve, have a shared understanding of the goals of the SRO Program.

II. Plan of Operation

A. Cost of the SRO program

1. The SRO program shall be staffed with at least two full-time School Resource Officers from the City of Mequon. Should the parties to this agreement determine that additional SROs in excess of two be desired or warranted, this agreement may be modified as appropriate to reflect such an enhanced deployment.
2. Based upon the current school calendar in the Mequon-Thiensville School District (“District”), it is agreed to by the parties that the SROs will spend on average 68% of their annual work hours within the SRO Program as called for under this MOU. Accordingly, the annual cost share between the parties for the SROs shall be based upon 68% of the total salary and benefits of the SROs under the full-time Mequon Police Department contract in effect at the time any payment required herein is due (the “Program Cost”).
3. The District will pay annually an amount equal to 50% of the annual Program Cost. The annual amount to be paid by the District shall be determined by November 1 of the preceding calendar year.
4. The Village will pay annually an amount equal to 7.26% of the annual Program Cost.
5. The City will provide all funding to satisfy all remaining annual salary, benefits and other ancillary costs (that may occur from time-to-time) for the two SRO positions.

6. A sample of the calculation for the annual contribution amounts for each party utilizing 2024 employee data is contained in Exhibit A, as attached hereto. Amounts shown in Exhibit A shall be adjusted annually by any actual cost increase incurred by the City in providing the SROs.
7. Payments by the District will be made in two (2) equal installments during the applicable calendar year.
8. Payments by the Village will be made one-time each year, no later than April 1.
9. Any annual amount payable by the District or Village shall be prorated for any calendar year in which this MOU is in effect for less than the full 12 months.
10. Except for the costs of the SROs described above, each of the participating parties is solely responsible for its own staff costs and shall not be responsible for any payments, costs or fees incurred by any of the other participating parties except as expressly set forth herein.

B. Duration

This memorandum of understanding shall become effective on January 1, 2025, and remain effective until December 31, 2025, and shall automatically renew each January 1, for up to three (3) years (2026, 2027, 2028) unless any party gives written notice to the other parties prior to August 1 of its intent to not renew the agreement for the succeeding school district fiscal year. Such notice shall be made by certified mail and addressed to the following:

City of Mequon:	City Administrator City of Mequon 11333 N. Cedarburg Road Mequon, WI 53092
Village of Thiensville:	Village Administrator Village of Thiensville 250 Elm Street Thiensville, WI 53092
School District:	Superintendent of Schools Mequon-Thiensville School District 5000 W. Mequon Road Mequon, WI 53092

C. Evaluation of the Program

An annual assessment of the SRO Program will be conducted jointly by representatives of the Mequon Police Department and the District. The results of the evaluation will be shared with the City, Village and District.

The annual evaluation will focus on the established objectives of the program:

- a. Provide support and resources for school-aged children.
- b. Foster positive relationships between law enforcement and school-aged children.
- c. Develop strategies to help resolve problems affecting school-aged children.
- d. Support school staff members in maintaining safe learning environments.

Additionally, the annual evaluation will include the following components with regard to the SRO program:

- e. Data Related to Student Engagement
- f. Input from Identified Stakeholders
- g. Future Steps

D. Employment of SRO

1. SROs shall be employees of the Mequon Police Department and shall be subject to the administration, supervision, and control of the Mequon Police Department.
2. SROs shall be subject to all personnel policies and practices of the Mequon Police Department except as such policies or practices may be modified by the terms and conditions of this agreement.
3. The Mequon Police Department, in its sole discretion, shall have the power and authority to hire, discharge, and discipline the SROs.
4. A joint committee composed of representatives of the Mequon Police Department and the District shall make recommendations for the SRO positions to the Chief of Police who shall assign such.
5. The Mequon-Thiensville School District Superintendent may request the immediate removal and/or reassignment of an officer from the program.
6. Suggested assignment term to the SRO program shall be for a period of four (4) years. Ultimately, the length of term for the assignment will be at the Chief of Police's discretion.

