



11333 N. Cedarburg Road
Mequon, WI 53092
Phone: 262-236-2941
Fax: 262-242-9655

www.ci.mequon.wi.us

Office of the City Administrator

FINANCE-PERSONNEL COMMITTEE

Tuesday, January 14, 2025

6:30 PM

North Conference Room

Agenda

1) Call to Order, Roll Call

2) Approve Meeting Minutes

Action requested: review and approve

a. Finance-Personnel Meeting Minutes of December 10, 2024

3) License Applications

Action requested: review and approve

a. January 2025 License

4) Vouchers Paid

a. December 2024 Vouchers Paid List

5) Presentation & Discussion

a. 2024 Q4 Investment Portfolio Update-DANA Investment Advisors

6) Resolutions

Action requested: review and recommend approval

a. **RESOLUTION 4170** A Resolution Approving the City of Mequon's Insurance Program for Fiscal Year 2025 with the League of Wisconsin Municipalities Mutual Insurance, in the Estimated Amount of \$376,990

b. **RESOLUTION 4171** A Resolution Approving a Collective Bargaining Agreement Between the City of Mequon and the Mequon Police Association for the Period January 1, 2025 - December 31, 2027

7) Discussion Items

Action requested: discuss and take action as needed

a. Finance - Personnel Work Plan

8) Adjourn

Dated: January 14, 2025

/s/ Andrew Nerbun, 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 City Administrator's Office at 262-236-2941, Monday through Friday, 8:00 AM – 4:30 PM



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Office of the City Administrator

FINANCE-PERSONNEL COMMITTEE

Tuesday, December 10, 2024

6:00 PM

North Conference Room

Minutes

1) Call to Order, Roll Call

Present:

Mayor Andrew Nerbun
Alderman William Gebhardt
Alderman Brian Parrish
Alderman Robert Strzelczyk -- **Absent**

Also Present: William Jones, City Administrator, Brenda Arnett, Finance Director, Marie Keyser, Assistant Finance Director, Justin Schoenemann, Assistant City Administrator, Caroline Fochs, City Clerk, Brian Sajdak, City Attorney, Kimberly Tollefson, Community Development Director, Tara Jester, Accounting Specialist, Julia Perszyk, HR Coordinator, Brian Roemer, Ehlers Senior Municipal Advisor and Ariana Schmidt, Ehlers Senior Financial Specialist.

2) Approve Meeting Minutes

a. Finance-Personnel Meeting Minutes of November 12, 2024

RESULT: **Approved by Voice Acclamation [Unanimous]**

MOVED BY: Alderman Gebhardt

SECONDED BY: Alderman Parrish

AYES: Gebhardt, Parrish

ABSENT: Strzelczyk

3) License Applications

a. December 2024 Licenses

RESULT: **Approved by Voice Acclamation [Unanimous]**

MOVED BY: Alderman Gebhardt

SECONDED BY: Alderman Parrish

Attachment: 121024 (9942 : December 10, 2024 Finance-Personnel Meeting Minutes)

AYES: Gebhardt, Parrish
ABSENT: Strzelczyk

4) Vouchers Paid

a. November 2024 Vouchers Paid List

RESULT: **Approved by Voice Acclamation [Unanimous]**
MOVED BY: Alderman Parrish
SECONDED BY: Alderman Gebhardt

AYES: Gebhardt, Parrish
ABSENT: Strzelczyk

5) Resolutions

a. **RESOLUTION 4160** A Resolution Awarding the Sale of \$6,955,000 General Obligation Promissory Notes, Series 2025A; Providing the Form of the Notes; and Levying a Tax in Connection Therewith

Administrator Jones briefed the Committee on the borrowing amount and planned uses. The intended uses are: \$5.25M for Roads, \$1M for the Brush Site and \$600k for Council Chamber Improvements. This leaves \$105k for issuance costs associated with the borrowing.

Brian Roemer from Ehlers was in attendance at the meeting for follow up questions from the Committee members.

RESULT: **Approved by Voice Acclamation [Unanimous]**
MOVED BY: Alderman Gebhardt
SECONDED BY: Alderman Parrish

AYES: Gebhardt, Parrish
ABSENT: Strzelczyk

b. **RESOLUTION 4161** A Resolution Approving a Five-Year Agreement for Implementation and Operation of an Enterprise Land Management System with Tyler Technologies, Inc., Yarmouth, Maine, in the Amount of \$712,694

Administrator Jones explained to Committee members the process staff took to come to this decision for an Enterprise Land Management System. Tyler Technologies rated highest among the project team, which consisted of staff members from several different departments. One notable point is the City already uses Tyler for its Enterprise Resource Planning system, as such it will integrate seamlessly with that.

RESULT: **Approved by Voice Acclamation [Unanimous]**
MOVED BY: Alderman Parrish
SECONDED BY: Alderman Gebhardt

AYES: Gebhardt, Parrish
ABSENT: Strzelczyk

- c. **RESOLUTION 4162** A Resolution Adopting the Compensation Plan for Non-Represented Employees for Fiscal Year 2025

RESULT: **Approved by Voice Acclamation [Unanimous]**
MOVED BY: Alderman Gebhardt
SECONDED BY: Alderman Parrish

AYES: Gebhardt, Parrish
ABSENT: Strzelczyk

6) Discussion Items

- a. 2024 YTD Budget Report as of September 30, 2024
- b. 9916 : 2024 YTD Cash & Investment Report as of September 30, 2024

Assistant Finance Director Keyser briefed the Committee members on the Year-to-Date interest booked from January through September in the bank accounts as well as investment portfolios.

- c. Finance - Personnel Work Plan

7) Adjourn

A motion to adjourn was made at 6:30 P.M. by Alderman Parrish, seconded by Alderman Gebhardt. All voted in favor "aye."

Respectfully Submitted,

Marie Keyser
Assistant Finance Director



11333 N. Cedarburg Road
Mequon, WI 53092-1930
Phone: 262-242-3100
Fax: 262-242-9655

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Office of City Clerk

TO: Finance-Personnel Committee
FROM: Caroline Fochs, City Clerk
DATE: January 9, 2025
SUBJECT: January 2025 License

Following are recommended approvals:

Peddler Class A License - Renewal for the period of February 16, 2025 - May 16, 2025 -
Contingent upon passing all background checks.

Richmond Investment Services
7702 W. Mequon Rd.
Mequon, WI 53097
Request to provide financial services door-to-door

Applicant Name:
Marcus J. Mrugala

Following are recommended denials: None.

CITY OF MEQUON
11333 N CEDARBURG ROAD
MEQUON, WI 53092

THE FOLLOWING VOUCHERS PAID:

DECEMBER 2024

GENERAL FUND (0110)	\$ 298,864.56
SPECIAL REVENUE FUND (0210)	1,060.17
PARKS & OPEN SPACE (0220)	69,922.00
REVOLVING LOAN FUND (0230)	0.00
SPECIAL FEDERAL GRANT FUND (0250)	103,562.22
DEBT SERVICE FUND (0310)	0.00
DEBT SERVICE TIF 2 FUND (0320)	0.00
DEBT SERVICE TIF 3 FUND (0330)	0.00
CAPITAL PROJECT FUND (0410)	143,608.23
SEWER UT FUND (0610)	17,807.39
WATER UT FUND (0620)	119,312.10
TAX FIDUCIARY FUND (0810)	86.13
TOTAL	<u>\$ 754,222.80</u>

Attachment: Voucher List (9969 : December 2024 Vouchers Paid List)

Processed by Department	Vendor Number	Vendor Name	Invoice Description	Grand Total	\$754,222.80
Assessor	13129	CATALIS TAX & CAMA INC	2024 ASSESSOR CONTRACT-INSTALLMENT #12		Line item amount
Assessor Total					12,000.00
Building Maintenance	13057	SAINT CROIX MANAGEMENT INC	CLEANING - SAFETY BUILDING DEC		12,000.00
Building Maintenance	13057	SAINT CROIX MANAGEMENT INC	CLEANING - CITY HALL DEC		2,891.00
Building Maintenance	11859	DILLETT MECHANICAL SERVICES, INC	PREVENTATIVE MAINTENANCE HVAC CONTRACT NOV		2,635.00
Building Maintenance	13057	SAINT CROIX MANAGEMENT INC	CLEANING - DPW DEC		1,887.00
Building Maintenance	10115	BELL TAPE INC	JANITORIAL SUPPLIES - CITY BLDGS		1,250.00
Building Maintenance	10691	MENARDS	MISC. TOOLS FOR BUILDINGS		1,006.24
Building Maintenance	10691	MENARDS	MISC. TOOLS FOR BUILDINGS		768.98
Building Maintenance	12124	PACKERLAND RENT-A-MAT, INC.	MAT CONTRACT		648.60
Building Maintenance	11177	UNITED DISPOSAL SERVICES LLC	DUMPSTER FEES		324.79
Building Maintenance	10691	MENARDS	DEICING CABLE FOR CITY HALL		255.00
Building Maintenance	12651	AMAZON CAPITAL SERVICES, INC	CITY HALL CLOCKS		206.97
Building Maintenance	10691	MENARDS	GUTTER CABLE, LIGHTING WOMEN'S LOBBY, CARPET CLEAN		178.18
Building Maintenance	10886	PEST ARREST EXTERMINATING	PEST CONTROL CONTRACT		149.61
Building Maintenance	10691	MENARDS	MISC. TOOLS FOR BUILDINGS		135.00
Building Maintenance	10691	MENARDS	GUTTER CABLE, LIGHTING WOMEN'S LOBBY, CARPET CLEAN		101.03
Building Maintenance	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		97.23
Building Maintenance	12883	PB HAHN & CO INC	SALT BASKET SCOOPS		38.12
Building Maintenance	12883	PB HAHN & CO INC	MOUSE TRAPS AND GLUE		21.75
Building Maintenance	12883	PB HAHN & CO INC	MOUSE TRAPS AND GLUE		6.17
Building Maintenance	12883	PB HAHN & CO INC	MOUSE TRAPS AND GLUE		3.95
Building Maintenance	12883	PB HAHN & CO INC	MOUSE TRAPS AND GLUE		3.70
Building Maintenance Total					12,608.32
City Administrator	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		34.39
City Administrator Total					34.39
City Clerk	12532	GRANICUS, LLC	DECEMBER-MONTHLY SUBSCRIPTION		1,289.87
City Clerk	10896	PITNEY BOWES GLOBAL FINANCIAL SERVICES LLC	INSERTER QTR FEES 9/28/24-12/27/24		385.89
City Clerk	10230	CONLEY PUBLISHING GROUP LTD	PUBLICATION SERVICES 10/27/24--11/23/24		96.56
City Clerk	10827	NOTARY BOND RENEWAL SERVICE	NOTARY BOND RENEWAL-C.FOCHS		30.00
City Clerk	10192	CENTRAL ENGRAVING LLC	NATALIE REDDING NAMEPLATE		23.00
City Clerk	11029	WISCONSIN DEPT OF FINANCIAL INSTITUTIONS	NOTARY RENEWAL-C.FOCHS		20.00
City Clerk	10698	MEQUON CITY OF-PETTY CASH	REIMBURSEMENT OF CITY HALL PETTY CASH		3.99
City Clerk Total					1,849.31
Community Development	11978	SCOTT J. PINZER	CODE ENFORCEMENT OFFICER		1,512.00
Community Development	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		70.92
Community Development	10698	MEQUON CITY OF-PETTY CASH	REIMBURSEMENT OF CITY HALL PETTY CASH		16.36
Community Development Total					1,599.28
Elections	13560	KATHLEEN M ANDRYKOWSKI	ADDITIONAL CORRECTED PAYMENT FOR VIP ELECTION HELP		497.25
Elections	10854	OZAUKEE COUNTY CLERK	MILITARY ENVELOPES, ICE INK		307.51
Elections	10854	OZAUKEE COUNTY CLERK	ICE INK CARTRIDGE		238.57
Elections	13166	HEIDI LOMAN	ADDITIONAL CORRECTED PAYMENT FOR VIP ELECTION HELP		126.00
Elections	12200	GIFFORD, THOMAS M.	ELECTION AUDIT HELP 11/22/2024		52.50
Elections	13160	ANTHONY Y IMPELLITTERI	ELECTION AUDIT HELP 11/22/2024		50.00
Elections	11615	CAROL E BUTZKE	ADDITIONAL CORRECTED PAYMENT FOR VIP ELECTION HELP		40.50
Elections	12200	GIFFORD, THOMAS M.	ADDITIONAL CORRECTED PAYMENT FOR VIP ELECTION HELP		40.50
Elections	13099	CLIFFORD LEE JOHNSON III	ADDITIONAL CORRECTED PAYMENT FOR VIP ELECTION HELP		40.50
Elections	12720	MICHAEL KRCHMA	ADDITIONAL CORRECTED PAYMENT FOR VIP ELECTION HELP		36.00
Elections	12987	NEENA FLORSHEIM	ADDITIONAL CORRECTED PAYMENT FOR VIP ELECTION HELP		36.00
Elections	13100	JANE A KELLEY	ADDITIONAL CORRECTED PAYMENT FOR VIP ELECTION HELP		36.00
Elections Total					1,501.33
Engineering	12514	M SQUARED ENGINEERING LLC	HIGHLAND MEADOWS SUBDIVISION INSPECTION RES 4102		30,376.88
Engineering	12514	M SQUARED ENGINEERING LLC	SWAN RIDGE FARMS INSPECTION (RES 4102)		26,747.83
Engineering	10585	KAPUR & ASSOCIATES INC	MINAHAN SWMP REVIEW		1,687.50
Engineering	12322	BAXTER & WOODMAN, INC.	ENCLAVE 8 SWMP REVIEW		1,560.00
Engineering	11744	MASTER GRAPHICS INC	PLOTWAVE 345 PLOTTER LEASE		321.99
Engineering	12651	AMAZON CAPITAL SERVICES, INC	Office Supplies		210.36
Engineering	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		150.40
Engineering	11165	USCC SERVICES LLC	ENGINEERING GPS SURVEY EQUIPMENT NOV & DEC		25.52
Engineering Total					61,080.48
Finance	11927	TRANSCENDENT TECHNOLOGIES LLC	ANNUAL SOFTWARE MAINTENANCE/PAYMENT IMPORT		1,455.00
Finance	12651	AMAZON CAPITAL SERVICES, INC	FINANCE-ANTI FATIGUE FLOOR MAT		94.95
Finance	12651	AMAZON CAPITAL SERVICES, INC	FINANCE-TAX PRINTER TONER		71.72
Finance	12651	AMAZON CAPITAL SERVICES, INC	FINANCE-STAPLERS & 2025 DESK CALENDAR		44.84
Finance	12651	AMAZON CAPITAL SERVICES, INC	FINANCE-CASHIERING RECEIPT PRINTER INK		35.52
Finance	12651	AMAZON CAPITAL SERVICES, INC	FINANCE-EXPANDING FILE POCKETS		27.37
Finance	12651	AMAZON CAPITAL SERVICES, INC	FINANCE-BLACK STAMP INK		9.20
Finance	10698	MEQUON CITY OF-PETTY CASH	REIMBURSEMENT OF CITY HALL PETTY CASH		6.47
Finance Total					1,745.07
Fleet Services	13013	EDWARD H WOLF & SONS INC	FUEL - NO LEAD GAS		18,032.50
Fleet Services	11497	LF GEORGE INC	CLUTCH PARTS 348		2,334.15
Fleet Services	10621	LAKESIDE INTERNATIONAL TRUCKS, LLC	GASKETS FOR 313		1,284.25
Fleet Services	12390	ADVANCE AUTO PARTS	BRAKES PARTS 950		619.03
Fleet Services	10516	HUMPHREY SERVICE PARTS INC	FILTERS		535.15
Fleet Services	10769	MONTAGE ENTERPRISES INC	MOWER BLADES		510.72
Fleet Services	12856	PERFECT CIRCLE TIRE LLC	TIRES FOR 950		370.00
Fleet Services	11513	UTECHT TOOL & MANUFACTURING, INC.	RAM REPAIR		360.00
Fleet Services	10650	JOHN P LOCHEN CO INC	HITCH FOR 434		353.51
Fleet Services	11360	ZARNOTH BRUSH WORKS INC	SWEEPER PARTS-CURB BROOMS		335.00
Fleet Services	12400	BRAKE & EQUIPMENT CO INC	MIRRORS FOR 955		292.66
Fleet Services	12228	GORDIE BOUCHER VILLAGE FORD	DOOR LATCH		291.50
Fleet Services	11973	DIAMOND MOWERS, LLC	PULLY FOR 961		253.60
Fleet Services	10417	GENERAL COMMUNICATIONS INC	ANTENNA		225.00
Fleet Services	13013	EDWARD H WOLF & SONS INC	FUEL- LATE PAYMENT -NO DISCOUNT		221.97
Fleet Services	12390	ADVANCE AUTO PARTS	FRONT END PARTS 950		218.58
Fleet Services	11503	MID-STATE GROUP, INC.	BRAKES FOR 420		206.77
Fleet Services	10362	ELLIOT AUTO SUPPLY CO INC	SHOCKS 960		196.60
Fleet Services	10362	ELLIOT AUTO SUPPLY CO INC	SENSOR & COOLANT		152.95
Fleet Services	10362	ELLIOT AUTO SUPPLY CO INC	DEF FLUID		148.32
Fleet Services	10362	ELLIOT AUTO SUPPLY CO INC	WASHER FLUID		141.00
Fleet Services	12651	AMAZON CAPITAL SERVICES, INC	WATER PUMP FOR SWEEPER		139.00
Fleet Services	12400	BRAKE & EQUIPMENT CO INC	COIL WITH SPAD, CARTRIDGE 30		127.99
Fleet Services	13565	MILWAUKEE SPRING & ALIGNMENT LLC	U BOLTS		125.76
Fleet Services	10621	LAKESIDE INTERNATIONAL TRUCKS, LLC	STAT FOR 313		111.63
Fleet Services	10516	HUMPHREY SERVICE PARTS INC	FILTERS		104.21
Fleet Services	12624	MATHESON TRI-GAS INC	TANK RENTAL		100.44
Fleet Services	12624	MATHESON TRI-GAS INC	TANK RENTAL		97.20
Fleet Services	12253	MCMMASTER-CARR SUPPLY COMPANY	SAND BELT		90.03
Fleet Services	10516	HUMPHREY SERVICE PARTS INC	FILTERS		86.48
Fleet Services	13565	MILWAUKEE SPRING & ALIGNMENT LLC	U BOLTS		85.48
Fleet Services	12400	BRAKE & EQUIPMENT CO INC	RELAYS		73.32
Fleet Services	12228	GORDIE BOUCHER VILLAGE FORD	SENSOR		66.90
Fleet Services	12400	BRAKE & EQUIPMENT CO INC	HEADLIGHT- STEVE TOOL ALLOWANCE		63.42
Fleet Services	12390	ADVANCE AUTO PARTS	BREAK PADS		61.40
Fleet Services	12390	ADVANCE AUTO PARTS	BRAKE PADS		60.23

Processed by Department	Vendor Number	Vendor Name	Invoice Description	Grand Total	\$754,222.80
Fleet Services	12390	ADVANCE AUTO PARTS	OIL FILTERS		59.88
Fleet Services	10362	ELLIOT AUTO SUPPLY CO INC	TIRE SENSOR		59.77
Fleet Services	10362	ELLIOT AUTO SUPPLY CO INC	WIPER BLADES		47.44
Fleet Services	12390	ADVANCE AUTO PARTS	OIL FILTERS		42.24
Fleet Services	10364	FALLS AUTO PARTS AND SUPPLIES INC	BLOWER MOTOR RESISTOR		38.32
Fleet Services	10523	APPLIED US, L.P.	HYD FITTINGS		33.67
Fleet Services	10516	HUMPHREY SERVICE PARTS INC	FILTERS		33.42
Fleet Services	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		32.79
Fleet Services	10647	LINCOLN CONTRACTORS SUPPLY INC	KNOB		12.77
Fleet Services	13073	BOEHLKE HARDWARE & PLUMBING	1/2 X 3/8 BOLTS		10.36
Fleet Services	12228	GORDIE BOUCHER VILLAGE FORD	OIL PLUG		5.95
Fleet Services	10621	LAKESIDE INTERNATIONAL TRUCKS, LLC	CORE RETURN		-45.00
Fleet Services	12390	ADVANCE AUTO PARTS	RETURN MONROE SHOCKS & STRUTS		-181.58
Fleet Services	12651	AMAZON CAPITAL SERVICES, INC	RETURN-WANDA ALL TERRAIN TIRES		-195.60
Fleet Services Total					28,431.18
Forestry	11245	WAYSIDE NURSERIES INC	STORMWATER TREES FOR LEMKE TRANSPORTATION		2,095.00
Forestry	10321	EGELHOFF'S LAWN MOWER SERVICE INC.	CHAIN SHARPEN, NEW CHAINS, NEW SAW		1,361.58
Forestry	12400	BRAKE & EQUIPMENT CO INC	SAFETY LIGHTS FOR TRACK LOADER		205.65
Forestry	10691	MENARDS	DRIVEWAY MARKERS & TREE STAKES		195.60
Forestry	12651	AMAZON CAPITAL SERVICES, INC	ARBORIST CERTIFICATION STUDY GUIDE BOOK		144.95
Forestry	12400	BRAKE & EQUIPMENT CO INC	SAFETY LIGHTS FOR TRUCKS		137.10
Forestry	10909	PORT-A-JOHN, INC.	BRUSH SITE RESTROOM-DEC		91.00
Forestry	12400	BRAKE & EQUIPMENT CO INC	LIGHTS FOR 402		85.00
Forestry	12400	BRAKE & EQUIPMENT CO INC	MARKER LIGHTS		75.95
Forestry	12651	AMAZON CAPITAL SERVICES, INC	TREE STRAPS		71.97
Forestry	12883	PB HAHN & CO INC	PAINT FOR TOOLCAT TOUCH UP		41.90
Forestry	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		31.12
Forestry Total					4,536.82
General Fund - General Activites	90007	MISC REFUNDS	DRAINAGE FINANCIAL ESROW REFUND-10031 N RANGE LINE		37,007.50
General Fund - General Activites	90007	MISC REFUNDS	REFUND ESCROW COMPLETED LANDSCAPING INSTALLATION		31,826.19
General Fund - General Activites	10757	SECURIAN LIFE INSURANCE COMPANY	POLICY 002832L UNIT 33302 1/1/2025-1/31/2025		3,268.14
General Fund - General Activites	10707	MEQUON POLICE ASSOCIATION	UNION DUES 12/6/2024		2,220.00
General Fund - General Activites	90006	PERMIT REFUNDS	REFUND PLUMBING PERMIT #P44151 EASTBROOKE CONDOS		1,472.00
General Fund - General Activites	11331	WIS SUPPORT COLLECTIONS TRUST	SUPPORT # 5956557 8648779 7844747 7657807 12/6/24		1,240.09
General Fund - General Activites	11331	WIS SUPPORT COLLECTIONS TRUST	SUPPORT # 5956557 8648779 7844747 7657807 12/20/24		1,240.09
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 11110 PORT WASHINGTON		837.00
General Fund - General Activites	10810	NORTH SHORE BANK FSB	DEFERRED COMP 12/6/2024		675.00
General Fund - General Activites	10810	NORTH SHORE BANK FSB	DEFERRED COMP 12/20/2024		675.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECT SEC DEPOSIT 13131 ORIOLE/13879 PINE VIEW		399.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 3520 W TORREY DR		347.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 7940 & 8081 PRESERVE		314.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SEC DEP PERMIT# 36744.37048.37063.37020		260.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 299 W HEMLOCK LN		253.00
General Fund - General Activites	90006	PERMIT REFUNDS	PERMIT OVERPAYMENT #E44067 & CEDARBURG PERMIT		235.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 12467 N WOODS CT		228.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 6223 & 6233 FOXTOWN DR		220.00
General Fund - General Activites	90002	PARK REFUNDS	REFUND RIVER BARN PARK SECURITY DEPOSIT 11/23/2024		200.00
General Fund - General Activites	90002	PARK REFUNDS	REFUND RIVER BARN PARK SECURITY DEPOSIT 12/8/2024		200.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 6340 W INDUSTRIAL DR		149.00
General Fund - General Activites	90006	PERMIT REFUNDS	REFUND INSP SEC DEP 9933 CONCORD/11415 BOBOLINK		130.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 8806 & 8911 DAVENTRY		130.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SEC DEPOSIT 4104 SCENIC/3406 CLUBVIEW		130.00
General Fund - General Activites	10757	SECURIAN LIFE INSURANCE COMPANY	POLICY 002832L UNIT 33302 1/1/2025-1/31/2025		107.20
General Fund - General Activites	90006	PERMIT REFUNDS	REFUND PERMIT OVERPAYMENT #E44570		105.00
General Fund - General Activites	12920	CHARTER COMMUNICATIONS HOLDINGS LLC	SAFETY BUILDING DESK TELEPHONES		103.14
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 5419 W BAYBERRY PKWY		98.00
General Fund - General Activites	10757	SECURIAN LIFE INSURANCE COMPANY	POLICY 76038 ACCIDENT JANUARY 2025		89.30
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 13826 N BIRCHWOOD LANE		88.00
General Fund - General Activites	90006	PERMIT REFUNDS	REFUND PERMIT OVERPAYMENT #E44573		85.00
General Fund - General Activites	90006	PERMIT REFUNDS	REFUND PERMIT OVERPAYMENT #E44592		85.00
General Fund - General Activites	90006	PERMIT REFUNDS	REFUND PERMIT OVERPAYMENT #E44617		85.00
General Fund - General Activites	90006	PERMIT REFUNDS	REFUND PERMIT OVERPAYMENT #E44598		85.00
General Fund - General Activites	90006	PERMIT REFUNDS	REFUND PERMIT OVERPAYMENT #E44597		85.00
General Fund - General Activites	90007	MISC REFUNDS	REFUND CANCELLED ARCH BOARD SUBMITTAL		70.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 1505 MEQUON RD #3		68.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 214 E BEECHWOOD CT		67.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 12451 N WOODS CT		67.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 1725 W THRUSH LANE		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 3801 W MARSEILLES DR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 11717 N WAUWATOSA RD		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 2000 W RAE DRIVE		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 10815 N TREE SPARROW		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 10201 N LEMONTE BLVD		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 12510 N EMILY LANE		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 8000 W PRESERVE PKWY		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 10631 TURNBERRY DR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 10515 N HADDONSTONE		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 209 W CHOWNING SQUARE		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 11124 N CEDARBURG RD		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 2720 W RANGE LINE CIR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 4317 W PIONEER		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 9649 N FAIRFIELD RD		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 5332 W RIVERTRAIL		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 5410 W PLEASANT DR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 230 W HIGHVIEW DR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 10708 N DE LA WARR CIR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 2403 W HICKORY LANE		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 11339 N GLENWOOD DR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 12639 N PARK DR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 9611 W HUNT CLUB DR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 2609 W LAKE ISLE		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 3427 W CLUBVIEW CT		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 9729 W HUNT CLUB		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 10360 N SUNNYCREST		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 5214 W ELMDALE CT		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 11936 SOLAR AVENUE		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 4250 SOLVANG LANE		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 7303 MEQUON SQUARE DR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 12601 NE SHORELAND DR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 202 W HIGHVIEW DR		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 715 W SAN JOSE LANE		65.00
General Fund - General Activites	90006	PERMIT REFUNDS	REFUND PERMIT OVERPAYMENT #E44572		64.00
General Fund - General Activites	90006	PERMIT REFUNDS	REFUND PERMIT OVERPAYMENT #E44615		64.00
General Fund - General Activites	90006	PERMIT REFUNDS	INSPECTION SECURITY DEPOSIT 1716 W GLEN OAKS LN		60.00
General Fund - General Activites	90006	PERMIT REFUNDS	CANCELLED SECURITY DEPOSIT 12447 N FARMDALE RI		55.00

Attachment: December 2024 AP Vendor Listing by Dept (24) (9969 : December 2024 Vouchers Paid List)

Processed by Department	Vendor Number	Vendor Name	Invoice Description	Grand Total	\$754,222.80
General Fund - General Activities	10610	LABOR ASSOCIATION OF WISCONSIN, INC.	MEQUON PAYROLL 12/20/2024 GRAYCAREK		Line item amount
General Fund - General Activities Total					10.00
Highway	10624	LANGE ENTERPRISES OF WISCONSIN INC	SIGNS FOR REPLACEMENT		87,406.65
Highway	11230	WASTE MANAGEMENT OF WISCONSIN, INC	TIRE DISPOSAL		7,166.87
Highway	12753	DTN LLC	TELEVENT WEATHER SERVICE SUBSCRIPTION		2,387.39
Highway	10129	BLIFFERT LUMBER & FUEL CO	4x4 TREATED LUMBER FOR SIGNS		2,331.00
Highway	11266	WESTERN CULVERT & SUPPLY INC	BASIN		1,475.80
Highway	10691	MENARDS	T-POSTS AND DRIVEWAY MARKERS		883.75
Highway	11266	WESTERN CULVERT & SUPPLY INC	CULVERT SUPPLIES - BASIN		682.00
Highway	10172	CARLIN SALES CORP	PROGREEN PLUS ICE MELTER		602.40
Highway	10798	NEHER ELECTRIC SUPPLY INC	BULBS PORT WASH RD STREETLIGHTS		496.37
Highway	12652	COMPLETE LAWN AND LANDSCAPE SUPPLIES LLC	SALT FOR PAVERS -CH		433.65
Highway	10428	FRANK D GILLITZER ELECTRIC COMPANY LTD	SERVICE CALL STREETLIGHTS AT PRT RD/COUNTY LINE		395.43
Highway	10691	MENARDS	T-POSTS		280.00
Highway	10625	LANNON STONE PRODUCTS, INC.	GRAVEL		244.50
Highway	12861	WRANGLER HOLDCO CORP	RECYCLING FEES -DEC		240.62
Highway	10686	MCCONN INC	SAFETY SUPPLIES		192.00
Highway	12115	JUNIORS TOOLS LLC	TOOLS FOR STREET MAINTENANCE		124.80
Highway	13553	MILLENNIUM SAFETY LLC	SAFETY SUPPLIES		118.97
Highway	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		111.68
Highway	10698	MEQUON CITY OF-PETTY CASH	REIMBURSEMENT OF DPW PETTY CASH		110.80
Highway	12651	AMAZON CAPITAL SERVICES, INC	OFFICE SUPPLIES		85.76
Highway	10321	EGELHOFF'S LAWN MOWER SERVICE INC.	CHAIN SAW OILS AND SHARPEN		75.39
Highway	11195	USIC LOCATING SERVICES INC	LOCATES - NOV		68.83
Highway	10321	EGELHOFF'S LAWN MOWER SERVICE INC.	GUIDE BAR AND SAW CHAIN		66.64
Highway	10624	LANGE ENTERPRISES OF WISCONSIN INC	SIGNS FOR DONGES BAY SCHOOL		58.98
Highway Total					43.25
Human Resources	10226	OCCUPATIONAL HEALTH CENTERS OF THE SOUTH	Concentra: Random DOT Screening		18,676.88
Human Resources	12651	AMAZON CAPITAL SERVICES, INC	FILE FOLDERS & 2025 WISCONSIN LABOR LAW POSTER		285.00
Human Resources	12882	AURORA MEDICAL GROUP, INC.	Aurora: Pre-Employment Testing		169.27
Human Resources	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		160.00
Human Resources Total					32.80
Information Services	12448	THE OFFICE TECHNOLOGY GROUP	OTG - Security, Monitoring, Backup, & Serveries		647.07
Information Services	12448	THE OFFICE TECHNOLOGY GROUP	Switch Warranties & Juniper Support Services		9,885.00
Information Services	12448	THE OFFICE TECHNOLOGY GROUP	Switch Warranties & Juniper Support Services		2,598.00
Information Services	12448	THE OFFICE TECHNOLOGY GROUP	Print Services Contract		1,642.00
Information Services	12616	MIDWEST FIBER NETWORKS LLC	Midwest Fiber Network for 4 Buildings		1,157.00
Information Services	12589	MARCO HOLDINGS, LLC	Marco - Phone System Support & Repairs		895.00
Information Services	12920	CHARTER COMMUNICATIONS HOLDINGS LLC	CITY HALL DESK TELEPHONES		693.75
Information Services	12616	MIDWEST FIBER NETWORKS LLC	Midwest Fiber Network for 4 Buildings		314.56
Information Services	12616	MIDWEST FIBER NETWORKS LLC	Midwest Fiber Network for 4 Buildings		200.00
Information Services	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		150.00
Information Services Total					30.66
Inspections	11978	SCOTT J. PINZER	CODE ENFORCEMENT OFFICER		17,565.97
Inspections	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		488.00
Inspections Total					135.24
Legal Counsel	12080	WESOLOWSKI REIDENBACH & SAJDAK SC	2024 LEGAL FEES-NOVEMBER		623.24
Legal Counsel	12080	WESOLOWSKI REIDENBACH & SAJDAK SC	2024 LEGAL FEES-OCTOBER		7,350.00
Legal Counsel	10511	HOUSEMAN & FEIND LLP	2024 PROSECUTION LEGAL FEES		6,982.50
Legal Counsel	10511	HOUSEMAN & FEIND LLP	2024 PROSECUTION LEGAL FEES		2,500.00
Legal Counsel Total					120.00
Local Road Projects	10445	GRAEF-USA INC	M-T BIKEWAY STUDY RES. 4070, 4118		16,952.50
Local Road Projects	11245	WAYSIDE NURSERIES INC	ROAD PROGRAM 2024 FIESTA TREE REPLACEMENT		10,891.28
Local Road Projects	11307	WIS DEPT OF TRANSPORT 7366	MEQUON ROAD RESURFACING (RES 3903)		2,555.00
Local Road Projects	10624	LANGE ENTERPRISES OF WISCONSIN INC	SIGNS FOR 2024 ROAD PROJECTS		1,294.87
Local Road Projects	11307	WIS DEPT OF TRANSPORT 7366	HIGHLAND ROAD INTERCHANGE (RES 3213)		991.31
Local Road Projects Total					1.77
Parks	13149	TREES FOR LESS NURSERY	CHRISTMAS DECOR FOR CITY HALL		15,734.23
Parks	11326	WISCONSIN PUMP AND SUMP INC	PUMP ROTARY PAVILIONS		427.28
Parks	10639	CARY A. SCHOESSOW	RIVERVIEW MEMORIAL SIGN		370.00
Parks	10691	MENARDS	DRIVEWAY MARKERS & TREE STAKES		310.00
Parks	10625	LANNON STONE PRODUCTS, INC.	GRAVEL @ PIGEON CREEK		245.10
Parks	10691	MENARDS	FENCE SUPPLIES		197.38
Parks	12883	PB HAHN & CO INC	PAIL, BOLT EYE W/NUT, CONCRETE MIX, CHAIN PROOF		189.91
Parks	10691	MENARDS	MARKERS FOR SNOW		107.76
Parks	10691	MENARDS	PAINT FOR TOOLCAT		96.50
Parks	90007	MISC REFUNDS	60" & 20" CHRISTMAS WREATHS		94.50
Parks	12883	PB HAHN & CO INC	CITY HALL/COMMUNITY CHRISTMAS		90.00
Parks	12883	PB HAHN & CO INC	BUNGEE CORDS, POLY RED, 10 QT PAIL, DUCT TAPE		84.43
Parks	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		64.17
Parks	12883	PB HAHN & CO INC	ALL PURPOSE TUB, CAULK CLEAR, HOT WATER NOZZLE RED		46.41
Parks	12651	AMAZON CAPITAL SERVICES, INC	ORGANIZER FOR OFFICE		33.27
Parks	12883	PB HAHN & CO INC	WIRE FOR CHRISTMAS DECOR AT CITY HALL		32.90
Parks	12651	AMAZON CAPITAL SERVICES, INC	CONCRETE ANCHORS FOR ROTARY PARK		31.48
Parks	12883	PB HAHN & CO INC	CLEANER FOR MOWERS		27.99
Parks	12883	PB HAHN & CO INC	CABLE TIES FOR CITY HALL CHRISTMAS		21.98
Parks	13073	BOEHLKE HARDWARE & PLUMBING	MOVING TRIANGLE FOR SLOW-MOVING VEHICLE		12.58
Parks Total					10.00
Parks & Open Space	13526	ALTIVUS BUILDING COMPANY	LEMKE PARK PAVILION CONSTRUCTION RES 4098		2,493.64
Parks & Open Space Total					69,922.00
Police	12563	CELLEBRITE INC	CELLBRITE SUBSCRIPTION		6,900.00
Police	13150	LEADSONLINE PARENT LLC	CELLHAWK SUBSCRIPTION		5,145.00
Police	11835	EWALD'S HARTFORD FORD LLC	SQUAD MAINTENANCE AND REPAIR		4,638.81
Police	11236	WAUKESHA COUNTY TECHNICAL COLLEGE DISTRI	POLICE TRAINING		4,625.00
Police	12694	AT&T MOBILITY LLC	CELL PHONE SERVICE		949.08
Police	10709	MEQUON THIENSVILLE CHAMBER OF COMMERCE	AUXILIARY MEMBER GIFT CARDS		800.00
Police	13523	VERIZON COMMUNICATION INC	CELL PHONE SERVICE		525.00
Police	13186	MOTOROLA SOLUTIONS INC	BODY CAMERA MAINTENANCE		500.00
Police	13186	MOTOROLA SOLUTIONS INC	BODY CAMERA MAINTENANCE		500.00
Police	10426	GIERACH'S SERVICE INC	TOWING SERVICE		325.00
Police	11520	KIESLER'S POLICE SUPPLY, INC	FIREARMS, EQUIPMENT, & ACCESSORIES		313.00
Police	10393	FOX VALLEY TECHNICAL COLLEGE	POLICE TRAINING		295.00
Police	11295	WIS DEPT OF JUSTICE 2718	WI DOJ RECORDS CHECK		287.00
Police	10866	WISCONSIN HUMANE SOCIETY	STRAY ANIMAL SERVICES		250.00
Police	12651	AMAZON CAPITAL SERVICES, INC	OFFICE/WORK SUPPLIES, M&R - TENT, HEADLAMP		220.96
Police	13527	DIGICORP, INC	NETWORK MAP		210.00
Police	11137	WEST PUBLISHING CORPORATION	CLEAR INVESTIGATIVE SERVICES		194.71
Police	10426	GIERACH'S SERVICE INC	TOWING SERVICE		165.00
Police	12920	CHARTER COMMUNICATIONS HOLDINGS LLC	SAFETY BUILDING DESK TELEPHONES		154.72
Police	11211	VERIZON WIRELESS SERVICES LLC	PHONE RECORDS		135.00
Police	13107	CORY MCCORMICK	MEMORIAL PLAQUE		125.00
Police	12651	AMAZON CAPITAL SERVICES, INC	OFFICE/WORK SUPPLIES, M&R - HEADLAMP		109.95
Police	12651	AMAZON CAPITAL SERVICES, INC	OFFICE/WORK SUPPLIES, M&R - FLASH DRIVES		89.97
Police	11153	TRANS UNION LLC	CREDIT HISTORIES		89.68