7. SRO staff transitions will occur in different years in order to create consistency in training and to enhance community relationships.
8. On years of new assignments, an officer must be selected by January 1 to allow for collaborative transition planning and training. The District and Mequon Police Department will work together to create a transition plan.

E. Chain of Command

1. As employees of the Mequon Police Department, SROs will be subject to the chain of command within the Mequon Police Department.
2. In the performance of their duties, SROs shall coordinate and communicate with the District Superintendent or their designee.

F. Duty Hours

1. SROs shall be available for duty at the schools when the schools are in session in conjunction with the school calendar. Those days during the year when SROs are not assigned to the schools and thus available for other police activities and/or assignments outside the schools and apart from the program are as follows:
 - a. Winter break
 - b. Spring break
 - c. Summer vacation
 - d. Holidays and other anticipated or unexpected times of school closure
2. It is preferred by the District that to the extent practicable, and subject to terms of the current Collective Bargaining Agreement (CBA) between the City and the Mequon Police Association (MPA), all efforts will be made to ensure that approved vacation requests for SROs shall not conflict with student contact days.
3. As part of his/her responsibility, SROs may be required to attend and assist at certain selected extracurricular activities of the District, from time to time, which are approved by both the applicable principal and a police supervisor, at no additional cost to the District.
4. It is understood and agreed that time spent by SROs attending municipal court, juvenile court, and/or criminal cases arising from their employment as SROs shall be considered hours worked as part of this agreement.

5. The SROs will provide a schedule of planned absences including those for scheduled training to the District Superintendent or designee as far in advance as possible.
6. In the event an SRO requires an unscheduled absence from work, the SRO shall notify his or her supervisor and the District Superintendent or designee. The District shall be provided with as much notice as possible of any such unscheduled absence before the commencement of said shift.

G. Uniforms

1. SROs will wear Mequon Police Department uniforms, business casual, or formal attire with appropriate logos and name badges depending on the time of the school year, the type of activity or program, and the requests of the District and/or Mequon Police Department.
2. SROs will wear Mequon Police Department-issued weapons in accordance with Department policy.
3. The use of any body camera by SROs will conform with the City of Mequon Police Departmental policy, and the District will have access to review such policy. Body camera footage recorded on District property is considered a "law enforcement unit record" and will not be considered a pupil record maintained by the District unless such records are obtained by the District pursuant to this Interagency Agreement or as otherwise authorized by Wisconsin law.

H. Training Requirements

1. SROs shall receive such training as is necessary to permit SROs to effectively advance the District's educational mission in the context of his or her duties as an SRO. Training topics, goals, and objectives shall be determined jointly by representatives of the District and the Mequon Police Department. SROs shall complete currently recommended and available SRO-specific training as soon as practical and attend the annual Wisconsin NASRO SRO conference.
2. Additional training shall be provided in the following areas:
 - a. School values and mission - Required (District provided)
 - b. Positive behavioral support and strategies - Required (District provided)
 - c. Trauma-informed practices - Required (Department of Public Instruction)
 - d. Adolescent mental health training - Recommended (NASRO)

I. Expectations of a School Resource Officer

The purpose of the School Resource Officer program is to provide support and resources for school-aged children throughout the community. The program will help foster positive relationships between law enforcement and school-aged children throughout the community by developing strategies to help resolve problems affecting them. The program will also provide valuable resources to school staff members in order to maintain safe environments so all children can reach their fullest potential.

The SRO Program will support and facilitate the educational process within the Mequon-Thiensville School District by building and establishing meaningful relationships with students and staff and proactively interacting with the school community to ensure the enforcement of City and State laws, preservation of public order, protection of life and the prevention, detection, or investigation of crime.