Processed by Department	Vendor Number	Vendor Name	Invoice Description	Grand Total	\$754,222.80
Police	10931	PROSHRED SECURITY	SHREDDING SERVICE		81.85
Police	90001	TEMP STAFF REIMB	REIMBURSEMENT TRAINING 12/9/24-12/10/24		80.74
Police	12651	AMAZON CAPITAL SERVICES, INC	OFFICE/WORK SUPPLIES, M&R - FLASHDRIVE		79.98
Police	12651	AMAZON CAPITAL SERVICES, INC	OFFICE/WORK SUPPLIES, M&R - PAPER		74.68
Police	90001	TEMP STAFF REIMB	REIMBURSEMENT TRAINING 12/9/24-12/10/24		72.73
Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
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Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
Police	90003	POLICE RESERVE	2024 AUXILIARY STIPEND		60.00
Police	12651	AMAZON CAPITAL SERVICES, INC	OFFICE/WORK SUPPLIES, M&R		41.67
Police	10866	WISCONSIN HUMANE SOCIETY	STRAY ANIMAL SERVICES		40.00
Police	12651	AMAZON CAPITAL SERVICES, INC	OFFICE/WORK SUPPLIES, M&R - FLASHLIGHT MOUNT		33.98
Police	90001	TEMP STAFF REIMB	REIMBURSEMENT TRAINING 11/19/24 & 11/20/24		33.54
Police	12466	LANGUAGE LINE SERVICES INC	TRANSLATION SERVICES		31.90
Police	90001	TEMP STAFF REIMB	REIMBURSEMENT FIREARM PART WORK SUPPLIES		31.64
Police	90001	TEMP STAFF REIMB	REIMBURSEMENT TRAINING 11/21/24 & 11/27/24		28.18
Police	10417	GENERAL COMMUNICATIONS INC	SQUAD EQUIPMENT AND REPAIRS		27.60
Police	12651	AMAZON CAPITAL SERVICES, INC	OFFICE/WORK SUPPLIES, M&R - LABELS		23.12
Police	12651	AMAZON CAPITAL SERVICES, INC	OFFICE/WORK SUPPLIES, M&R - ZIP TIES		22.99
Police	11236	WAUKESHA COUNTY TECHNICAL COLLEGE DISTRI	POLICE TRAINING		19.95
Police Total					29,112.43
Public Safety Equipment	13575	BACK THE BARK LLC	K9 BOARDING		325.00
Public Safety Equipment	13574	COUNTRYAIRE KENNELS INC.	K-9 BOARDING		270.00
Public Safety Equipment Total					595.00
Public Safety Vehicles	13182	EWALD MOTORS OF OCONOMOWOC	NEW SQUAD - DURANGO		40,755.00
Public Safety Vehicles	11311	WIS DEPT OF TRANSPORT 7949	POLICE VEHICLE REGISTRATION,TITLE,PLATES-SQUAD 12		169.50
Public Safety Vehicles Total					40,924.50
Public Works Other	12644	CHAD SEMROW	EBA REMOVAL -LEMKE		9,500.00
Public Works Other	11245	WAYSIDE NURSERIES INC	ROADSIDE REPLACEMENT TREES 2024		1,500.00
Public Works Other	13524	MSA PROFESSIONAL SERVICES, INC.	PARK PLAN UPDATES		1,358.40
Public Works Other	11245	WAYSIDE NURSERIES INC	ROADSIDE REPLACEMENT TREES 2024		644.00
Public Works Other Total					13,002.40
Public Works Vehicles	13569	UNITED RENTALS (NORTH AMERICA), INC.	SKYJACK SCISSOR LIFT MODEL SJIII4632		9,100.00
Public Works Vehicles Total					9,100.00
Sewer General Activities	10757	SECURIAN LIFE INSURANCE COMPANY	POLICY 002832L UNIT 33302 1/1/2025-1/31/2025		235.11
Sewer General Activities	11331	WIS SUPPORT COLLECTIONS TRUST	SUPPORT # 5956557 8648779 7844747 7657807 12/6/24		80.77
Sewer General Activities	11331	WIS SUPPORT COLLECTIONS TRUST	SUPPORT # 5956557 8648779 7844747 7657807 12/20/24		80.77
Sewer General Activities	10810	NORTH SHORE BANK FSB	DEFERRED COMP 12/6/2024		70.00
Sewer General Activities	10810	NORTH SHORE BANK FSB	DEFERRED COMP 12/20/2024		70.00
Sewer General Activities	10757	SECURIAN LIFE INSURANCE COMPANY	POLICY 76038 ACCIDENT JANUARY 2025		9.04
Sewer General Activities	10757	SECURIAN LIFE INSURANCE COMPANY	POLICY 002832L UNIT 33302 1/1/2025-1/31/2025		8.00
Sewer General Activities Total					553.69
Sewer UT Operations	12690	APPLIED TECHNOLOGIES INC	DESIGN LS E REPLACEMENT (3616-23-E) RES#4033		7,189.00
Sewer UT Operations	10797	NEENAH FOUNDRY COMPANY	20 MANHOLE COVERS		5,020.00
Sewer UT Operations	10341	ENERGENEC INC	STATION G ANTENNA		1,560.00
Sewer UT Operations	10428	FRANK D GILLITZER ELECTRIC COMPANY LTD	2 NEW CIRCUITS - SEWER SHOP		863.00
Sewer UT Operations	11049	SHORT ELLIOTT HENDRICKSON INC	HOLDING TANK REVIEW - HIGHLAND MEADOWS		595.49
Sewer UT Operations	11675	GIELOW'S LAWN & GARDEN EQUIPMENT INC	BACKPACK BLOWER		439.99
Sewer UT Operations	11177	UNITED DISPOSAL SERVICES LLC	DUMPSTER FEES		255.00
Sewer UT Operations	11145	TELOCIN GROUP INC	HEATER BLOCK		253.55
Sewer UT Operations	12651	AMAZON CAPITAL SERVICES, INC	COVERALLS		217.82
Sewer UT Operations	11209	VEOLIA WATER	WET WELL DEBRIS PUMPING		169.33
Sewer UT Operations	12651	AMAZON CAPITAL SERVICES, INC	TRANSFER PUMP		167.70
Sewer UT Operations	10345	ENGINES SERVICE INC	THERMOSTAT STATION G		155.00
Sewer UT Operations	10446	W.W. GRAINGER, INC.	CHEM WIPES		130.28
Sewer UT Operations	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		112.72
Sewer UT Operations	10569	SITEONE LANDSCAPE SUPPLY HOLDING, LLC	WHEEL AND CLIP FOR LESCO SPREADER		97.28
Sewer UT Operations	12883	PB HAHN & CO INC	STATION SUPPLIES - TIES & CABLES		30.57
Sewer UT Operations	12883	PB HAHN & CO INC	TIE DOWN RATCHET STRAP		24.29
Sewer UT Operations	10446	W.W. GRAINGER, INC.	PRESSURE GAUGE EASEMENT MACHINE		20.17
Sewer UT Operations	12390	ADVANCE AUTO PARTS	THERMOSTAT & WEATHER STRIP ADHESIVE		12.82
Sewer UT Operations	11307	WIS DEPT OF TRANSPORT 7366	SANITARY RELAY STH 57 (#1953-I-18) RES#3700		8.89
Sewer UT Operations	11307	WIS DEPT OF TRANSPORT 7366	I43 SAN MH ADJUSTMENTS (RES 3871)		3.22
Sewer UT Operations	12651	AMAZON CAPITAL SERVICES, INC	RETURN-RED KAP MEN'S TWILL ACTION BACK COVERALL		-35.93
Sewer UT Operations	12651	AMAZON CAPITAL SERVICES, INC	RETURN-RED KAP MEN'S TWILL ACTION BACK COVERALL		-36.49
Sewer UT Operations Total					17,253.70
Special Events	13069	BEISTLE BROTHERS PERCHERONS LLC	WINTER WONDERLAND CARRIAGE RIDES		800.00
Special Events	12651	AMAZON CAPITAL SERVICES, INC	REPLACEMENT TENT FOR FESTIVALS		125.85
Special Events	12651	AMAZON CAPITAL SERVICES, INC	WINTER WONDERLAND CARDS FOR THE TROOPS		40.84
Special Events	13073	BOEHLKE HARDWARE & PLUMBING	WINTER WONDERLAND PATIO HEATER PROPANE		37.92
Special Events	12651	AMAZON CAPITAL SERVICES, INC	WINTER WONDERLAND BANNERS		29.98
Special Events	12651	AMAZON CAPITAL SERVICES, INC	PRESENTATION BOARD FOR MTCF DONOR EVENT		25.58
Special Events Total					1,060.17
Special Federal Grant Fund	13526	ALTIVUS BUILDING COMPANY	LEMKE PARK PAVILION CONSTRUCTION RES 4098		47,529.00
Special Federal Grant Fund	12110	THE SIGMA GROUP, INC	BRUSH SITE AUTOMATION PROJECT TASK 1 (AGENCY APPRO		34,559.17
Special Federal Grant Fund	12887	AVERO LLC	ARPA: LMS - Avero Consulting		15,550.00
Special Federal Grant Fund	13524	MSA PROFESSIONAL SERVICES, INC.	PARK PLAN UPDATES		5,669.05
Special Federal Grant Fund	11679	PETER W FEYERHERD	LMS - Access Database Creation & Training		255.00
Special Federal Grant Fund Total					103,562.22
Tax Fiduciary Fund	90005	TAX CHECK REFUNDS	REFUND OVERPAYMENT 2024 TAXES #140720304000		86.13
Tax Fiduciary Fund Total					86.13
TIF 2	10096	BAKER TILLY VIRCHOW KRAUSE,LLP	PROGRESS BILLING #2 FOR CLOSEOUT AUDIT OF TID #2		2,150.00
TIF 2 Total					2,150.00
TIF 3	90007	MISC REFUNDS	DEVELOPER TID #3 INCENTIVE		47,171.38
TIF 3	10624	LANGE ENTERPRISES OF WISCONSIN INC	TOWN CENTER SIGNS		2,749.40
TIF 3	11152	TRAFFIC ANALYSIS & DESIGN INC	PEDESTRIAN SIGNAL		1,615.00
TIF 3	12526	MICHAEL BEST & FRIEDRICH LLP	TID 3 LEGAL		1,460.00
TIF 3 Total					52,995.78
TIF 4	13528	REDEVELOPMENT RESOURCES, LLC	PORT ROAD MARKET ANALYSIS		4,273.16
TIF 4	12353	HARWOOD ENGINEERING CONSULTANTS	TIF 4 & TIF 5 PT WASH RD STREETSCAPE PROJECT		280.00
TIF 4 Total					4,553.16
TIF 5	13528	REDEVELOPMENT RESOURCES, LLC	PORT ROAD MARKET ANALYSIS		4,273.16
TIF 5	12353	HARWOOD ENGINEERING CONSULTANTS	TIF 4 & TIF 5 PT WASH RD STREETSCAPE PROJECT		280.00
TIF 5 Total					4,553.16
Water General Activities	10757	SECURIAN LIFE INSURANCE COMPANY	POLICY 002832L UNIT 33302 1/1/2025-1/31/202		11.62

Attachment: December 2024 AP Vendor Listing by Dept (24) (9969 : December 2024 Vouchers Paid List)

Processed by Department	Vendor Number	Vendor Name	Invoice Description	Grand Total	\$754,222.80
Water General Activities Total					Line item amount
					11.62
Water UT Operations	11842	MJ CONSTRUCTION, INC.	COUNTY LINE ROAD PROJECT FINAL PAYMENT		50,811.15
Water UT Operations	10755	CITY OF MILWAUKEE	PURCHASED WATER-OCTOBER		49,003.09
Water UT Operations	11195	USIC LOCATING SERVICES INC	LOCATING - OCT		7,594.69
Water UT Operations	11195	USIC LOCATING SERVICES INC	LOCATING - NOV		5,445.30
Water UT Operations	10091	BADGER METER INC	4 2" WATER METERS		3,590.12
Water UT Operations	10091	BADGER METER INC	THREE 1 1/2" WATER METERS		2,026.68
Water UT Operations	10489	CORE & MAIN LP	VALVE BOX RISER & SERVICE SADDLE		564.83
Water UT Operations	10489	CORE & MAIN LP	VALVE BOX RISER & SERVICE SADDLE		164.97
Water UT Operations	12883	PB HAHN & CO INC	DRIVEWAY MARKERS FOR PLOWING		50.22
Water UT Operations	12883	PB HAHN & CO INC	DRIVEWAY MARKERSFOR PLOWING		39.82
Water UT Operations	11165	USCC SERVICES LLC	CELL PHONE MONTHLY BILLING		9.61
Water UT Operations Total					119,300.48

PORTFOLIO AND ECONOMIC UPDATE



AS OF DECEMBER 31, 2024

Contact



Ellen Roberts

Senior Vice President

(262) 780-6094

Ellen@DanaInvestment.com

Matthew Slowinski, CFA

Senior Vice President – Portfolio Manager

(262) 782-6091

Matt@DanaInvestment.com

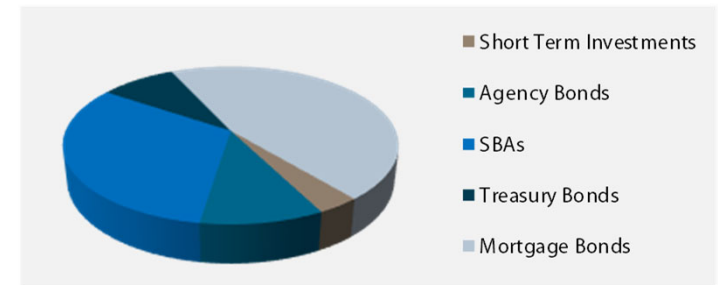
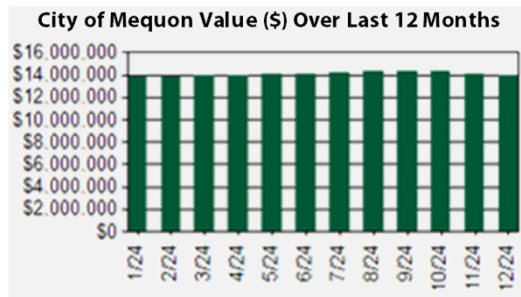
Long-Term Portfolio Recommendations

Recommendation to add 20% allocation to a Long-Term portfolio:

- ✓ The flat yield curve allows for this change without giving up material yield to the overall portfolio
 - YTW would change from 5.03% to 4.92%
 - Effective Duration would change from 1.01 to 1.25
- ✓ Proposed portfolio would be comprised of 1-year to 5-year maturity fixed rate U.S. Government securities
- ✓ Diversifies overall portfolio by gaining exposure to intermediate portion of the yield curve and additional fixed-rate holdings
- ✓ Dana would create a sub-account internally to offer additional reporting options

City of Mequon Activity 04/10/2019 to 12/31/2024		
	@ Market	@ Cost
Portfolio Value on 04/10/2019	\$ 8,820,754	\$ 8,745,188
Contributions/Withdrawals	3,576,734	3,576,734
Investment Income	1,741,585	1,741,585
Unrealized Gain/Loss	(86,026)	0
Realized Gain/Loss	(149,591)	(173,150)
Change in Accrued Income	58,476	58,476
Portfolio Value on 12/31/2024	\$ 13,961,933	\$ 13,948,834
Total Gain after Fees	1,487,403	1,549,870

Portfolio Allocation (@ market) Data as of 12/31/2024	City of Mequon Market Value	% Assets	Income
Short Term Investments	492,756	3.5	4,711
Agency Bonds	1,403,608	10.1	40,875
Small Business Administration Bonds	4,458,268	31.9	165,755
Treasury Bonds	1,214,617	8.7	83,047
Mortgage Bonds	6,392,684	45.8	361,926
Total Portfolio	\$13,961,933	100.0	\$656,314



Data as of 12/31/2024	Total Return (net of fees)				Bond Characteristics (gross of fees)			
	Unannualized QTD	Last 12 Months	Average Annual 3 Year	Since Inc.	Credit Quality	Yield to Worst	Coupon Rate	Effective Duration
3876ma - City of Mequon Limited Volatility	0.775	5.510	2.450	2.006	Aaa	5.026	4.814	1.006
3876mb - City of Mequon ARF	1.080	5.038	-	3.797	Aaa	4.304	2.887	0.391
ICE BofA 1-3 Year Treasury Index	-0.060	4.083	1.501	1.668	Aaa	4.296	2.749	1.822
ICE BofA 1 Year Treasury Index	0.703	4.746	2.783	2.118	Aaa	4.234	4.250	0.969

ECONOMIC & MARKET UPDATE

U.S. ECONOMIC DATA DASHBOARD

3.1%
REAL GDP
Q3 2024

4.20%
UNEMPLOYMENT
NOVEMBER 2024

2.70%
CPI
(YoY) **NOVEMBER
2024**

4.572%
10-YEAR
TREASURY YIELD
DECEMBER 2024

4.0%
ANNUAL HOURLY
WAGE GROWTH
(YoY) **OCTOBER
2024**

3.8%
RETAIL SALES
GROWTH RATE
(YoY) **NOVEMBER
2024**

104.7
CONSUMER
CONFIDENCE INDEX
DECEMBER 2024

227,000
MONTHLY PAYROLL
ADDITIONS
NOVEMBER 2024

\$ 3.034/GAL
NATIONAL
AVERAGE GAS
PRICE
DECEMBER 2024

EQUITY MARKET HIGHLIGHTS

Earnings Growth
as of December 2024

	NTM EPS Growth (%)	Forward P/E (x)
S&P 500 Index	16.4	22.0
Russell 2000 Index ¹	4.0	30.0
MSCI EAFE Index ¹	9.8	13.6
MSCI Emerging Markets	42.5	14.1

(1) Data shown for iShares ETFs as a comparable benchmark for the Russell and MSCI indices.

Attachment: City of Mequon as of 12 31 2024 (9964 : 2024 Q4 Investment Portfolio Update-DANA

Sources: Dana Investment Advisors, FactSet Research Systems, (♦) <https://gasprices.aaa.com/> Week Ago Average (\$) Regular (accessed 01/03/2025). CPI-U <https://www.bls.gov/cpi/> next release 01/15/2025.

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Annual Wage Growth/Monthly Payroll/Unemployment https://www.bls.gov/schedule/news_release/empsit.htm next release 01/10/2025. GDP <https://www.bea.gov/data/gdp/gross-domestic-product> next release 01/30/2025.

Consumer Confidence Index <https://www.conference-board.org/topics/consumer-confidence> next release 01/28/2025. Retail Sales <https://www.census.gov/economic-indicators/> next release 01/16/2025. 10-Year Treasury via FactSet Research Systems.

ECONOMIC & MARKET UPDATE

MACROECONOMIC BACKGROUND

GDP Growth Has Been Better Than Expected:

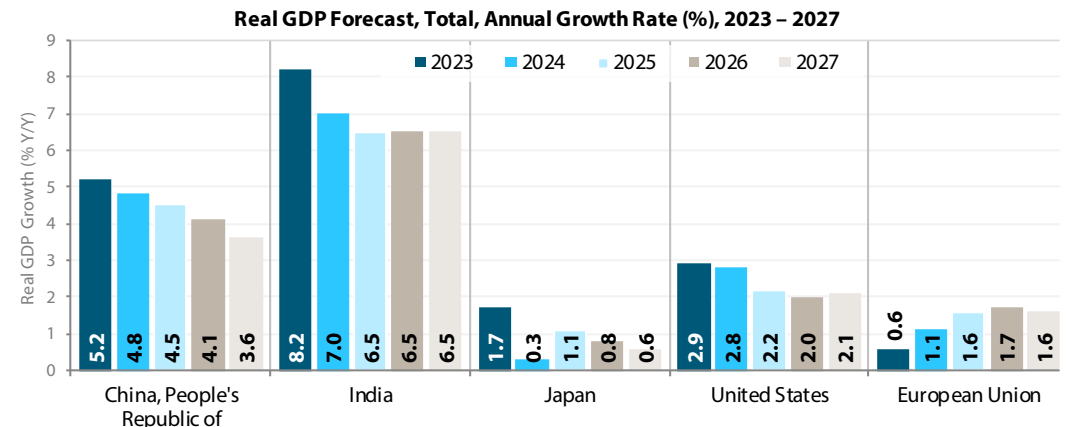
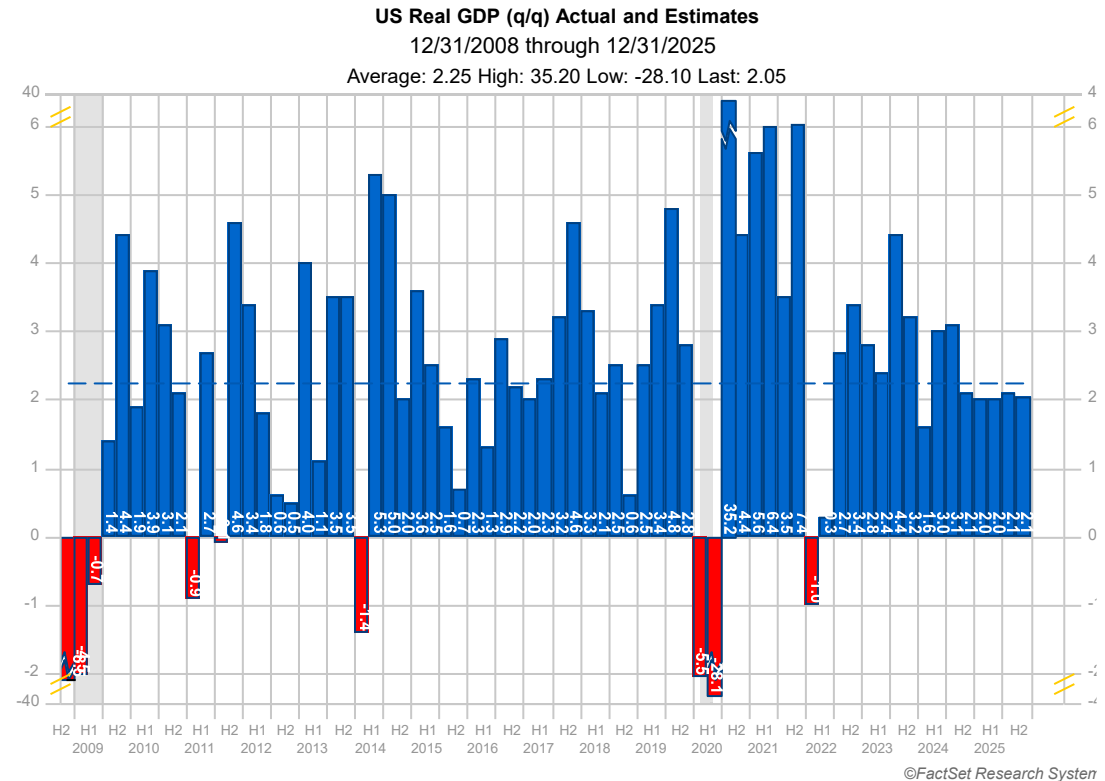
- U.S. GDP growth continues to show strong performance, with Q3 reported at 3.1%, while Q4 is expected around 2.4%.
- Full Year 2024 GDP forecasted to grow by 2.7%, outperforming other developed markets globally. 2025 currently expected to be another resilient year, with projected growth of 2.1%, once again leading developed markets.

4th Quarter 2024 Summary:

- Markets experienced a post-election rally in November, driven by expectations of stronger growth, lower taxes, higher profits and reduced regulations. However, markets faded somewhat in December, finishing the quarter slightly higher and capping off a strong year for U.S. equities. The S&P 500 gained 25% in 2024.
- Many other major asset classes also saw gains in 2024, including gold, the U.S. dollar and bitcoin.
- The Federal Reserve is signaling a slowdown in rate cuts after reducing the Fed funds rate by 1% this past fall, as inflation remains above target. The Fed now projecting only two rate cuts in 2025, down from three previously.
- Corporate earnings continue to be a positive driver of the markets, especially in the technology sector. Earnings are expected to remain solid and are anticipated to broaden this year as the economy maintains its resilience.

Market Topics of Discussion:

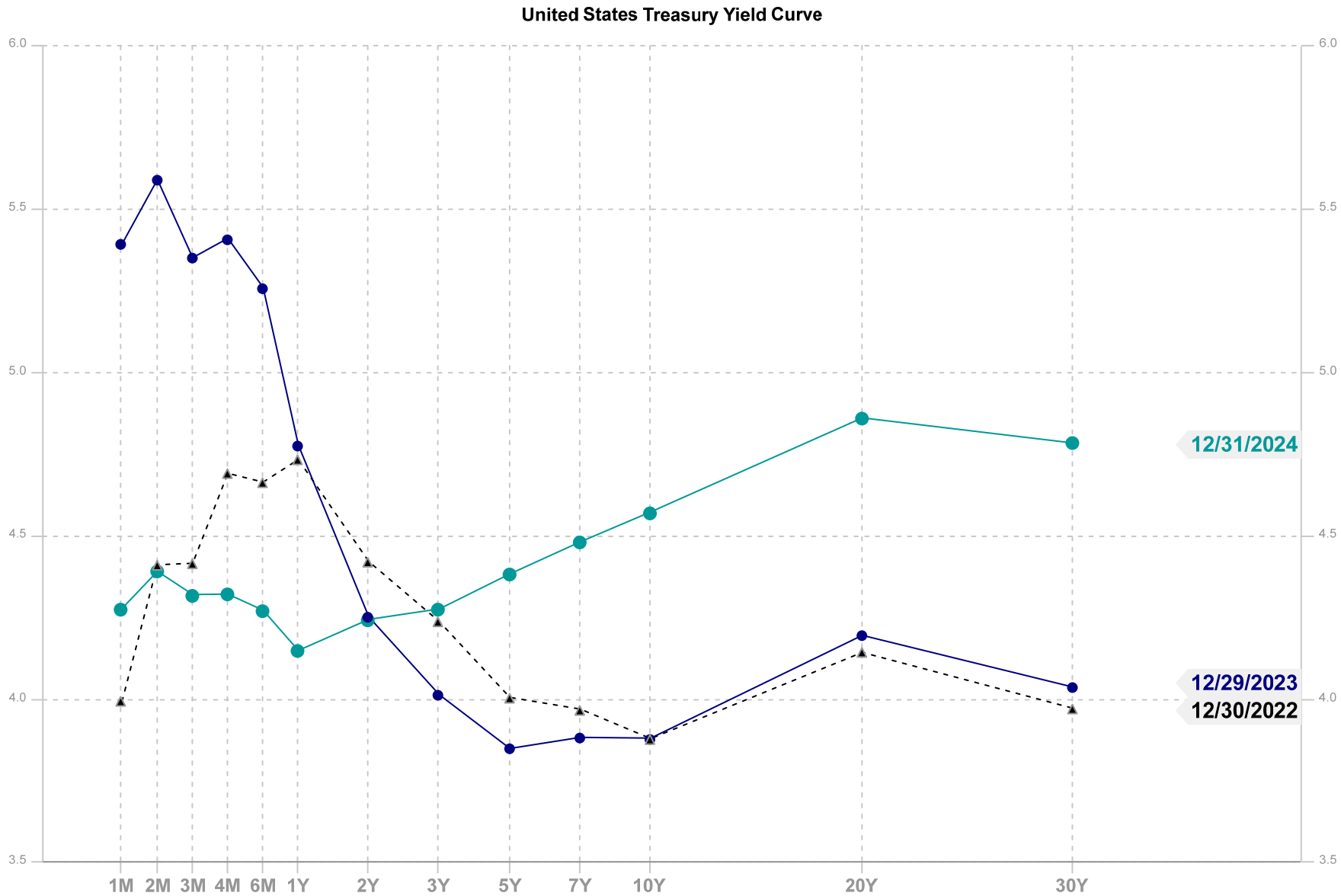
- Most market concerns revolve around certain policy proposals and the impact on inflation, which will also affect interest rates. Can the economy continue to handle higher interest rates?
- Will the markets continue to look beyond stretched valuations, or will other parts of the market, such as small-caps, appear more favorable? Will earnings continue to drive markets higher, and will the narrow market leadership persist?
- With rising geopolitical risks around the world, will anything change to impact the markets?



Source: ©IMF, 2024 https://www.imf.org/external/datamapper/NGDP_RPCH@WEO/CHN/IND/JPN/USA/EU?year=2025 (accessed 01/01/2025). All data is subject to adjustments, 2023 forward are estimates.

ECONOMIC & MARKET
UPDATE

TREASURY YIELD CURVE



©FactSet Research Systems

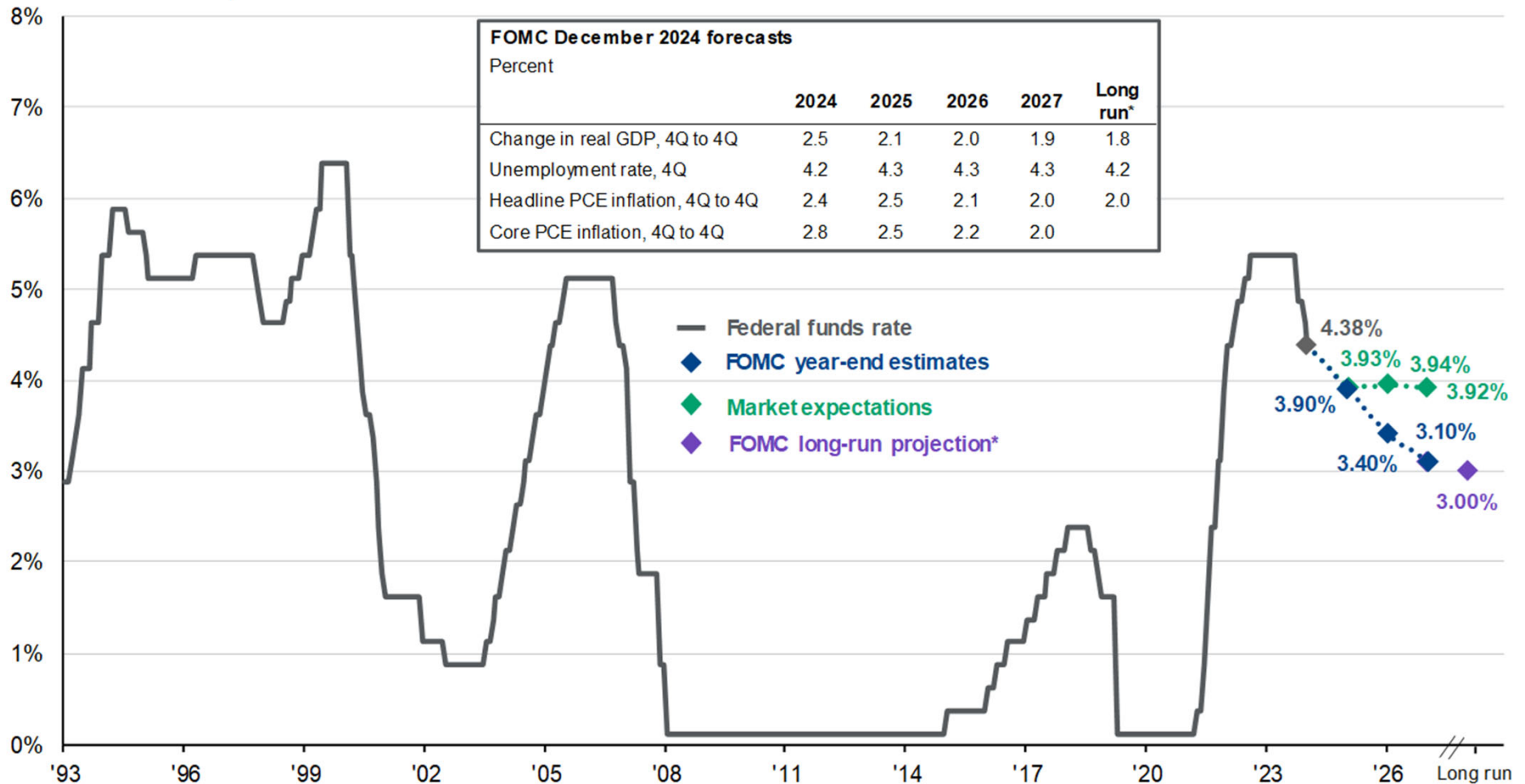
Attachment: City of Mequon as of 12 31 2024 (9964 : 2024 Q4 Investment Portfolio Update-DANA

ECONOMIC & MARKET UPDATE

THE FED AND INTEREST RATES

Federal funds rate expectations

FOMC and market expectations for the federal funds rate

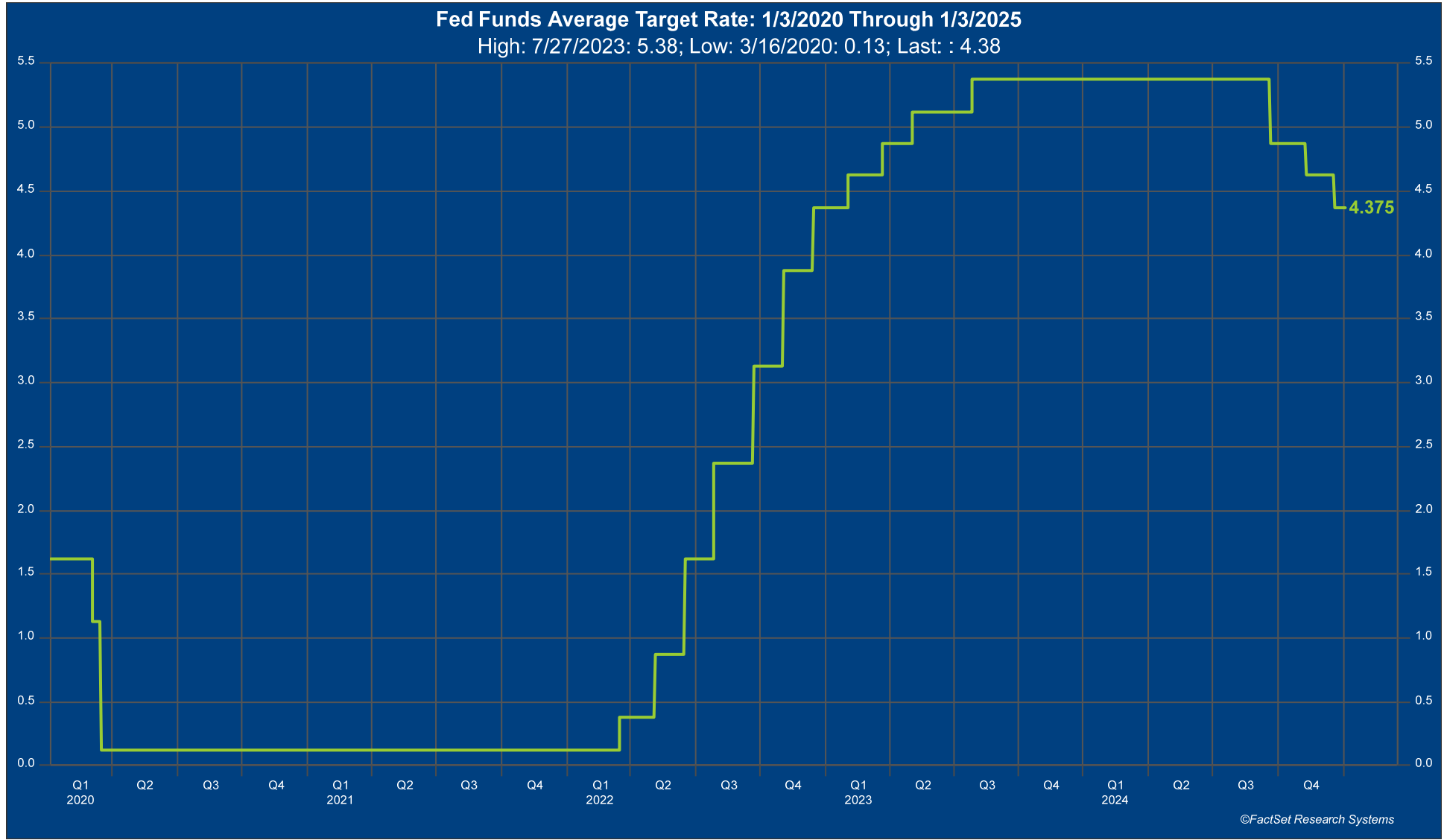


Source: Bloomberg, FactSet, Federal Reserve, J.P. Morgan Asset Management. Market expectations are based off of USD Overnight Index Swaps. *Long-run projections are the rates of growth, unemployment and inflation to which a policymaker expects the economy to converge over the next five to six years in absence of further shocks and under appropriate monetary policy. Forecasts are not a reliable indicator of future performance. Forecasts, projections and other forward-looking statements are based upon current beliefs and expectations. They are for illustrative purposes only and serve as an indication of what may occur. Given the inherent uncertainties and risks associated with forecasts, projections or other forward-looking statements, actual events, results or performance may differ materially from those reflected or contemplated.

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ECONOMIC & MARKET UPDATE

FED RATE



Attachment: City of Mequon as of 12 31 2024 (9964 : 2024 Q4 Investment Portfolio Update-DANA

PRELIMINARY 01/06/2025 J.L.K.G

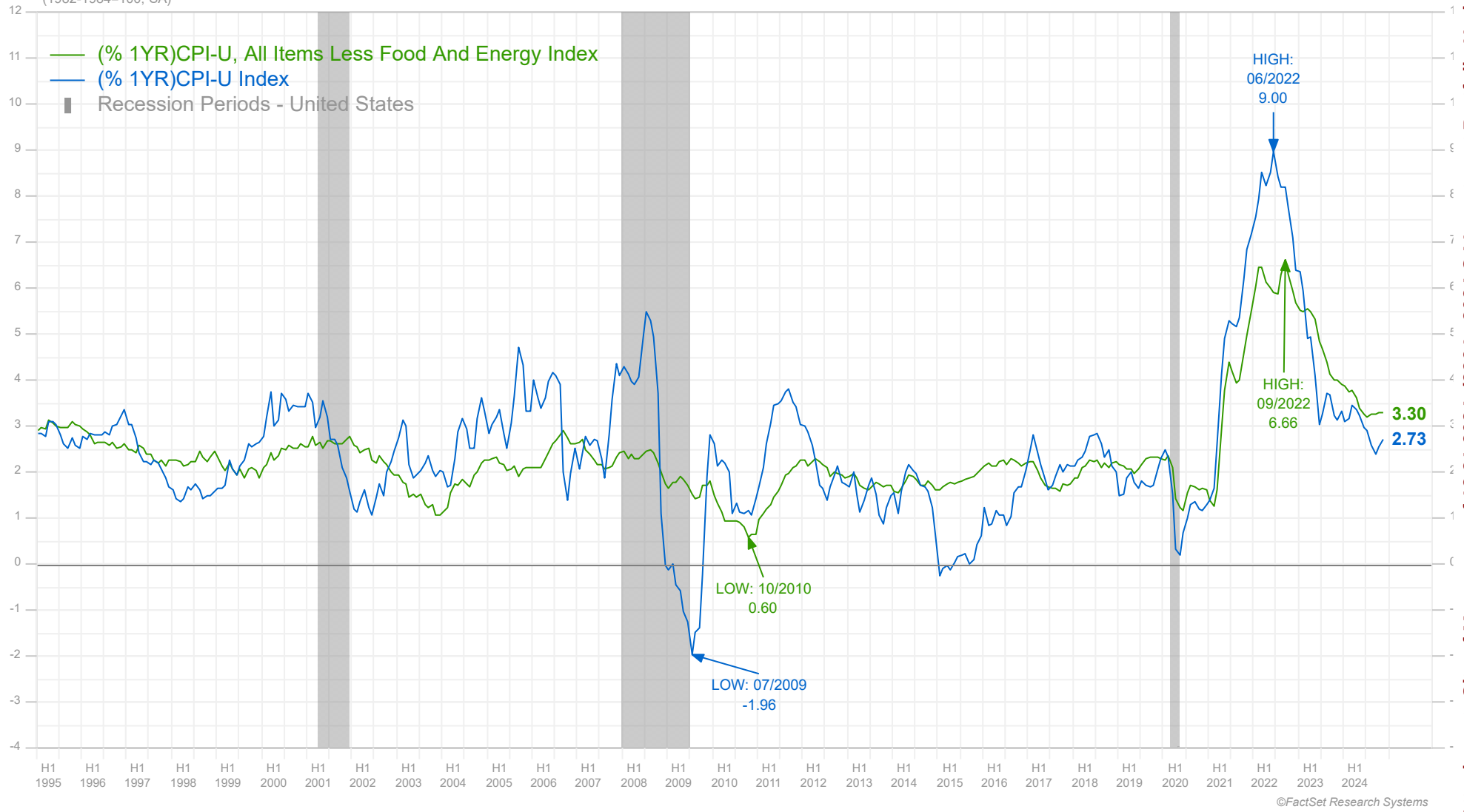
ECONOMIC & MARKET UPDATE

CPI – HEADLINE AND CORE

Inflation: Consumer Price Index (CPI-U) Index

1/31/1995 Through 11/29/2024

(1982-1984=100, SA)



Consumer Price Index (CPI) is the most widely cited indicator of U.S. inflation or deflation. CPI-U is most often simply called CPI and is the index referenced by headlines in the news. The Consumer Price Index For All Urban Consumers measures the month change in consumer prices for a representative basket of goods and services. CPI-U is the headline Consumer Price Index, which covers 93% of the U.S. population. This metric measures inflation and is an indicator of the effectiveness of government fiscal and monetary policies. The index is used in a variety of areas of finance and economics, including those in the financial markets, the Federal Reserve, business executives, and labor leaders. The prices are adjusted for changes in product quality or features, and CPI indexes for each category of product or service are calculated in a way that allows for substitution effects—the tendency of consumers to seek alternatives as prices rise.” <https://www.investopedia.com/terms/c/cpiu.asp> (accessed 01/12/2023)

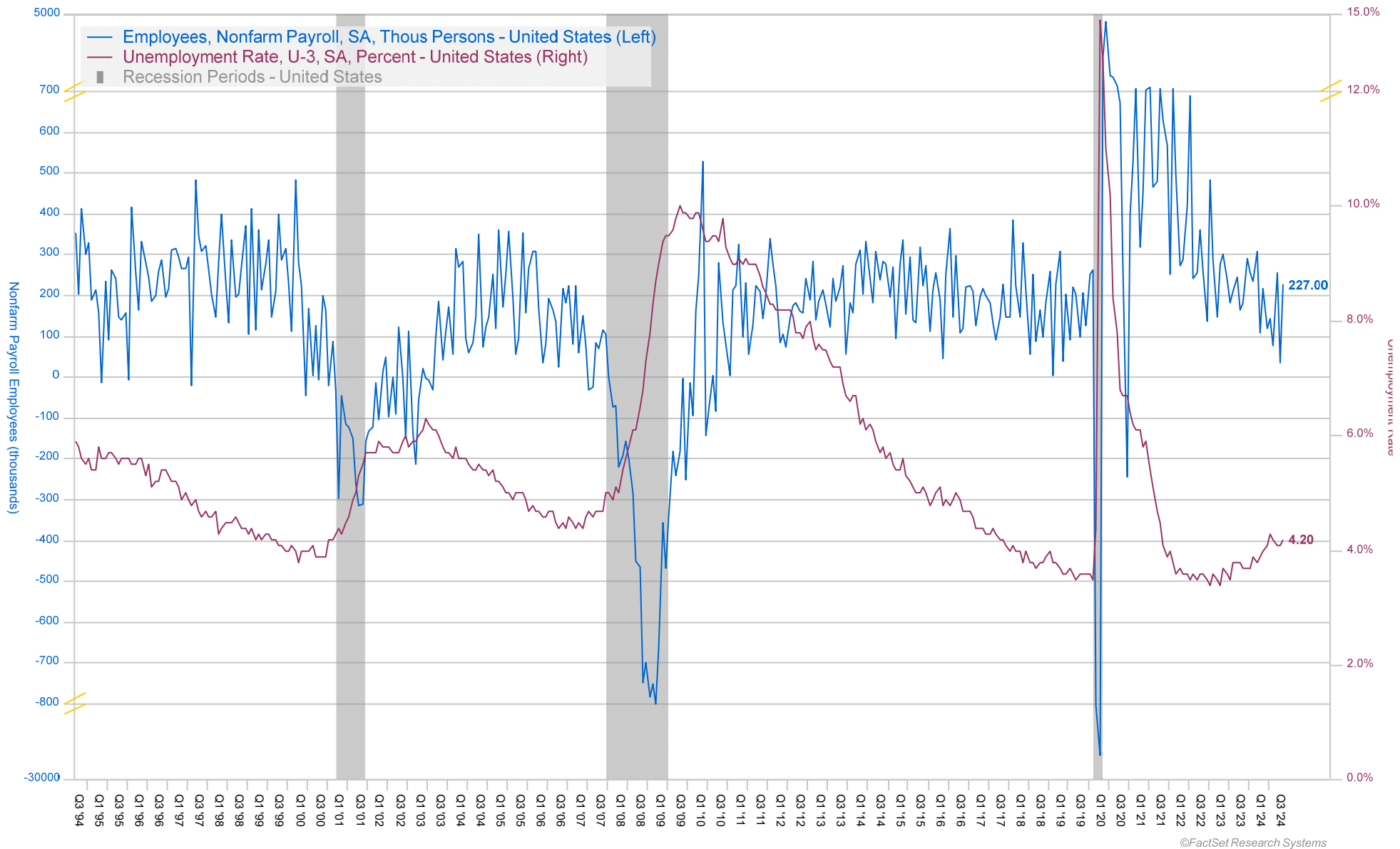
www.DanaInvestment.com

“H1” first half of year (01/01 to 06/30); “H2” second half of year (07/01 to 12/31). Update Schedule: <https://www.bls.gov/cpi/> Next Release 01/15/2025. FactSet graph/data refreshed on 01/03/2025.

ECONOMIC & MARKET UPDATE

NET NEW JOB FORMATION AND THE UNEMPLOYMENT RATE

U.S. Change in Nonfarm Employment (thous) and Unemployment Rate (%): 9/30/1994 through 11/29/2024



Attachment: City of Mequon as of 12 31 2024 (9964 : 2024 Q4 Investment Portfolio Update-DANA

Dana Investment Advisors, Inc.