1. SROs shall meet with building-level school administrators at least annually and with local Parent/Teacher Organizations (PTOs) and student councils at the secondary level when requested to discuss the program and both its realized and intended outcomes.
2. SROs shall be integrated into the school community through participation in faculty and student meetings and assemblies as appropriate.
3. SROs shall conduct courses and workshops in conjunction with staff and parents for school-aged children in Mequon and Thiensville to promote social awareness, relationship skills, self-management, self-awareness, and responsible decision-making.
4. SROs will be an active member and participant on the District's safety committee which includes at least the completion of building walkthroughs and monitoring building safety drills and reporting back on results to District administration.
5. SROs shall work collaboratively with public safety agencies to serve as a liaison between school and community to deter criminal and delinquent behavior.
6. At the request of the school administration, SROs will be present at selected co-curricular activities, subject to the provision of an annual listing of such events to the Police Department by the District prior to July 1 of the ensuing school year. Any additional requests will be made with at

least one month's notice to aid in scheduling any necessary flex time to accommodate the request.

7. SROs will support each of the community's private schools offering K-12 educational services, including, but not limited to: Lumen Christi, Christ Alone, and Trinity Lutheran.

J. Access to Education Records

1. The District designates SROs as "school officials" as provided in the Federal Educational Rights and Privacy Act (FERPA) 20 U.S.C. § 1232g, and Wis. Stat. § 118.125(2)(d). SROs may be provided access to student records information maintained by the District only as needed by SROs to perform his or her duties as SROs. SROs may also be granted access to student records information in the event of an emergency situation threatening the health or safety of a student or other individual. SROs may only re-disclose student records information consistent with FERPA and Wisconsin pupil records law.
2. Records created and maintained by SROs for the purpose of ensuring the safety and security of persons or property in the school, District, or for the enforcement of local, state, or federal laws or ordinances shall not be considered student records - even when such records may serve the dual purpose of enforcing school rules - and are not subject to the same prohibitions of access or disclosure by SROs. (This provision does not prohibit school personnel from complying with the notice and reporting requirements of seclusion or restraint of a student by SROs as specified in Wis. Stat. § 118.305(4).)

K. Procedures

1. SROs will not be involved in ordinary school discipline but are permitted to be called as witnesses in student disciplinary meetings, suspension meetings or expulsion proceedings. The ability of SROs to provide police records for the purpose of school disciplinary hearing will be subject to the provisions of Wis. Stat. § 938.396.
2. Absent a real and immediate threat to student, teacher, or school safety, and absent the situations described herein where formal law enforcement intervention is deemed appropriate, building-level school administrators shall have final authority in the building.
3. The school administrator shall conduct his/her own investigation into whether the student violated school rules. This investigation may be

conducted in conjunction with or separate from an SRO's investigation, but the school may not use the law enforcement records as the sole basis for disciplinary action.

4. If SROs or either Police Department receives information of an ordinance violation or crime on campus, SROs shall notify the administration of the violation before initiating an investigation, unless the matter poses imminent danger, as soon as possible either directly, through email or telephone to the extent practical.
5. It is the intent of this agreement that SROs will report and process all crimes originating on campus to the Mequon and/or Thiensville Police Departments, as may be appropriate. Information on cases worked off-campus by either Police Department or other agencies involving students of the District will be provided to the SROs, but SROs will not normally be actively involved in off-campus investigations(s).
6. SROs will coordinate his/her actions with the District administration for law enforcement cases that occur outside the school environment.
7. SROs may assist school administration in conducting searches at the request of school administration, as long as SROs are assisting school officials in furtherance of the school's objectives in maintaining a safe and proper education environment as opposed to gathering evidence of a crime.

L. Police Interviewing of Students at School

1. In accordance with Mequon-Thiensville School District Board Policy #5539, SROs may conduct an investigation within the school building and interview students as witnesses in school during the school day. The interview may be recorded by an SRO. SROs shall work in conjunction with school administration when conducting an interview. Upon the conclusion of the interview and pursuant to terms of their respective notification procedures for such (see Exhibits C & D), the SROs, the respective Police Departments and/or the District shall contact the parents about the interview. SROs and the school principal (or designee) will confer to determine if the incident requires further law enforcement consideration. If it is deemed that the incident requires additional law enforcement consideration, Policy #5540 - Police and Other Agency Interrogation (Exhibit E), will be enacted. If the incident is deemed a school-related issue, the principal (or designee) will assume full responsibility for the continued investigation.