PORTFOLIO HOLDINGS



5.a.a

Report as of: 12/31/2024

Portfolio: 3876ma - City of Mequon - Lim Vol

Shares/ PAR	Identifier	Description	Price	Market Value	Pct. Assets	Income Accrued	Cur. Yield
Cash							
Short Term Investments							
	000009	Cash - Money Fund		303,762.62	2.44	.00	.10
97,586.75	SNVXX	Schwab Govt Money Fund	1.00	97,586.75	.78	.00	4.20
Total Short Term Investments				401,349.37	3.22	.00	1.10
Total Cash				401,349.37	3.22	.00	1.10
Bonds							
Agency Bonds							
400,000	3130ANGN4	FEDERAL HOME LOAN BANK 1.5% Due 02/18/2025	99.63	398,502.40	3.20	2,216.67	1.51
400,000	3130AMQU9	FEDERAL HOME LOAN BANK 1.5% Due 06/16/2025	98.64	394,556.80	3.17	250.00	1.52
450,000	3130AKV78	FEDERAL HOME LOAN BANK 0.75% Due 08/12/2025	98.01	441,052.65	3.54	1,303.13	.77
500,000	3133ERGD7	FEDERAL FARM CREDIT BANK 5.32% Due 06/04/2026	100.38	501,891.00	4.03	1,995.00	5.30
500,000	3133ERMG3	FEDERAL FARM CREDIT BANK 4.9% Due 07/29/2026	100.25	501,245.00	4.03	10,344.44	4.89
600,000	3130B3HX4	FEDERAL HOME LOAN BANK 4.61% Due 11/13/2026	99.92	599,502.00	4.81	3,688.00	4.61
500,000	3135GAWZ0	FANNIE MAE 4.5% Due 10/25/2027	99.44	497,214.50	3.99	4,125.00	4.53
500,000	3135GAXB2	FANNIE MAE 4.4% Due 10/28/2027	99.40	496,981.00	3.99	3,850.00	4.43
600,000	3130B3YS6	FEDERAL HOME LOAN BANK 4.52% Due 12/03/2027	99.61	597,667.20	4.80	1,883.33	4.54
Total Agency Bonds				4,428,612.55	35.57	29,655.57	3.74
Mortgage Bonds							
22,503.90	31300L7C3	FH 848991 6.665% Due 12/01/2042	102.89	23,153.99	.19	262.90	6.48
32,117.71	31300MJE4	FH 849261 6.047% Due 02/01/2043	102.86	33,037.11	.27	323.69	5.88
44,901.94	3140JAPE2	FN BM5820 6.816% Due 03/01/2043	103.33	46,396.32	.37	255.04	6.60
55,278.61	3140JAW61	FN BM6068 7.204% Due 03/01/2044	102.53	56,676.83	.46	331.86	7.03
50,258.78	31288QEZ9	FH 841052 7.014% Due 07/01/2044	102.62	51,577.72	.41	604.55	6.83
103,592.07	3140JBCJ3	FN BM6372 6.834% Due 10/01/2044	102.76	106,453.69	.85	589.96	6.65
43,381.34	31288QCL2	FH 840975 7% Due 11/01/2044	102.42	44,432.34	.36	510.40	6.83
33,197.67	31300M4X8	FH 849838 7.222% Due 10/01/2045	102.71	34,097.92	.27	401.65	7.03
57,451.28	31347A7L2	FH 840899 6.699% Due 11/01/2045	102.60	58,942.49	.47	642.47	6.53
75,037.68	3140JAWW4	FN BM6060 6.401% Due 01/01/2046	102.63	77,011.77	.62	400.26	6.24
66,968.03	3140J9TD3	FN BM5047 6.659% Due 03/01/2046	102.73	68,794.25	.55	371.62	6.48
117,891.62	3140JBQN9	FN BM6760 6.731% Due 08/01/2046	102.99	121,413.51	.98	661.27	6.54
52,272.86	31347APT5	FH 840434 6.85% Due 10/01/2046	102.76	53,717.90	.43	656.35	6.67
37,214.60	31288QBZ2	FH 840956 7.22% Due 11/01/2046	102.97	38,319.91	.31	448.47	7.01
47,016.62	3140JAW53	FN BM6067 6.795% Due 11/01/2046	102.88	48,371.83	.39	266.23	6.60
96,538.82	31288QGA2	FH 841093 6.761% Due 01/01/2047	102.62	99,072.58	.80	1,138.05	6.59
44,260.72	3140JAV62	FN BM6036 6.708% Due 04/01/2047	102.71	45,461.30	.37	247.42	6.53
91,916.96	31288QFZ8	FH 841084 6.987% Due 08/01/2047	102.69	94,391.92	.76	1,107.99	6.80
65,658.94	31288QET3	FH 841046 6.459% Due 10/01/2047	102.71	67,441.38	.54	721.73	6.29
52,227.64	31288QGX2	FH 841114 7.111% Due 11/01/2047	102.39	53,476.09	.43	615.68	6.94
98,567.56	31288QJV3	FH 841176 6.95% Due 11/01/2047	102.77	101,302.71	.81	1,160.67	6.76
424,769.73	31288RAB4	FH 841802 3.972% Due 11/01/2047	101.42	430,817.60	3.46	2,799.95	3.92
116,923.09	3140JBGL4	FN BM6502 6.453% Due 09/01/2048	102.75	120,132.98	.96	628.75	6.28
127,383.67	3140JBWW2	FN BM6960 7.049% Due 09/01/2048	102.84	130,999.96	1.05	748.27	6.85
51,275.19	3140JBD60	FN BM6424 6.396% Due 10/01/2048	102.64	52,628.45	.42	273.30	6.23
116,616.36	3140JBHC3	FN BM6526 6.44% Due 10/01/2048	102.56	119,598.82	.96	625.84	6.28
354,246.18	31288QZN3	FH 841649 6.813% Due 01/01/2049	102.73	363,922.06	2.92	4,030.96	6.63
385,336.10	3140JCGA6	FN BM7392 6.892% Due 04/01/2049	102.85	396,330.12	3.18	2,213.11	6.70
12,428.01	3622AAGQ1	G2 784807 4.549% Due 08/20/2049	99.39	12,352.72	.10	47.11	4.58
464,786.91	3622ADFE3	G2 787465 4.425% Due 08/20/2049	100.77	468,386.68	3.76	1,713.90	4.39
169,960.07	3140JBN36	FN BM6709 5.672% Due 11/01/2049	102.02	173,385.95	1.39	803.34	5.56
281,723.53	3140JCCH5	FN BM7271 6.979% Due 11/01/2049	103.01	290,199.75	2.33	1,638.46	6.78
416,103.16	3140JCMM3	FN BM7563 6.946% Due 11/01/2049	102.88	428,102.33	3.44	2,408.54	6.75
142,469.74	3140JBSR8	FN BM6827 6.845% Due 02/01/2050	102.98	146,712.35	1.18	812.67	6.65

Attachment: City of Mequon as of 12 31 2024 (9964 : 2024 Q4 Investment Portfolio Update-DANA Investment Advisors)

Dana Investment Advisors, Inc.

PORTFOLIO HOLDINGS



5.a.a

Report as of: 12/31/2024

Portfolio: 3876ma - City of Mequon - Lim Vol

Shares/ PAR	Identifier	Description	Price	Market Value	Pct. Assets	Income Accrued	Cur. Yield
193,867.29	3140JBUQ7	FN BM6890 5.011% Due 03/01/2050	101.02	195,853.46	1.57	809.56	4.96
382,904.94	3140JCJJ4	FN BM7464 5.466% Due 05/01/2050	102.85	393,807.39	3.16	1,744.13	5.31
352,794.41	3140JCD35	FN BM7321 6.467% Due 06/01/2050	102.76	362,531.18	2.91	1,901.27	6.29
299,975.48	3140JBWU6	FN BM6958 5.947% Due 10/01/2050	103.28	309,828.77	2.49	1,486.63	5.76
628,900.50	31288Q6N5	FH 841777 3.006% Due 01/01/2051	100.81	633,997.11	5.09	3,148.41	2.98
Total Mortgage Bonds				6,353,131.24	51.02	39,552.46	5.70
Small Business Administration Bonds							
247,695.65	8316A8BP7	SBA 540045 8.299% Due 03/25/2032	104.72	259,398.03	2.08	3,477.49	7.92
307,058.47	8316A0H94	SBA 530255 7.5% Due 04/25/2033	101.94	313,002.20	2.51	3,864.42	7.36
589,226.02	8316A0WR7	SBA 530655 6.5% Due 10/25/2034	103.01	606,934.61	4.87	6,403.02	6.31
21,513.99	83164MER6	SBA 510044 5.4% Due 08/25/2039	99.21	21,343.28	.17	193.99	5.44
Total Small Business Administration Bonds				1,200,678.12	9.64	13,938.92	6.92
Total Bonds				11,982,421.91	96.23	83,146.95	5.10
Total Portfolio				12,383,771.28			
Paydown Receivable				68,274.58			
Interest Accrued				83,146.95			
Dividends Accrued				0.00			
Total Portfolio with Accruals & Receivables				12,535,192.81			

Attachment: City of Mequon as of 12 31 2024 (9964 : 2024 Q4 Investment Portfolio Update-DANA Investment Advisors)

Dana Investment Advisors, Inc.

PORTFOLIO HOLDINGS



5.a.a

Report as of: 11/29/2024

Portfolio: 3876mb - City of Mequon - American Rescue Funds

Shares/ PAR	Identifier	Description	Price	Market Value	Pct. Assets	Income Accrued	Cur. Yield
Cash							
Short Term Investments							
	000009	Cash - Money Fund		5,952.81	.39	.00	.10
37,174.26	SNVXX	Schwab Govt Money Fund	1.00	37,174.26	2.43	.00	4.33
Total Short Term Investments				43,127.07	2.81	.00	3.74
Total Cash				43,127.07	2.81	.00	3.74
Bonds							
Treasury Bonds							
1,000,000	9128284M9	US TREASURY N/B 2.875% Due 04/30/2025	99.36	993,593.75	64.83	2,303.18	2.89
500,000	91282CEY3	US TREASURY N/B 3% Due 07/15/2025	99.17	495,859.38	32.35	5,584.24	3.03
Total Treasury Bonds				1,489,453.13	97.19	7,887.42	2.94
Total Bonds				1,489,453.13	97.19	7,887.42	2.94
Total Portfolio				1,532,580.20			
Paydown Receivable				0.00			
Interest Accrued				7,887.42			
Dividends Accrued				0.00			
Total Portfolio with Accruals & Receivables				1,540,467.62			

Attachment: City of Mequon as of 12 31 2024 (9964 : 2024 Q4 Investment Portfolio Update-DANA Investment Advisors)

DANA INVESTMENT ADVISORS

IMPORTANT DISCLOSURE INFORMATION

Dana Investment Advisors, Inc. is an independent federally registered investment adviser providing equity and fixed income investment management services to broad range of clients. All data is presented in U.S. Dollars. Portfolio Characteristics, Performance Report, Portfolio Holdings, and Sector Distributions reflect applicable investment holdings as of market close on the date indicated. Returns presented are exclusive of investment management and custodial fees, and net of transaction costs. Investment management fees would reduce the returns presented, for example: on a one-million dollar portfolio with an advisory fee of 0.75% earning a 10% return, the total compounded advisory fee over a five year period would be \$50,368. The resulting average annual return for the period would therefore be 9.17%. A returns were calculated on a time weighted total return basis. Performance does include the accrual of income and the reinvestment of dividends and interest received. **Each account is unique and the signed contract should be reviewed to find the account's specific management fee rate charged for each account.**

During various market cycles, the strategies discussed herein have demonstrated portfolio characteristics and returns that have been both more and less volatile than that of the comparable index. Indices shown were selected because they demonstrated a broad range of characteristics, some of these characteristics being deemed useful for limited comparison purposes only. Historical performance results for investment indices and/or categories have been provided for general comparison purposes only, and generally do not reflect the deduction of transaction and/or custodial charges, the deduction of an investment management fee, nor the impact of taxes, the incurrence of which would have the effect of decreasing historical performance results. It should not be assumed that your account holdings do or will correspond directly to any comparative indices.

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Please remember to contact Dana Investment Advisors, Inc. at 800.765.0157, or P.O. Box 1067 Brookfield, WI 53008 with any questions or if there are any changes in your personal financial situation or investment objectives for the purpose of reviewing, evaluating, and revising any previous recommendation or investment services. Please also advise Dana if you would like to impose, add, or modify any reasonable restrictions to your account. A copy of Dana's current Form ADV Brochure detailing a complete list of Dana's advisory services and fees continues to remain available for your review upon request.

Glossary

Credit Rating – Represents Moody's or another independent rating agency's assessment of the entities ability to repay its debt.
Average Maturity – Represents the weighted average of expected maturities of underlying bonds.
Yield to Maturity/Worst – Represents the annual rate of return, including the reinvestment of income received, if held to maturity or worst-case call date.
Effective Duration – Represents the sensitivity of bond prices in percentage terms to changes in interest rates by considering the impact of changing bond cash flows and bond yields.

Cash-Money Fund – Represents the cash/sweep vehicle used at the custodian.
Unrealized Gain/Loss – Reflects the market appreciation (depreciation) for the current period.
Current Yield – The annual rate of income return of an investment expressed as a percentage. For stocks, current yield is calculated by taking the annual dividend payments divided by the stock's current market price. For bonds, current yield is calculated by taking the coupon rate divided by the bond's current market price.
Income Accrued – Income earned, but not yet received as of the end of the reporting period.

Settlement Date – The date on which a trade settles and cash or securities are credited or debited to the account.
Cost Basis – The original price paid for an asset, adjusted for future reinvestment of dividends and interest received, as well as subsequent purchases and sales.
Estimated Annual Income – The amount of income a particular asset is expected to earn over the next year.
Realized Gain/Loss – The proceeds less the Cost Basis on sale at maturity, and call transactions.
Trade Date – The execution date the trade is legally entered into.



20700 Swenson Drive
Suite 400
Waukesha, Wisconsin 53186

P.O. Box 1067
Brookfield, Wisconsin 53008-1067

800-765-0157

www.DanaInvestment.com



Financial Advisor 100



11333 N. Cedarburg Road
 Mequon, WI 53092
 Phone: 262-236-2956
 Fax: 262-242-9655

www.ci.mequon.wi.us

Office of Finance

TO: Finance-Personnel Committee
FROM: Brenda Arnett, Finance Director
DATE: January 14, 2025
SUBJECT: RESOLUTION 4170 A Resolution Approving the City of Mequon's Insurance Program for Fiscal Year 2025 with the League of Wisconsin Municipalities Mutual Insurance, in the Estimated Amount of \$376,990

Background

Following a process to re-examine the City's insurance coverage in 2022, the City selected The League of Wisconsin Municipalities Mutual Insurance (the League) and R&R Insurance beginning with FY2023. The League is a member-owned municipal insurer uniquely equipped to provide comprehensive insurance as well as customized services specifically designed to serve Wisconsin municipalities. Additionally, proceeds generated by these entities are redistributed back to the owners in the form of dividends and specialized services. R&R Insurance is the exclusive agent for the League of Wisconsin Municipalities.

For various reasons, with the more notable ones listed below, the City selected the League to be the City's insurance provider in 2023.

- A work injury nurse line, which the City recently implemented.
- The League has a service called Ready Rebound which allows injured employees and family members to receive expedited high-quality treatment, allowing them to return to work sooner.
- The League offers extensive legal services on human resources and claims-related matters, with a 24-hour turnaround time.
- The City has the ability to move down the self-insurance path with the League in the future.
- The League insures more than 466 cities, villages, and special districts in Wisconsin, of which the City has received numerous recommendations complimenting the League on its low rates, expansive coverage, ease of claims administration, and customized service and training.

Analysis

The City's lines of insurance are shown in the table below. As indicated, premium prices for both 2024 and 2025 are shown, and the carriers recommended for 2025 remain unchanged from 2024, except for storage tank coverage switching to Liberty Surplus.

Coverage	Carrier	2024 Premium	2025 Premium
----------	---------	--------------	--------------

General Liability	League Insurance	\$39,537	\$38,649
Police Professional	League Insurance	\$32,519	\$34,399
Public Officials	League Insurance	\$62,429	\$62,348
Auto Liability	League Insurance	\$19,202	\$20,055
Auto Physical Damage	League Insurance	\$18,906	\$20,445
Railroad	League Insurance	\$250	\$250
Cyber	League Insurance	\$11,727	\$12,187
Property	Municipal Property Insurance Company (MPIC)	\$64,223	\$68,301
Workers' Compensation	United Heartland	\$143,815	\$113,894
Crime	Hanover Insurance Group	\$1,937	\$1,937
Storage Tanks	Liberty Surplus	\$527	\$4,525
Total Annual Premium		\$395,072	\$376,990

As indicated, many lines of coverage are experiencing minor premium adjustments, which includes Police Professional and General, and Public Officials Liability, among others. Here are some of the more notable changes with the 2025 insurance renewal:

- Property insurance shows a premium increase of \$4,078 or 6.3%.
- Storage Tank coverage now covers all 9 storage tanks (6 at DPW, 2 at Rotary Park, and 1 at Lemke Park) and has increased to \$4,525. Previously only 2 storage tanks were covered.
- The City's Workers' Compensation premium is decreasing by \$29,921 or 20.8%. This is largely due to the City's Experience Mod Factor decreasing from .81 to .75.
- Auto liability and physical damage shows a combined premium increase of \$2,392 or 6%.

Fiscal Impact

The combined premium quote of \$376,990 represents a savings of \$18,082 and a 4.6% decrease from the expired 2024 premium of \$395,072. As noted, most of the savings can be attributed to the decrease in Workers' Compensation insurance.

Additionally, the League requires the City to be a member of the League of Municipalities of Wisconsin, which is approximately \$13,000 for the 2025 membership period. As previously approved by the Council in November 2024, this amount is included in the City's budget for 2025.

Recommendation

A recommendation from the Finance-Personnel Committee is forthcoming on January 14, 2025.

Attachments:

2025-2026 City of Mequon Proposal for F&P packet (PDF)

COMMON COUNCIL
OF THE
CITY OF MEQUON

RESOLUTION 4170

A Resolution Approving the City of Mequon's Insurance Program for Fiscal Year 2025 with the League of Wisconsin Municipalities Mutual Insurance, in the Estimated Amount of \$376,990

RECITALS

A. City staff has reviewed the insurance proposal received from R&R Insurance and recommends authorization to contract all of the City's lines of business insurance with R&R Insurance for Fiscal Year 2025.

B. Based on its review, the Finance-Personnel Committee has recommended that all of the City's lines of business insurance be contracted through R&R Insurance, the exclusive insurance agent for The League Mutual Insurance, effective January 1, 2025.

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

1. The contracts for insurance for the 2025 calendar year as proposed by R&R Insurance and recommended by the Finance-Personnel Committee are 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 authorized and directed to execute and deliver the same.

Approved by: Andrew Nerbun, Mayor

Date Approved: January 14, 2025

I certify that the foregoing Resolution was adopted by the Common Council of the City of Mequon, Wisconsin, at a meeting held on January 14, 2025.

Caroline Fochs, City Clerk

LEAGUE OF WISCONSIN MUNICIPALITIES MUTUAL INSURANCE COMPANY

INSURANCE PROPOSAL FOR MEQUON, CITY OF

1/1/2025 - 1/1/2026
Proposal Number 12476



League Insurance
316 W. Washington Ave., Suite 600
Madison, WI 53703
(608) 833-9595

Matt Becker, CEO
matt@lwwmi.org



R&R Insurance
N14 W23900 Stone Ridge Drive
Waukesha, WI 53188
(800) 566-7007

Rick Kalscheuer
rick.kalscheuer@rrins.com

**Protection for League Members and the communities they call home.
That is our business and we do it well.**

Created in 1984 and governed by a board of your peers, League Insurance insures more than 500 cities, villages, and special districts. We are 100% member owned and our financial security, broad coverages, and customized services are specifically designed to serve Wisconsin municipalities.

City of Mequon

01/01/2025 to 01/01/2026

Proposal

- Premium Comparison
- Proposal
- Crime options
- Property
- Cyber Liability
- Premier Services

Insured Name: City of Mequon		Premium Comparison		
Rick Kalscheuer / Karlie Davis				
Effective: 01/01/2025-01/01/2026				
Company	Prior Year	Current Year - By Companies Quoting		
Year	LWMMI	LWMMI		
Coverages	2024	2025	Difference	
General Liability	\$39,537.00	\$38,649.00	-\$888.00	-2.2%
Police Prof Liability	\$32,519.00	\$34,399.00	\$1,880.00	5.8%
Public Officials Liability	\$62,429.00	\$62,348.00	-\$81.00	-0.1%
Auto Liability	\$19,202.00	\$20,055.00	\$853.00	4.4%
Auto Physical Damage	\$18,906.00	\$20,445.00	\$1,539.00	8.1%
Railroad	\$250.00	\$250.00	\$0.00	0.0%
Cyber	\$11,727.00	\$12,187.00	\$460.00	3.9%
Package Total	\$184,570.00	\$188,333.00	\$3,763.00	2.0%
Property	\$64,223.00 MPIC	\$68,301.00 MPIC	\$4,078.00	6.3%
Crime	\$1,937.00 Hanover	\$1,937.00 Hanover	\$0.00	0.0%
Tank (Eff 12/8/2024-12/8/2025)	\$527.00 Ace/Chubb	\$4,524.79 Liberty Surplus	\$3,997.79	758.6%
Other Coverages Subtotal	\$66,687.00	\$74,762.79	\$8,075.79	12.1%
Workers Compensation	\$143,815.00	\$113,894.00	-\$29,921.00	-20.8%
Estimated Premium	\$395,072.00	\$376,989.79	-\$18,082.21	-4.6%
Exposure changes				
	2024	2025	Difference	
Package Changes				
Total Payroll	\$9,491,670	\$9,776,420	284,750	3.0%
# of Full Time Police Officers	42	43	1	2.4%
Number of Vehicle	87	88	1	1.1%
Population	25,073	25,489	416	1.7%
APD - Total Original Cost	\$5,584,673	\$5,979,063	394,390	7.1%
APD- Total Number of Vehicles	103	88	-15	-14.6%
Number of Employees	124	122.5	-2	-1.2%
Tank				
Moved Tank coverage to Broker Brown & Riding/Carrier: Liberty Surplus				
Added an additional 7 Tanks				
Property (See Additional Page)				
Work Comp (See additional page)				

Insured Name: City of Mequon
Effective: 01/01/2025-01/01/2026

Workers' Compensation Comparison

Code	Classification	2024		2024		2025		2025		2025		2025		2025		2025		2025	
		Exposure	Rate	Premium	Exposure	Rate	Premium	Exposure	Rate	Premium	Exposure	Rate	Premium	Exposure	Rate	Premium	Difference	% Rate	Premium
7704	Fire Dept Non-Volunteer	0	3.05	0	0	3.07	0	0	0.02	0	0	0.02	0	0	0.7%	0			0
7710	Civil Defense Workers	0	3.27	0	0	2.87	0	0	-0.40	0	0	-0.40	0	0	-12.2%	0			0
7720	Police Officers	4,164,366	2.42	100,778	4,289,297	2.32	99,512	124,931	-0.10	99,512	124,931	-0.10	99,512	124,931	-4.1%	(1,266)			(1,266)
8810	Clerical Office	2,339,598	0.17	3,977	3,077,337	0.16	4,924	737,739	-0.01	4,924	737,739	-0.01	4,924	737,739	-5.9%	947			947
9412	Municipal Operations-Cty/Town	2,987,706	2.98	89,034	2,409,786	2.53	60,968	(577,920)	-0.45	60,968	(577,920)	-0.45	60,968	(577,920)	-15.1%	(28,066)			(28,066)
Totals		9,491,670		193,789	9,776,420		165,404	284,750		165,404	284,750		165,404	284,750		(28,385)			(28,385)
Experience Mod			0.81	(36,820)		0.75	(41,351)		-0.06	(41,351)		-0.06	(41,351)			(4,531)			(4,531)
Premium Discount			8.5%	(13,374)		8.4%	(10,379)		-0.10%	(10,379)		-0.10%	(10,379)			2,995			2,995
Expense Constant				220			220			220			220			0			0
Terrorism Coverage			0.00	0		0.00	0			0			0			0			0
Total Premium				\$143,815			\$113,894			\$113,894			\$113,894			-\$29,921			-\$29,921

Insured Name: City of Mequon
Effective: 01/01/2025-01/01/2026

Property Comparison

	Prior Year MPIC 2024	Current Year MPIC 2025	Difference	
Building, BPP, PITO				
Premium	\$53,716.00	\$57,003.00	\$3,287.00	6%
Coverage Limit	65,094,701	67,817,649	\$2,722,948.00	4%
Rate	\$0.0825	\$0.0841	\$0.00	2%
Deductible	\$5,000.00	\$5,000.00	\$0.00	0%
Contractor's Equipment				
Premium	\$5,599.00	\$6,046.00	\$447.00	8%
Coverage Limit	2,811,101	3,035,339	\$224,238.00	8%
Rate	\$0.1992	\$0.1992	\$0.00	0%
Deductible	\$5,000.00	\$5,000.00	\$0.00	0%
Business Income				
Premium	\$163.00	\$163.00	\$0.00	0%
Coverage Limit	500,000	500,000	\$0.00	0%
Rate	\$0.0326	\$0.0326	\$0.00	0%
Deductible	\$5,000.00	\$5,000.00	\$0.00	0%
Equipment Breakdown				
Premium	\$4,745.00	\$5,089.00	\$344.00	7%
Coverage Limit	65,094,701	67,817,649	\$2,722,948.00	4%
Rate	\$0.0073	\$0.0075	\$0.00	3%
Deductible	\$5,000.00	\$5,000.00	\$0.00	0%
Property Total	\$64,223.00	\$68,301.00	\$4,078.00	6%
Contractor's Equipment 5% inflation				



Proposal

LEAGUE INSURANCE – COVERAGE HIGHLIGHTS

COVERAGE PROVIDED FOR:

- Elected/Appointed Officials
- Commissions
- Departments
- Employees
- Mutual Aid Assistance
- Volunteers

COMPREHENSIVE COVERAGE INCLUDES:

- Auto Liability
- Auto Physical Damage
- Crime
- Cyber Liability
- Employee Benefits Liability
- Employment Practices Liability
- General Liability
- Law Enforcement
- Public Officials
- Self-Insured Retention Workers' Compensation
- Workers' Compensation

ADDITIONAL COVERAGE ENHANCEMENTS

Liability:

- Airports
- Back Wages in Employment Claims
- Breach of Contract
- Care, Custody, & Control
- Communicable Disease
- Contractual Liability
- Cyber
- Damages to Rented Premises
- Dams
- Defense Costs in Addition to Limit
- Discrimination
- Drones
- EEOC actions
- Failure to Supply
- Land Use, Permits, & Zoning Claims
- Medical Payments
- No Fault Sewer Backup Optional Coverage
- Non-monetary Claims
- Occurrence Based
- Pollution
- Sexual Harassment/Abuse Coverage
- Special Events Included
- Tax Assessment Claims
- Volunteers
- Watercraft
- Wrongful Termination

Auto:

- Automatic New Auto Coverage
- Autos of Others in Your Care, Custody, or Control
- Commandeered Autos
- Hired Auto Physical Damage
- Hired/Non-owned
- Lease Gap
- Personal Auto Physical Damage Deductible Reimbursement
- Temporary Transportation Expense
- Towing Expense
- Uninsured/Underinsured

PREMIER SERVICES – CUSTOMIZED FOR YOU

HUMAN RESOURCES ASSISTANCE

League Insurance has partnered with *Stafford Rosenbaum LLP* to provide the following human resources services:

- HR Hotline – phone assistance with HR-related issues.
- Talent Management – support with recruitment, hiring, background screening, onboarding, performance management, coaching, feedback, disciplinary counseling, termination management, and organizational and staff development.
- Employment Law Compliance – WI and Federal Fair Employment, wage & hour, safety, FMLA, I-9 Employment Verification, and more.
- Documents – development/review of job descriptions, **handbooks, policies, procedures**, and forms customized for the municipality.
- Compliance and HR practices assessments and development of remedial plans.
- Workplace Training – related to compliance and HR-related topics for supervisors and/or employees.
- Workplace investigations.
- Sample handbooks, toolkits addressing various HR subjects and best practices, and online harassment and discrimination training webinars.

EMPLOYEE SAFETY & RISK MANAGEMENT

With loss control resources provided by United Heartland, we can analyze loss trends and municipal operations to **customize a safety program for your community**. Included are comprehensive safety manuals, job site analysis, newsletters, webinars, and information on many topics including:

- | | |
|---|---|
| • Confined Space | • Power Platforms/Aerial Lifts |
| • Excavating/Trenching | • Respiratory Protection |
| • Hearing Conservation | • Rigging/Slings/Hoists |
| • Ladder Safety/Fall Protection | • Tools – Hand Tools/Power Tools |
| • Lawn Care/Mowers/Trimming/Landscaping | • Tree Trimming/Chainsaw & Chipper Safety |
| • Lockout Tagout/Electrical Arc Flash | • Water Hazards – Pools, Ponds, Lakes |
| • Motor Vehicle & Construction Equipment Safety | • Welding, Cutting, or Brazing |
| • Outside Contractor Qualification | • Work Zone Safety/Traffic Control |

LEAGUE INSURANCE UNIVERSITY

League Insurance has partnered with *Lexipol* to provide self-paced online courses *written specifically* for local government and public safety professionals. Courses are available on demand from any computer or mobile device with internet access 24/7.

- League Insurance University offers all employees access to over **200 online training topics** including HR & Management, Safety, Public Works, Law Enforcement, and much more.
- For Water and Wastewater, League Insurance University courses can be used to fulfill annual training hours requirements. Wastewater professionals will simply need to submit their certificate of course completion directly to the DNR for training approval.
- For law enforcement, League Insurance Police University can be used to fulfill 8 of the 24 hours of annual training requirements with Department level approval.

CYBER UNIVERSITY

League Insurance is partnered with leading cyber insurance provider, *Tokio Marine HCC*. With cyber liability coverage from League Insurance, you have **access to state-of-the-art cyber coverage and resources** including:

- Training courses on many topics including ransomware, phishing emails, network security, and more.
- Sample policies and procedures for best practices and breach response plans.
- Cyber security advisors for technical information and scenario planning.

LAW ENFORCEMENT POLICIES/PROCEDURES ASSISTANCE

League Insurance members are **eligible to receive reimbursement** for updating law enforcement and fire department manuals through an accredited policy manual service provider, as well as reimbursement for law enforcement accreditation.

REBOUND RETURN TO WORK PROGRAM

League Insurance has contracted with *Rebound*, a company which specializes in rehabilitation of injured municipal employees. The program gets your employees seen by top specialists quickly, and with better outcomes. This helps employees recover and saves departments money. Under the *Rebound* program, members are **100% reimbursed** by League Insurance for Rebound expenses incurred.

NURSE TRIAGE & TELEHEALTH

League Insurance is partnered with *CorVel* to provide nurse triage and telehealth services. CorVel's proactive healthcare solution offers injured workers the following medical services:

- Nurse Triage – **24-7 access to registered nurse hotline** to evaluate injuries to determine immediate medical needs.
- Telehealth – Provides immediate referral to medical physicians when needed via computer, tablet, or phone.

YOUR LEAGUE INSURANCE TEAM

LEAGUE INSURANCE

316 W. Washington Avenue
Suite 600
Madison, WI 53703
(608) 833-9595

Matt Becker
Chief Executive Officer
matt@lwwmi.org

Elizabeth Yanke
Member Services Director
eyanke@lwm.info.org

Craig Sherven
Public Safety Specialist
csherven@lwmmi.org

R & R INSURANCE SERVICES

N14 W23900 Stone Ridge Drive
Waukesha, WI 53188
262-236-2912

Rick Kalscheuer
rick.kalscheuer@rrins.com
(262) 953-7215
262-236-2912

WORKERS COMPENSATION CLAIMS ADMINISTATOR

United Heartland
PO Box 3026
Milwaukee, WI 53201-3026
(800) 258-2667

Denise Kawczynski
Senior Claims Representative
denise.kawczynski@unitedheartland.com
(262) 787-7646

LIABILITY CLAIMS ADMINISTRATOR

Statewide Services, Inc.
PO Box 5555
Madison, WI 53705
(800) 858-1536

Dan Lowndes
Managing Attorney
dlowndes@statewidesvcs.com
(608) 828-5687



League Insurance Quote Summary

Policy Effective Date: 1/1/2025

Proposal Number: 12476

Insured Name: Mequon, City of

Contact Name: Caroline Fochs

Contact Phone: 262-236-2912

Contact Email:

Agency: R & R Insurance Services

Agent Name: Kalscheuer, Rick

Agent Email: rick.kalscheuer@rrins.com

Agent Phone: (262) 953-7215

PREMIUM:

	Expiring Policy			Renewal		
	Deductible	Limit	Premium	Deductible	Limit	Premium
General Liability	0	10,000,000	39,537	0	10,000,000	38,649
Police Professional Liability	10,000	10,000,000	32,519	10,000	10,000,000	34,399
Public Official & Employment Practices Liability	10,000	10,000,000	62,429	10,000	10,000,000	62,348
Auto Liability	0	10,000,000	19,202	0	10,000,000	20,055
Auto Physical Damage	N/A	N/A	18,906			20,445
Airport	N/A	N/A	0	N/A	N/A	0
Dam	N/A	N/A	0	N/A	N/A	0
No Fault Sewer						
Railroad	N/A	N/A	250	N/A	N/A	250
UM & UIM Higher Limit	N/A	25,000/50,000	0	N/A	25,000/50,000	0
Crime & Bonds				5,000	1,000,000	1,896
Cyber	5,000	1,000,000	11,727	5,000	1,000,000	12,187
Total Premium			184,570.00			190,229.00

EXPOSURES AND LIMITS:

Base Exposures:	Expiring	Renewal
Total Payroll	9,491,670	9,776,420
Number for FTE Police	42.00	43.00
Number of Vehicles (Auto Liability)	87	88
Population	25,073	25,489
APD – Total Value	5,584,673	5,979,063
APD – Total Number of Vehicles	103	88
Number of Employees	124.000000	122.50
Supplemental Exposures:		
UM & UIM limit	\$25K Per Person / \$50k Occurrence	\$25K Per Person / \$50k Occurrence
Cyber Limit	1,000,000	1,000,000
Operating Expenditures (Cyber)	30,726,071	31,966,637
Number of Dams		
Number of Railroads	1	1
Airport Coverage	No	No
Airport Refueling	N/A	N/A
Population Base for No Fault Sewer Coverage	25,073	25,489

ADDITIONAL INSURED:

Name	Reason
------	--------

League Insurance – Auto Schedule

Municipality: Mequon, City ofEffective Date: 1/1/2025Expiration Date: 1/1/2026Auto Liability Deductible: 0

Year	Make	Model	Vehicle Type	VIN #	Dept. (optional)	Zip Code (Garaged at Night)	Parked Inside (i) or Outside (o)	Is Garage Location in a Flood Zone?	Original Cost New	Is APD Coverage Requested?	APD Deductible	Coverage Type (Replacement Cost or Actual Cash Value)
1971	General	Wrecker	Dump Truck	NL03DEC12711801	DPW - Unit #321	53092	Inside	No	\$23,000	Yes	\$2,500	Actual Cash Value
1995	GMC	Sierra Rodder Truck	Dump Truck	1GDJK34K1SE505266	Sewer - Unit #603	53092	Inside	No	\$47,975	Yes	\$2,500	Actual Cash Value
1999	Ford	Aries TV Truck	Dump Truck	1FDXE40S8XHB30186	Sewer - Unit #625	53092	Inside	No	\$145,000	Yes	\$2,500	Actual Cash Value
2002	Ford	Bucket Truck	Dump Truck	1FDXF46F62ED11899	DPW - Unit #213	53092	Inside	No	\$39,275	Yes	\$2,500	Actual Cash Value
2003	Ford	F350 Pick Up	Dump Truck	1FDSF34L13EB86406	DPW - Unit #212	530092	Inside	No	\$25,055	Yes	\$2,500	Actual Cash Value
2003	International	7400 Plow Truck	Dump Truck	1HTWDADR84J082835	DPW - Unit #320	53092	Inside	No	\$94,969	Yes	\$2,500	Actual Cash Value
2003	GMC	1500	Pickup	1GTEK19T93Z229974	Unit #401	53092	Inside	No	\$26,000	Yes	\$2,500	Actual Cash Value
2004	International	7400 Plow Truck	Dump Truck	1HTWDADR64J082834	DPW - Unit #311	53092	Inside	No	\$94,969	Yes	\$2,500	Actual Cash Value
2004	GMC	C5500	Pickup	1GDE5C1164F505961	DPW - Unit #205	53092	Inside	No	\$37,285	Yes	\$2,500	Actual Cash Value
2005	International	7400	Dump Truck	1HTWCAZR86J251749	DPW - Unit #314	53092	Inside	No	\$96,028	Yes	\$2,500	Actual Cash Value
2005	Sterling	LT8513	Dump Truck	2FZHAWDA05AN85361	DPW - Unit #300	53092	Inside	No	\$90,264	Yes	\$2,500	Actual Cash Value
2007	GMC	C5500	Dump Truck	1GDE5C1257F415374	DPW - Unit #208	53092	Inside	No	\$46,512	Yes	\$2,500	Actual Cash Value
2008	Sterling	Plow Truck	Dump Truck	2FZHAWBS88AZ26165	DPW - Unit #303	53092	Inside	No	\$123,300	Yes	\$2,500	Actual Cash Value
2008	Ford	F150	Pickup	1FTPX14V08KE99243	City Hall - Unit #520	53092	Inside	No	\$27,740	Yes	\$2,500	Actual Cash Value
2008	Ford	F350	Pickup	1FDWF37R68EA27342	Unit #402	53092	Inside	No	\$35,000	Yes	\$2,500	Actual Cash Value
2009	Sterling	LT8513	Dump Truck	2FZAABWSX9AZ72339	DPW - Unit #317	53092	Inside	No	\$110,000	Yes	\$2,500	Actual Cash Value
2009	GMC	Sierra 3500 Pickup	Dump Truck	1GDJK74669E142113	DPW - Unit #403	53092	Inside	No	\$36,100	Yes	\$2,500	Actual Cash Value
2009	Ford	F250	Pickup	1FTNF21589EA37811	Unit #209	53092	Inside	No	\$9,000	Yes	\$2,500	Actual Cash Value
2010	International	7400	Dump Truck	1HTWDAZR5AJ241590	DPW - Unit #316	53092	Inside	No	\$141,212	Yes	\$2,500	Actual Cash Value
2011	International	7400	Dump Truck	1HTWDAZR4BJ323280	DPW - Unit #309	53092	Inside	No	\$142,700	Yes	\$2,500	Actual Cash Value
2012	International	7400 Plow Truck	Dump Truck	1HTWCAZR0CJ641238	DPW - Unit #313	53092	Inside	No	\$142,697	Yes	\$2,500	Actual Cash Value
2012	Honda	CRV	Police	JHLRM4H74CC012551	Police - Unit #23	53092	Inside	No	\$12,500	Yes	\$2,500	Actual Cash Value
2013	Ford	Explorer	Police	1FM5K8AR3DGB84631	Police - Unit #16	53092	Inside	No	\$25,817	Yes	\$2,500	Actual Cash Value
2013	Freightliner	108SD	Dump Truck	1FVAG5BS0DHF85229	DPW - Unit #312	53092	Inside	No	\$143,648	Yes	\$2,500	Actual Cash Value
2014	Western Star	Hauler	Dump Truck	5KKSAXDV3EPFU3704	DPW - Unit #319	53092	Inside	No	\$126,310	Yes	\$2,500	Actual Cash Value
2014	Int'l	Plow Truck	Dump Truck	1HTWCAZR2EH776974	DPW - Unit #310	53092	Inside	No	\$160,138	Yes	\$2,500	Actual Cash Value
2014	Chevrolet	Impala	Passenger	2G1WD5E31E1115385	City Hall - Unit #500	53092	Inside	No	\$6,000	Yes	\$2,500	Actual Cash Value
2014	Chevrolet	Impala	Passenger	2G1WD5E37E1114483	City Hall - Unit #506	53092	Inside	No	\$6,000	Yes	\$2,500	Actual Cash Value
2015	Chevrolet	Silverado	Pickup	1GC2KUEG7FZ110502	DPW - Unit #405	53092	Inside	No	\$36,663	Yes	\$2,500	Actual Cash Value

Attachment: 2025-2026 City of Mequon Proposal for F&P packet (RESOLUTION 4170 : Resolution Approving a Proposal from the League for the

2015	GMC	Sierra Pick Up	Pickup	1GT22YEG9FZ137935	DPW - Unit #400	53092	Inside	No	\$33,168	Yes	\$2,500	Actual Cash Value
2015	Ford	F250 Pick Up	Pickup	1FT7X2B63FEC87076	DPW - Unit #201	53092	Inside	No	\$33,788	Yes	\$2,500	Actual Cash Value
2015	Ford	F250 Pick Up	Pickup	1FTBF2A6XFEC95724	DPW - Unit #406	53092	Inside	No	\$33,800	Yes	\$2,500	Actual Cash Value
2015	Ford	Auxiliary Van	Police	1FDWE3FLOFDA05081	Police - Unit #17	53092	Inside	No	\$73,400	Yes	\$2,500	Actual Cash Value
2015	International	Plow Truck	Dump Truck	3HAWNATZ2FL689626	DPW - Unit #302	175663	Inside	No	\$175,663	Yes	\$2,500	Replacement Cost
2016	International	7400 Plow Truck	Dump Truck	3HAWCSTRXGL219158	DPW - Unit #304	53092	Inside	No	\$148,725	Yes	\$2,500	Replacement Cost
2016	Ford	Explorer	Police	1FM5K8AR3GGA28738	Police - Unit #9	53092	Inside	No	\$27,378	Yes	\$2,500	Actual Cash Value
2016	Dodge	Caravan	Police	2C4RDGBGXGR136893	Police - Unit #10	53092	Inside	No	\$21,859	Yes	\$2,500	Actual Cash Value
2016	Ford	Explorer	Police	1FM5K814EGGA28738	Police - Unit #12	53092	Inside	No	\$32,378	Yes	\$2,500	Actual Cash Value
2017	Jeep	Cherokee	Police	1C4PJMCS8HW513831	Police - Unit #18	53092	Inside	No	\$15,000	Yes	\$2,500	Actual Cash Value
2017	Ford	F 750 Medium Duty Truck	Pickup	1FDYW7DX3HDB04418	DPW - Unit #206	53092	Inside	No	\$85,747	Yes	\$2,500	Actual Cash Value
2017	Freightliner	114SD	Dump Truck	1FVMG3DV5HHJC8039	DPW - Unit #306	53092	Inside	No	\$147,706	Yes	\$2,500	Replacement Cost
2018	Chevrolet	3500HD	Dump Truck	1GB5CYCY7JZ201828	DPW - Unit #803	53092	Inside	No	\$41,115	Yes	\$2,500	Actual Cash Value
2018	International	Plow Truck	Dump Truck	3HAWCTARXL055183	DPW - Unit #305	53092	Inside	No	\$162,067	Yes	\$2,500	Replacement Cost
2018	Ram	3500	Pickup	3C7WRTAJ8JG213139	DPW - Unit #204	53092	Inside	No	\$37,770	Yes	\$2,500	Actual Cash Value
2018	Ford	Explorer	Police	1FM5K8AR9JGA27133	Police - Unit #24	53092	Inside	No	\$33,327	Yes	\$2,500	Actual Cash Value
2018	Chevrolet	Tahoe	Police	1GNSKDEC8JR220388	Police - Unit #11	53092	Inside	No	\$35,904	Yes	\$2,500	Actual Cash Value
2018	Ford	Explorer	Police	1FM5K8AR4JGC76147	Police - Unit #20	53092	Inside	No	\$33,327	Yes	\$2,500	Actual Cash Value
2019	Freightliner	114SD	Dump Truck	1FVAG3FE5KHKP6834	DPW - Unit #307	53092	Inside	No	\$172,500	Yes	\$2,500	Replacement Cost
2019	Ford	F250	Pickup	1FTBF2B69KEG08948	Sewer - Unit #601	53092	Inside	No	\$162,067	Yes	\$2,500	Replacement Cost
2019	Freightliner	114SD	Dump Truck	1FVHG3FE9KHKS0863	DPW - Unit #605	53092	Inside	No	\$371,090	Yes	\$2,500	Replacement Cost
2020	Freightliner	114SD	Pickup	1FVAG3FE4LHLX9602	DPW - Unit #315	53092	Inside	No	\$176,822	Yes	\$2,500	Replacement Cost
2020	Ford	Explorer	Police	1FM5K8AB4LGA97760	Police - Unit #13	53092	Inside	No	\$34,112	Yes	\$2,500	Replacement Cost
2020	Ford	Explorer	Police	1FM5K8ABXLGD18780	Police - Unit #25	53092	Inside	No	\$34,800	Yes	\$2,500	Replacement Cost
2020	Ford	Explorer	Police	1FM5K8AB3LGB23538	Police - Unit #1	53092	Inside	No	\$37,352	Yes	\$2,500	Replacement Cost
2020	Ford	Explorer	Police	1FM5K8AB5LGB23539	Police - Unit #3	53092	Inside	No	\$37,352	Yes	\$2,500	Replacement Cost
2020	Ford	Explorer	Police	1FM5K8AB1LGB23540	Police - Unit #7	53092	Inside	No	\$37,352	Yes	\$2,500	Replacement Cost
2020	Chevrolet	Colorado	Pickup	1GCHTCEN3L1100169	Sewer - Unit #600	53092	Inside	No	\$33,859	Yes	\$2,500	Replacement Cost
2021	Chevrolet	3500	Pickup	1GB3YSE73MF176538	DPW - Unit #409	53092	Inside	No	\$71,110	Yes	\$2,500	Replacement Cost
2021	Chevrolet	2500 Silverado	Pickup	1GB2YLE75MF153750	DPW - Unit #802	53092	Inside	No	\$38,255	Yes	\$2,500	Replacement Cost
2021	Chevrolet	Silverado 2500HD	Pickup	1GB5YLE75MF156337	DPW - Unit #604	53092	Inside	No	\$38,943	Yes	\$2,500	Replacement Cost
2021	Chevrolet	Silverado 2500HD	Pickup	1GB5YLE7XMF156351	DPW - Unit #602	53092	Inside	No	\$38,943	Yes	\$2,500	Replacement Cost
2021	Ford	Explorer	Police	1FM5K8AB1MGB18694	Police - Unit #15	53092	Inside	No	\$37,352	Yes	\$2,500	Replacement Cost
2021	Chevrolet	Malibu	Police	1G1ZC5ST8MF010788	Police - Unit #602	53092	Inside	No	\$18,343	Yes	\$2,500	Replacement Cost
2022	Chevrolet	Silverado 2500HD	Pickup	1GC5YNE72NF349084	DPW - Unit #404	53092	Inside	No	\$44,751	Yes	\$2,500	Replacement Cost