2. Requests from law enforcement officers or other agencies to interrogate students will be made through the principal's office. Upon receiving a request, it will be the responsibility of the principal to determine whether the request will be granted and parents will be called.
3. SROs or police officer(s) do not need parental permission from a student if the interview is initiated by a student, involves child abuse, or when it involves a matter of health or safety.

M. Taking a Student Into Custody

1. Students shall not be taken into custody at school, except where a student poses a real and immediate threat to students, staff or public safety or pursuant to a warrant or violent felony investigation.
2. School administration shall be consulted prior to a student being taken into custody when practicable.
3. The student's parent or guardian shall be notified of a child being taken into custody as soon as practicable.

N. Mequon-Thiensville School District Video Surveillance

1. District surveillance cameras are considered a tool to assist the District and both Police Departments protect the health, welfare, and safety of students, staff and visitors.
2. The District, SROs, and the Mequon Police Department shall have access to the District-owned surveillance camera system to the extent there is no violation of student privacy rights under state or federal law. Mequon Police Department access shall be limited to emergency or active threat situations on school grounds, if that access will assist the Department in responding to an emergency or threat and protecting the health or safety of any individual.
3. District personnel and the Mequon Police Department shall follow board policy regarding the District video surveillance system.
4. Should an SRO want access to recorded video for investigative purposes, access may be permitted via a request to the building administrator.
5. The District is responsible for the retention and administration of pupil records. SROs and the Mequon Police Department are responsible for the retention and administration of law enforcement records. The parties to

this memorandum of understanding will discuss the record retention and confidentiality aspects of any video record before a request and transfer of a video record occurs.

O. Fiscal Agent - Receipt and Disbursement of Funds

1. The City is to be the operator and fiscal agent of the SRO program and shall contract with the employee(s) to provide services in said program and shall be deemed the employer of said employee(s).
2. SROs are employees of the Mequon Police Department. The City will be responsible for the payment of SRO salaries and all other related benefits. The Mequon Police Department will maintain records relating to an SRO's work hours. The City will be responsible for payroll administration.

P. Emergency Powers Unaffected

1. The Mequon Chief of Police shall retain the authority to temporarily suspend the City's participation in this program and reassign any officer assigned to the program if the Chief of Police determines that such suspension and reassignment are necessary for the health, welfare, safety, and best interest of the community, and/or such is required by the City of Mequon, City ordinance, state law, and/or other exigent and/or compelling circumstances. Such suspension shall only be based on demonstrable, legitimate interests of the City and community. Under this provision, suspension from the School Resource Officer Program shall not be arbitrary or based upon unreasonable criteria. In cases of absence longer than three consecutive workdays from the District's schools, the District shall not be charged under the provisions of this Memorandum of Understanding.

CITY OF MEQUON

By: _____

Name: _____

Title: _____

Dated: _____

MEQUON-THIENSVILLE SCHOOL DISTRICT

By: _____

Name: _____

Title: _____

Dated: _____

VILLAGE OF THIENSVILLE

By: _____

Name: _____

Title: _____

Dated: _____

EXHIBIT A**School Resource Officer Funding Formula – 2024 Example**

	<u>School Resource Officer “A”</u>	<u>School Resource Officer “B”</u>
a. Total Salary and Benefits:	\$145,639.94	\$145,115.22
b. 68% Salary and Benefits:	\$99,035.16	\$98,678.35
c. MTSD Contribution (50% of line b):	\$49,517.58	\$49,339.17
d. Thiensville Contribution (7.26% of line b):	\$7,189.95	\$7,164.05
e. Mequon Contribution (Line a less lines c & d):	\$88,932.41	\$88,612.00
 Total MTSD Yearly Contribution:	 \$98,856.75	
Total Thiensville Yearly Contribution:	\$14,354.00	
Total Mequon Yearly Contribution:	\$177,544.40	

EXHIBIT B

Mequon-Thiensville School District Board Policy #[5539](#)

Exhibit C

Mequon Police Department Policy [#312](#)

Exhibit D

Mequon-Thiensville School District Board Policy #[5540](#)

Exhibit E

Mequon-Thiensville School District Board Policy #[5550](#)