2022	Ford	Explorer	Police	1FM5K8AB7NGA00182	Police - Unit #14	53092	Inside	No	\$34,327	Yes	\$2,500	Replacement Cost
2023	International	HV607	Dump Truck	3HAEJTAR8PL138332	DPW - Unit #318	53092	Inside	No	\$203,000	Yes	\$2,500	Replacement Cost
2023	Ford	Explorer	Police	1FM5K8AB7PGA33024	Police - Unit #21	53092	Inside	No	\$38,091	Yes	\$2,500	Replacement Cost
2023	Ford	Expl	Police	1FM5K8AB5PGA62375	Police - Unit #19	53092	Inside	No	\$37,658	Yes	\$2,500	Replacement Cost
2023	Ford	F150	Pickup	1FTFW1E58PKD81405	DPW - Unit #200	53092	Inside	No	\$39,523	Yes	\$2,500	Replacement Cost
2023	Ford	F150	Pickup	1FTXIEB2PKD59396	DPW - Unit #508	53092	Inside	No	\$34,392	Yes	\$2,500	Replacement Cost
2023	Ford	F150	Pickup	1FTX1EB6PKD59434	DPW - Unit #510	53092	Inside	No	\$34,826	Yes	\$2,500	Replacement Cost
2023	Ford	F150	Pickup	1FTEW1EB4PKD59175	DPW - Unit #101	53092	Inside	No	\$41,893	Yes	\$2,500	Replacement Cost
2023	Ford	F250	Pickup	1FTBF2BA6PEC94509	DPW - Unit #210	53092	Inside	No	\$47,209	Yes	\$2,500	Replacement Cost
2024	Chevrolet	Equinox	Pickup	3GNAXSEGR8RL157204	DPW - Unit #501	53092	Inside	No	\$25,713	Yes	\$2,500	Replacement Cost
2024	International	HV507	Dump Truck	3HAEJTAR7RL855596	DPW - Unit #301	53092	Inside	No	\$215,529	Yes	\$2,500	Replacement Cost
2024	Chevrolet	Equinox	Passenger	3GNAXSEG4RL157202	DPW - Unit #503	53092	Inside	No	\$25,713	Yes	\$2,500	Replacement Cost
2024	Chevrolet	Equinox	Passenger	3GNAXSEG3RL171284	DPW - Unit #504	53092	Inside	No	\$27,476	Yes	\$2,500	Replacement Cost
2024	Ford	Explorer	Police	1FM5K8AB1RGA77278	Police - Unit #1	53092	Inside	No	\$41,894	Yes	\$2,500	Replacement Cost
2024	Ford	Explorer	Police	1FM5K8AB1RGA60125	Police - Unit #2	53092	Inside	No	\$41,894	Yes	\$2,500	Replacement Cost
2024	Ford	Explorer	Police	1FM5K8AB0RGA60231	Police - Unit #3	53092	Inside	No	\$41,894	Yes	\$2,500	Replacement Cost
2024	Ford	Explorer	Police	1FM5K8AB6RGA64154	Police - Unit #6	53092	Inside	No	\$41,894	Yes	\$2,500	Replacement Cost
2024	Dodge	Durango	Passenger	1C4RDJFG7RC139365	Police - Unit #7	53092	Inside	No	\$40,348	Yes	\$2,500	Replacement Cost
2024	Freightliner	114 Plow Truck	Dump Truck	3ALAG3FE8SDWB7189	DPW - Unit #324	53092	Inside	No	\$117,546	Yes	\$2,500	Replacement Cost
2024	Dodge	Durango	Police	1C4RDJFG5RC139364	Police - Unit #8	53092	Inside	No	\$40,348	Yes	\$2,500	Replacement Cost
2024	Dodge	Durango	Police	1C4RDJFG0RC139367	Police - Unit #5	53092	Inside	No	\$40,348	Yes	\$2,500	Replacement Cost
2024	Dodge	Durango	Police	1C4RDJFG9RC139366	Police - Unit #4	53092	Inside	No	\$40,348	Yes	\$2,500	Replacement Cost
2024	Ford	F350 One Ton Dump Truck	Dump Truck	1FDRF3HN7RDA22053	DPW - Unit #801	53092	Inside	No	\$78,162	Yes	\$2,500	Replacement Cost
2025	Dodge	Durango	Pickup	1C4RDJFG7SC510966		53092	Inside	No	\$40,755	Yes	\$2,500	Replacement Cost

Number of Vehicles with Auto Liability: 88

Original Cost Total: \$5,979,063

Number of Vehicles with APD: 88

(1) APD Value is determined by Original Cost New (OCN - retail cost the original purchaser paid for the vehicle) or by Appraisal Value for Fire/Rescue vehicles.

(2) APD Coverage Type is determined by underwriting and is based on the vehicle age and value



Workers Compensation

Employers Liability & Increased Limits

Coverage	Each Accident	Disease Policy	Disease Employee
WC & Employer's liability	\$100,000	\$500,000	\$100,000

Workers Compensation Insurance Quotation

Classification	Code #	Premium Basis Total Estimated Annual Remuneration	Rate Per \$100 Of Remuneration	Estimated Annual Premium
Period 01/01/2025 - 01/01/2026				
Wisconsin				
FIREFIGHTERS & D - NON-VOLUNTEER	7704	IF ANY	3.07	0
CIVIL DEFENSE WORKERS	7710	IF ANY	2.87	0
POLICE OFFICERS & DRIVERS	7720	4,289,297	2.32	99,512
CLERICAL OFFICE EMPLOYEES NOC	8810	3,077,337	0.16	4,924
MUNICIPAL OPERATIONS - MISCELLANEOUS CITY	9412	2,409,786	2.53	60,968
Total Manual Premium				165,404
Experience Modification	9898	165,404	0.750	(41,351)
Total Modified Premium				124,053
Total Standard Premium				124,053
Premium Discount	0063	124,053	8.4%	(10,379)
Expense Constant	0900			220
Terrorism		9,776,420		0
Catastrophe (other than Certified Acts of Terrorism)		9,776,420		0
Total Estimated Annual Premium				113,894

The exposures shown above are subject to audit and may result in an additional or return premium depending on your actual exposures for the policy term. The audit could also result in additional classifications not shown in this proposal.

Crime Options

Insured Name: City of Mequon
Effective: 01/01/2025-01/01/2026

Crime Coverage
Hanover Insurance

OPTION 1- Per Expiring	Limit	Deductible
Employee Theft - Per Loss	\$1,000,000	\$5,000
Forgery or Alteration	\$1,000,000	\$5,000
Inside the premises - Theft of Money & Securities	\$10,000	\$500
Inside the premises - Robbery or Safe Burglary of other property	\$10,000	\$500
Outside the premises	\$10,000	\$500
Computer & Funds Transfer Fraud	\$1,000,000	\$5,000
False Pretenses	\$75,000	\$10,000
Destruction of Electronic Data	\$50,000	\$1,000
Money Orders & Counterfeit Money	\$1,000,000	\$5,000

Total Annual premium \$1,937

OPTION 2 - with League Mutual	Limit	Deductible
Employee Dishonesty	\$1,000,000	\$5,000
Loss inside the premises coverage – Money & Securities	\$1,000,000	\$5,000
Loss outside the premises coverage – Money & Securities	\$1,000,000	\$5,000
Money Orders & Counterfeit Paper Currency	\$1,000,000	\$5,000
Depositors Forgery or Alteration	\$1,000,000	\$5,000
Computer Fraud	\$1,000,000	\$5,000
Funds Transfer Fraud	\$1,000,000	\$5,000

League Crime Coverage does include false pretense coverage. The circumstances of the claim would depend where the coverage would fall (either under cyber or crime)

Total Annual premium: \$1,896



Property

**Municipal Property Insurance Company**

9701 Brader Way, Suite 301

Middleton, WI 53562

Telephone: (608) 821-6303

www.mpicwi.com

MPIC-001 – Primary Coverage Form

Coverage Enhancements for 1/1/24

- Increase Ordinance and Law sublimit to \$10MM limit. **Currently \$5MM**
- Offer Fiber Optics Endorsement that expands coverage territory to the legal boundaries of the insured entity. – **Currently limited to within 1,000' of an insured building. Expansion of coverage territory would incur a minimal premium charge and provide a stated sub-limit.**

Entity	\$250,000	\$500,000
County	\$500	\$750
City	\$500	\$750
Village	\$250	\$500
Towns	\$250	\$500
Special Districts	\$250	\$500
Water, Sewer, and Electric Utilities	\$500	\$750
Housing Authorities	\$250	\$500
Educational Facilities K-12	\$500	\$750
Educational Facilities Other	\$500	\$750
Universities	\$750	\$1,000
Technical Colleges	\$750	\$1,000
Tribal Governments	\$250	\$500

- Increase the sub-limit for Service dogs and Horses to \$50,000 per occurrence. – **Currently \$25,000 per occurrence**
- Increase Architect Fees sub-limit to \$250,000 – **Currently \$100,000**
- Increase Foundations and Footings coverage to \$250,000 – **Currently \$100,000**
- Include full coverage for Fire Department Response coverage. – **Currently limited to \$25,000 per responding department**



Commercial Property

Subjects of Insurance

Subjects of Insurance	Limit	Deductible
Building	\$61,015,312	\$5,000
Business Personal Property	\$2,559,185	\$5,000
Property in the Open	\$4,243,152	\$5,000
Contractors Equipment Over \$25,000 Replacement cost	\$3,035,339	\$5,000
Contractors Equipment Under \$25,000 Replacement Cost	\$425,306	\$5,000
Equipment Breakdown	\$67,817,649	\$5,000
Business Income	\$500,000	\$5,000

Optional Endorsements to quote:

- Fiber Optics – Expands coverage territory to the legal boundaries of the insured entity.

Entity	Limit: \$250,000	Limit \$500,000
City	\$500	\$750

STATEMENT OF VALUES

MUNICIPAL PROPERTY INSURANCE COMPANY

Coverage Amount - \$74,357,649

Site	Bldg	Description	Year Built	Floors	Square Footage	Building RC	Personal Property RC
001		CITY HALL					
	001	CITY HALL 11333 NORTH CEDARBURG ROAD, MEQUON,WI 53092	1938	2	30,038	\$8,367,042	\$546,107
		Property in the Open					\$515,706
		CITY HALL (001) Total				\$8,367,042	\$1,061,813
002		POOL					
	001	POOL 11339 NORTH CEDARBURG ROAD, MEQUON,WI 53092	2000	1	2,897	\$724,574	\$40,400
	002	POOL 11339 NORTH CEDARBURG ROAD, MEQUON,WI 53092	2000	1	10,091	\$1,192,507	\$0
		POOL (002) Total				\$1,917,081	\$40,400
003		DPW FACILITY					
	001	DPW BUILDING 10800 NORTH INDUSTRIAL ROAD, MEQUON,WI 53092	2000	1	76,097	\$15,228,780	\$614,888
	002	COLD STORAGE 10800 NORTH INDUSTRIAL ROAD, MEQUON,WI 53092	2000	1	6,300	\$528,129	\$35,350
	003	SALT SHED 10800 NORTH INDUSTRIAL ROAD, MEQUON,WI 53092	2018	1	5,026	\$544,693	\$0
		Property in the Open					\$10,100
		DPW FACILITY (003) Total				\$16,301,602	\$660,338

STATEMENT OF VALUES

MUNICIPAL PROPERTY INSURANCE COMPANY

Coverage Amount - \$74,357,649

Site	Bldg	Description	Year Built	Floors	Square Footage	Building RC	Personal Property RC
004		PUBLIC SAFETY BUILDING					
	002	PUBLIC SAFETY BUILDING 11300 NORTH BUNTROCK AVENUE, MEQUON,WI 53092	1985	1	44,280	\$11,922,747	\$953,642
		Property in the Open					\$69,576
		PUBLIC SAFETY BUILDING (004) Total				\$11,922,747	\$1,023,218
005		EASTSIDE FIRE STATION					
	001	EASTSIDE FIRE SATATION 11800 NORTH PORT WASHINGTON ROAD, MEQUON,WI 53092	1974	2	8,470	\$1,423,595	\$0
		Property in the Open					\$5,050
		EASTSIDE FIRE STATION (005) Total				\$1,423,595	\$5,050
006		ROTARY PARK					
	001	ROTARY PAVILLION 4100 WEST HIGHLAND ROAD, MEQUON,WI 53092	1993	1	1,672	\$782,447	\$50,500
	002	REUTER PAVILLION 4100 WEST HIGHLAND ROAD, MEQUON,WI 53092	1993	1	5,200	\$919,504	\$35,350
		Property in the Open					\$340,673
		ROTARY PARK (006) Total				\$1,701,951	\$426,523
007		SETTLERS PARK					
	001	RESTROOM 11312 NORTH CEDARBURG ROAD, MEQUON,WI 53092	1839	1	475	\$59,994	\$1,107
		Property in the Open					\$579
		SETTLERS PARK (007) Total				\$59,994	\$1,686

STATEMENT OF VALUES

MUNICIPAL PROPERTY INSURANCE COMPANY

Coverage Amount - \$74,357,649

Site	Bldg	Description	Year Built	Floors	Square Footage	Building RC	Personal Property RC
008		RIVER BARN PARK					
	001	BARN/PAVILLION 9808 NORTH CEDARBURG ROAD, MEQUON,WI 53092	2000	1	2,880	\$781,336	\$32,118
		Property in the Open					\$45,748
		RIVER BARN PARK (008) Total				\$781,336	\$77,866
009		STAUSS FARM					
	001	HOUSE 9011 W DONGES BAY ROAD, MEQUON,WI 53092	2000	2	4,119	\$426,826	\$15,150
	002	SILVER BARN'S AND WORKSHOP 9011 W DONGES BAY ROAD, MEQUON,WI 53092	1982	1	6,575	\$381,881	\$20,200
	003	RED POLE BARN 9011 W DONGES BAY ROAD, MEQUON,WI 53092	1996	1	3,672	\$213,211	\$3,535
	004	RED WOODEN BAR NORTH 9011 W DONGES BAY ROAD, MEQUON,WI 53092	1940	1	1,965	\$77,366	\$2,525
	005	RED WOODEN BARN SOUTH 9011 W DONGES BAY ROAD, MEQUON,WI 53092	1940	1	4,000	\$157,560	\$2,525
	006	GREENHOUSE SOUTH 9011 W DONGES BAY ROAD, MEQUON,WI 53092	2020	1	1,920	\$9,292	\$379
	007	GREENHOUSE NORTH 9011 W DONGES BAY ROAD, MEQUON,WI 53092	2020	1	1,920	\$9,292	\$379
		STAUSS FARM (009) Total				\$1,275,428	\$44,693

STATEMENT OF VALUES

MUNICIPAL PROPERTY INSURANCE COMPANY

Coverage Amount - \$74,357,649

Site	Bldg	Description	Year Built	Floors	Square Footage	Building RC	Personal Property RC
010		MEQUON NATURE PRESERVE					
	001	PIEPER POWER ED CENTER 8200 W COUNTY LINE ROAD, MEQUON,WI 53092	2003	1	12,536	\$2,720,738	\$189,981
	002	GARAGE EDUCATION 8200 W COUNTY LINE ROAD, MEQUON,WI 53092	1992	1	620	\$36,057	\$1,111
	003	GARAGE RESORATION 8200 W COUNTY LINE ROAD, MEQUON,WI 53092	2012	1	600	\$34,845	\$1,111
	004	OBSERVATION TOWER 8200 W COUNTY LINE ROAD, MEQUON,WI 53092	2007	1	300	\$141,400	\$6,767
	005	OBSERVATION PLATFORM 8200 W COUNTY LINE ROAD, MEQUON,WI 53092	2014	1	350	\$65,650	\$3,030
		Property in the Open					\$173,720
		MEQUON NATURE PRESERVE (010) Total				\$2,998,690	\$375,720
011		STORAGE FACILITY					
	001	METAL SHED 9700 N SWAN RD, MEQUON,WI 53092	2000	1	7,500	\$435,613	\$3,030
		STORAGE FACILITY (011) Total				\$435,613	\$3,030
012		GATEWAY					
		Property in the Open					\$202,000
		GATEWAY (012) Total				\$0	\$202,000

STATEMENT OF VALUES

MUNICIPAL PROPERTY INSURANCE COMPANY

Coverage Amount - \$74,357,649

Site	Bldg	Description	Year Built	Floors	Square Footage	Building RC	Personal Property RC
013	SANITARY STATIONS						
	001	LIFT STATION A 5600 W MEQUON RD, MEQUON,WI 53092	1966	1	0	\$642,158	\$0
	001	LIFT STATION B 5000 W PARKVIEW DR, MEQUON,WI 53092	1966	1	0	\$484,800	\$0
	001	LIFT STATION C 11101 N RIVER RD, MEQUON,WI 53092	1966	1	0	\$445,915	\$0
	001	LIFT STATION D 11750 N RIVER RD, MEQUON,WI 53092	1969	1	0	\$643,774	\$0
	001	LIFT STATION E 2020 W RANCH RD, MEQUON,WI 53092	1968	1	964	\$1,546,613	\$0
	001	LIFT STATION F 12439 N CIRCLE DR, MEQUON,WI 53092	1968	1	0	\$630,442	\$0
	001	LIFT STATION G 12735 N FIELDWOOD RD, MEQUON,WI 53092	1968	1	0	\$560,651	\$0
	001	LIFT STATION H 2932 W RIVERLAND DR, MEQUON,WI 53092	1969	1	0	\$490,052	\$0
	001	LIFT STATION I 10800 N PEBBLE LN, MEQUON,WI 53092	1999	1	0	\$663,772	\$0
	001	LIFT STATION J 505 E CEDAR LN, MEQUON,WI 53092	1970	1	0	\$641,754	\$0
	001	LIFT STATION K 9911 N LAKE SHORE DR, MEQUON,WI 53092	1970	1	0	\$519,948	\$0
	001	LIFT STATION L 608 E JUNIPER CT, MEQUON,WI 53092	1970	1	0	\$549,036	\$0
	001	LIFT STATION M 10115 W LE GRANDE BLVD,	2005	1	0	\$563,176	\$0

STATEMENT OF VALUES

MUNICIPAL PROPERTY INSURANCE COMPANY

Coverage Amount - \$74,357,649

Site	Bldg	Description	Year Built	Floors	Square Footage	Building RC	Personal Property RC
		MEQUON, WI 53092					
001		LIFT STATION N 9754 N RIVER RD, MEQUON, WI 53092	2005	1	0	\$616,403	\$0
001		LIFT STATION O 9754 N RIVER RD, MEQUON, WI 53092	1970	1	0	\$556,510	\$0
001		LIFT STATION P 10656 N PORT WASHINGTON RD, MEQUON, WI 53092	1970	1	0	\$484,800	\$0
001		LIFT STATION Q 5600 W COUNTY LINE RD, MEQUON, WI 53092	1971	1	0	\$504,192	\$0
001		LIFT STATION R 10240 N CONCORD DR, MEQUON, WI 53092	1980	1	0	\$534,391	\$0
001		LIFT STATION S 10701 RIVER VALLEY DR, MEQUON, WI 53092	1980	1	0	\$558,227	\$0
001		LIFT STATION T 112260 N FIELDWOOD RD, MEQUON, WI 53092	1982	1	0	\$550,753	\$0
001		LIFT STATION U 11459 N GLENWOOD DR, MEQUON, WI 53092	1986	1	0	\$624,988	\$0
001		LIFT STATION V 4020 W DONGES BAY RD, MEQUON, WI 53092	1990	1	0	\$733,967	\$0
001		LIFT STATION W 9730 W FREISTADT RD, MEQUON, WI 53092	1990	1	0	\$188,971	\$0
001		LIFT STATION X 4300 W COUNTY LINE RD, MEQUON, WI 53092	2003	1	0	\$94,940	\$0
		SANITARY STATIONS (013)				\$13,830,233	\$0
		Total					

STATEMENT OF VALUES

MUNICIPAL PROPERTY INSURANCE COMPANY

Coverage Amount - \$74,357,649

Site	Bldg	Description	Year Built	Floors	Square Footage	Building RC	Personal Property RC
014		PITO					
		Property in the Open					\$9,420,000
		PITO (014) Total				\$0	\$9,420,000
		Building Subtotal					\$61,015,312
		Contents Subtotal					\$2,559,185
		Property in the Open Subtotal					\$10,783,152
		Building, Contents and PITO Total					\$74,357,649

PROPERTY IN THE OPEN

MUNICIPAL PROPERTY INSURANCE COMPANY

Site	Description	Quantity	Replacement Cost
001	CITY HALL		
	PITO		\$515,706
	CITY HALL (001) Total		\$515,706
003	DPW FACILITY		
	PITO		\$10,100
	DPW FACILITY (003) Total		\$10,100
004	PUBLIC SAFETY BUILDING		
	PITO		\$69,576
	PUBLIC SAFETY BUILDING (004) Total		\$69,576
005	EASTSIDE FIRE STATION		
	PITO		\$5,050
	EASTSIDE FIRE STATION (005) Total		\$5,050
006	ROTARY PARK		
	PITO		\$340,673
	ROTARY PARK (006) Total		\$340,673
007	SETTLERS PARK		
	PITO		\$579
	SETTLERS PARK (007) Total		\$579
008	RIVER BARN PARK		
	PITO		\$45,748
	RIVER BARN PARK (008) Total		\$45,748
010	MEQUON NATURE PRESERVE		
	PITO		\$173,720
	MEQUON NATURE PRESERVE (010) Total		\$173,720
012	GATEWAY		
	PITO		\$202,000
	GATEWAY (012) Total		\$202,000
014	PITO		
	Fire Hydrants - Citywide (1308)		\$6,540,000
	Street Light Poles and Associated Fixtures (134)		\$1,340,000
	Traffic Control Signal/Box - Cedarburg Road at Highland Rd		\$200,000
	Traffic Control Signal/Box - Mequon Rd at Buntrock Rd		\$340,000

PROPERTY IN THE OPEN

MUNICIPAL PROPERTY INSURANCE COMPANY

Site	Description	Quantity	Replacement Cost
	Traffic Control Signal/Box - Mequon Rd at Weston Dr		\$310,000
	Traffic Control Signal/Box - Port Washington Rd at County Line Rd		\$290,000
	Traffic Control Signal/Box - Wauwatosa Rd at Freistadt Rd		\$200,000
	Traffic Control Signal/Box - Wauwatosa Rd at Highland Rd		\$200,000
	PITO (014) Total		\$9,420,000

PROPERTY IN THE OPEN TOTAL	\$10,783,152
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CONTRACTORS EQUIPMENT

MUNICIPAL PROPERTY INSURANCE COMPANY

Description (Year/Make/Model/Serial #)	Department	Replacement Cost
1964 WAUSAU SHOULDER MACHINE		\$20,000
1969 WISCONSIN 1900 TRAILER S/N:3470		\$14,700
1975 EMPIRE GAS GENERATOR S/N:336130		\$31,815
1975 EMPIRE GAS GENERATOR S/N:336131		\$31,815
1975 FINN BUHS258 HYDROSEEDER S/N:626		\$42,000
1978 FORTE 3500 S/N:19727		\$10,342
1985 BOSTON WHALER 17' BOAT INCLUDES TRAILER		\$11,420
1986 FORD TRACTOR MOWER		\$73,500
1988 SULLIVAN D175Q AIR COMPRESSOR/TOOLS S/N:210899		\$16,800
1991 FELLING 10,000 LB TRAILER S/N:19FS1626M1072200		\$9,200
1991 FELLING 10,000 LB TRAILER S/N:1F9FS1626M1072293		\$9,600
1991 FELLING 4,000 LB TRAILER S/N:1F9FS1222M1072295		\$4,410
1992 ELGIN PELICAN STREET SWEEPER S/N:P0945D		\$160,000
1992 FELLING HD2335 S/N:3TL7202		\$2,520
1992 FORD 3,930 S/N:BD08665		\$31,500
1994 CRAFTCO H250 ASPHALT HEATER S/N:1418251		\$5,450
1994 DRESSON 8116 TRAILER S/N:4GBFS1625R1000332		\$8,190
1994 WACKER RD880 VIBRATOR/ SMALL ROLLER S/N:673602059		\$13,650
1995 DYNAPAC CP142 S/N:10000500TFB004661		\$36,500
1997 ALKOTA PRESSURE WASHER S/N:9961250		\$9,975
1997 LANDA E5305E PRESSURE WASHER S/N:190483		\$9,975
1998 MB SPMB245 COMPANY STRIPER S/N:503527979		\$141,750
1998 PACE AMERICAN C5816 TRAILER UNIT #351 S/N:40LAB1622YP062779		\$8,190
1999 KOHLER 140018 GENERATOR S/N:601458		\$31,815
2000 CATERPILLAR 938G LOADER S/N:4YS01501		\$194,250
2000 JET AWAY EM S/N:JAJ600R		\$18,510
2001 TORO 5020 INFIELD PRO S/N:2110000324		\$16,800
2002 CATERPILLAR GC25K FORKLIFT S/N:AT82D00974		\$25,200
2002 FELLING FT10EW TRAILER UNIT #451 S/N:5FTEH222121017188		\$7,980
2002 GEITH D48 JAW BUCKET- EXCAVATOR S/N:DG77147		\$14,175
2003 BEFCO 17420SFL S/N:239996		\$15,225
2004 HOLDER C978 S/N:52410306		\$57,225
2005 BEFCO 17417 B WING MOWER S/N:343947		\$15,750
2005 KUBOTA M6800 TRACTOR S/N:70027		\$36,750
2006 CATERPILLAR 340CR MINI EXCAVATOR S/N:FPK01774		\$68,250
2007 MOBARK T15 S/N:4S8SZ16157W024624		\$28,708
2007 THOMPSON 4045 PUMP 6" S/N:1T9PT12167P634166		\$26,250
2007 TORO FD791D MOWER S/N:270000189		\$12,600
2009 ADVANCE 2060 S/N:1451757		\$8,400
2010 BOBCAT S650 S/N:A3NV12696		\$32,397
2010 FELLING FT1617 S/N:5FTEE2627E1002508		\$17,500
2010 FELLING FT3 3,000 LB TRAILER DPW UNIT #480 S/N:5FTUN1213A1034403		\$3,675
2011 JOHN DEERE 722 S/N:1DW772GXTA0630146		\$115,900
2012 JOHN DEERE 6330 S/N:1L06330HTCH744000		\$82,626
2013 TRITON TS80T S/N:4TCSU1063DH612226		\$40,005
2014 FELLING FT1 TRAILER DPW UNIT #350 S/N:5FTEE2627E1002508		\$18,375
2015 CASE M320F WHEEL LOADER S/N:CATM320FPF2W00215		\$285,000
2015 CASE SV280 S/N:NFM410700		\$43,312
2015 JOHN DEERE 625J S/N:1M0625GSKFM102779		\$13,057
2015 THOMPSON 4045T S/N:1T9PT121XFP634606		\$31,935
2015 TORO 7369 S/N:315001071		\$12,389
2015 TORO 798 S/N:315000174		\$12,389

MPIC 004CE(1123)

PAGE 1 OF 2

CONTRACTORS EQUIPMENT

MUNICIPAL PROPERTY INSURANCE COMPANY

Description (Year/Make/Model/Serial #)	Department	Replacement Cost
2016 JOHN DEERE 524K 3YD LOADER S/N:1DW524KZEGF677352		\$143,890
2016 KUBOTA M6060 TRACTOR, REAR BLADE & BROOM S/N:11047		\$47,119
2017 MOBARK M18R S/N:4S8SZ1915HW052243		\$76,172
2017 TORO 74961 S/N:4000695122		\$9,743
2018 BBA 8" TRASH PUMP S/N:21016288		\$78,393
2018 BBA 8" TRASH PUMP S/N:21016933		\$78,393
2020 JOHN DEERE 6120E S/N:1P06120EPL0012161		\$107,371
2020 SCAG 72V-26DFI S/N:MO800123		\$15,388
2021 BOBCAT TOOLCAT S/N:AHG819516		\$74,384
2021 JOHN DEERE 624 624 LOADER - BROOKS TRACTOR S/N:1DW624PALNLZ13873		\$183,750
2022 ATLAS COPCO 100KW GENERATOR S/N:UVC600145		\$82,768
2022 CATERPILLAR M320F WHEELED EXCAVATOR S/N:CAT0M320LKE420020		\$378,000
2022 JOHN DEERE 1575 TERRAIN CUT MOWER S/N:1TC1575VHNSO80084		\$42,358
2022 REDI HAUL RX1627 TRAILER DPW UNIT #343 S/N:47SS162T7N1030214		\$9,240
2022 RIVERSIDE TP4VE 4" PORTABLE TRASH PUMP S/N:44551SS12	WASTEWATER	\$3,506
2022 SAM SPEED TRAILER S/N:7L31F6216NG000242		\$10,900
2023 CATERPILLAR 259D3 TRACK LOADER S/N:CW928041		\$94,238
2023 LOAD TRAIL CS8320072 B&B LANDSCAPE TRAILER DPW #467 S/N:4ZECH202P1292586		\$8,642
2023 SCAG TURTIGER ZERO TURN MOWER DPW #468 S/N:V9700085		\$15,011
2024 ROADCLIPPER HDT207 TRAILER S/N:46UFU242OR1282712		\$11,629
CONTRACTOR'S EQUIPMENT ≥ \$25,000		\$3,035,339
CONTRACTOR'S EQUIPMENT < \$25,000		\$425,306
CONTRACTOR'S EQUIPMENT TOTAL		\$3,460,645

DECLARATIONS
MUNICIPAL PROPERTY INSURANCE COMPANY
Variable Coverage Schedules

Business Income	
Blanket Business Income	\$500,000
Total	\$500,000

Attachment: 2025-2026 City of Mequon Proposal for F&P packet (RESOLUTION 4170 : Resolution Approving a Proposal from the League for the



Cyber Liability



Cyber Quote for the City of Mequon

Cyber Limit:	\$1,000,000
Deductible:	\$5,000
Effective Date:	1/1/2025
Operating Expenditures:	\$31,966,637

Premium:	\$12,187
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Third Party Liability Insuring Agreements:

Multimedia Liability	\$1,000,000
Security and Privacy Liability	\$1,000,000
Privacy Regulatory Defense & Penalties	\$1,000,000
PCI DSS Liability	\$1,000,000
TCPA Defense	\$100,000

First Party Insuring Agreements:

Breach Events Costs	\$1,000,000
BrandGuard®	\$1,000,000
System Failure	\$1,000,000
Cyber Extortion	\$1,000,000
Cyber Crime	\$250,000
Reward Expenses	\$100,000
Court Attendance Costs	\$100,000
Aggregate Limit of Liability	\$1,000,000

Terms are subject to:

1. Details to question #9-5a regarding unscheduled network outage (how long it lasted, was there any business interruption, amounts paid if loss occurred including legal expense).
2. Total number of records being provided (question #4a).

Thank you for your continued support of the League of Wisconsin Municipalities Mutual Insurance!

Strohm Ballweg, LLP



11333 N. Cedarburg Road
 Mequon, WI 53092
 Phone: 262-236-2941
 Fax: 262-242-9655

www.ci.mequon.wi.us

Office of Administration

TO: Finance-Personnel Committee
FROM: Justin Schoenemann, Assistant City Administrator
DATE: January 6, 2025
SUBJECT: RESOLUTION 4171 A Resolution Approving a Collective Bargaining Agreement Between the City of Mequon and the Mequon Police Association for the Period January 1, 2025 - December 31, 2027

Background

On September 25, 2024, negotiations commenced with the Mequon Police Association (MPA) on a new collective bargaining agreement covering 37 police officers, detectives, and sergeants employed by the City. Contract negotiations were completed on December 4, and the MPA ratified the tentative three-year agreement, terms of which are discussed below, in mid-December. While the current agreement between the City and the MPA expired on December 31, 2024, the terms of the expired contract will govern until a new agreement is authorized. A copy of the proposed agreement, showing updates and/or amendments in track-changes format, is attached.

Analysis

The proposed three-year agreement, which includes negotiated wage adjustments over the length of the contract, also contains three "housekeeping" modifications, as follows:

- On page 15, Article XVII - Sick Leave: Section 17.8 is amended to repair and clarify how donated sick time to and from Association members and employees outside of the Association can occur, in concert with other City Personnel Codes that govern non-represented employees.
- On page 17, Article XIX Holidays: Section 19.01 is amended to modify the holiday year-end usage and payout procedure to allow the Department's payroll staff additional time to process payouts and update the time off banks.
- On Pages 30 - 38, Article XXXVI - Substance Abuse: The drug testing procedures within the entire article is amended to modernize and remove archaic language to ensure that proper procedures are in place to govern drug testing when necessary, which occurs infrequently. The City's labor attorney has reviewed and endorsed the proposed updates to the Substance Abuse section.
- All references to the 'Police and Fire Commission' were updated to 'Police Commission' since the Southern Ozaukee Fire and EMS Department now oversees Fire Commission duties.

Fiscal Impact

As noted, the proposed agreement contains negotiated wage adjustments for each year.

Retroactive to January 1, 2025, all members of the Association will receive a 3% cost of living adjustment this calendar year. It is expected that the cost of the proposed wage adjustments will amount to approximately \$102,000 in 2025. Commencing on January 1, 2026, all members of the Association will receive a 2% cost of living adjustment, and an additional 1.5% cost of living adjustment on July 1, resulting in a final 3.5% cost of living adjustment for 2026. Lastly, in 2027, the agreement provides a 3.5% cost of living adjustment. Both the 2026 and the 2027 adjustments are anticipated to cost approximately \$123,000 each year.

Recommendation

A recommendation is forthcoming from the Finance-Personnel Committee on January 14, 2025

Attachments:

Mequon Police CBA 2025 - 2027 FINAL (PDF)

COMMON COUNCIL
OF THE
CITY OF MEQUON

RESOLUTION 4171

A Resolution Approving a Collective Bargaining Agreement Between the City of Mequon and the Mequon Police Association for the Period January 1, 2025 - December 31, 2027

A. The City has conducted collective bargaining with the Mequon Police Association.

B. A three-year agreement on the terms of a new labor contract has been reached to be effective retroactively to January 1, 2025 through December 31, 2027, which has been recommended by the Finance-Personnel Committee and ratified by the Mequon Police Association.

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

1. The agreement between the City of Mequon and the Mequon Police Association for January 1, 2025 through December 31, 2027 is approved.

2. The Mayor and City Clerk are authorized and directed to execute and deliver the same

Approved by: Andrew Nerbun, Mayor

Date Approved: January 14, 2025

I certify that the foregoing Resolution was adopted by the Common Council of the City of Mequon, Wisconsin, at a meeting held on January 14, 2025.

Caroline Fochs, City Clerk

AGREEMENT
BETWEEN
CITY OF MEQUON
AND
MEQUON POLICE ASSOCIATION, INC.

Effective Date: January 1, 2025

Expiration Date: December 31, 2024

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AGREEMENT

THIS AGREEMENT is made and entered into by and between the CITY OF MEQUON, hereinafter referred to as the “Employer,” and the MEQUON POLICE ASSOCIATION, INC., hereinafter referred to as the “Association,” on behalf of and covering only the full-time employees of the Employer’s Police Department employed in the classifications of Sergeant, Detective, and Patrol Officer, hereinafter referred to as “Employees.”

ARTICLE I - PURPOSE

Section 1.01: It is the purpose of this Agreement and the desire of both parties to this Agreement to reach an amicable understanding with respect to the employer-employee relationship which exists between them, to enter into a complete agreement covering rates of pay, hours of work and conditions of employment, to allow the Employer to operate and manage its affairs as efficiently as possible, and to implement the provisions of Section 111.70, Wisconsin Statutes.

ARTICLE II - RECOGNITION

Section 2.01: The Employer agrees to recognize the Association as the exclusive bargaining agent for the regular full-time employees of the Mequon Police Department employed in the classifications of Sergeant, Detective and Patrol Officer, excluding supervisory employees and all other employees in the City of Mequon, for the purposes of conferences and negotiations with the Employer or its lawful authorized representatives on questions of wages, hours and conditions of employment.

ARTICLE III - NEGOTIATIONS

Section 3.01: Either party may select for itself a negotiator or negotiators for the purposes of carrying on conferences and negotiations under the provisions of Section 111.70, Wisconsin Statutes. The parties shall advise each other of the names of their negotiators.

ARTICLE IV - MANAGEMENT RIGHTS

Section 4.01: The Association recognizes the prerogatives of the Employer, the Police Chief and the Board of Police and Fire Commissioners to operate and manage their affairs in all respects in accordance with their responsibility and in the manner provided by law, and the powers

1 or authority which the Employer, the Police Chief and the Board of Police and Fire Commissioners
2 have not specifically abridged, delegated or modified by other provisions of this Agreement are
3 retained exclusively by the Employer, the Police Chief and the Board of Police and Fire
4 Commissioners. Such powers and authority, in general, include, but are not limited to the
5 following:

- 6 1. To determine its general business practices and policies and to utilize personnel,
7 methods and means in the most appropriate and efficient manner as is possible.
- 8 2. To manage and direct the employees of the Employer, to make assignments of jobs,
9 to determine the size and composition of the work force, to determine the work to
10 be performed by the work force and each employee, and to determine the
11 competence and the qualifications of the employees.
- 12 3. To determine the method and means by which the operations of the Employer are
13 to be conducted.
- 14 4. To utilize temporary, provisional, part-time or seasonal employees when deemed
15 necessary.
- 16 5. To hire and promote employees, to transfer employees within the department, and
17 to make promotions to supervisory positions in the manner most advantageous to
18 the Employer.
- 19 6. To lay off employees.
- 20 7. To discipline, suspend, demote and discharge employees for just cause.
- 21 8. To establish or alter the number of shifts, hours of work, work schedules, methods
22 and processes.
- 23 9. To schedule overtime work when required in the manner most advantageous to the
24 Employer.
- 25 10. To create new positions or departments, to introduce new or improved operations
26 or work practices, to terminate or modify existing positions, departments,
27 operations or work practices, and to consolidate existing positions, departments or
28 operations.
- 29 11. To make and alter rules and regulations for the conduct of its business and of its
30 employees.
- 31 12. To subcontract or contract out work when deemed necessary.

1 The Employer shall be under no duty to bargain at any time concerning the exercise or the
2 decision to exercise the above powers or authority.

3 **Section 4.02:** The parties agree that each employee shall perform all the duties of their
4 classifications and it is understood by the parties that every incidental duty connected with
5 operations enumerated in any job description is not always specifically described. Nevertheless,
6 it is intended that all such duties shall be performed by the employee.

7 8 **ARTICLE V - WORK RULES**

9 **Section 5.01:** The Employer has the right to promulgate reasonable rules and regulations
10 provided that any rules and regulations which are mandatory subjects of bargaining shall be
11 provided to the Association at least thirty (30) days prior to implementation, except in an
12 emergency. The Association shall review the proposed change and indicate in writing whether or
13 not it intends to negotiate the issue within fifteen (15) days of receipt of the proposed change. If
14 the Association requests to bargain the proposed change the Employer shall not implement the
15 change until the negotiation process has been completed including arbitration if necessary. If an
16 impasse is reached, the parties will submit the issue to final and binding arbitration pursuant to
17 111.77.

18 19 **ARTICLE VI - ASSOCIATION ACTIVITY**

20 **Section 6.01:** The Association shall furnish the names of the officers of the Association to
21 the Employer.

22 **Section 6.02:** All Association members shall be allowed to attend Association meetings
23 regardless of whether they are on duty, provided that three (3) uniformed Association members
24 remain on patrol duty during the meetings. All on-duty Association members attending an
25 Association meeting shall remain on call for emergency services.

26 The City reserves the right to assign which three (3) uniformed Association members shall
27 be on patrol duty during an Association meeting. The City agrees that it will not assign to road
28 duty any of the five (5) officers of the Association (president, vice-president, secretary, treasurer,
29 and alternate) during an Association meeting, provided at least three (3) other uniformed
30 Association members are on duty.

1 The Association may have two (2) annual meetings plus no more than two (2) special
2 meetings during each calendar year. Permission to have additional meetings under the terms of
3 this section shall be at the discretion of the Police Chief.

4 Meeting dates and times shall be mutually agreed upon by the Association and the Police
5 Chief not less than thirty (30) days in advance of the meeting date and the Chief shall not
6 unreasonably withhold his agreement. The Chief may waive the thirty (30) day notice
7 requirement.

8 **Section 6.03:** The City agrees to provide bulletin board space for the Union's use. The
9 bulletin boards are to be used by the Union for notices only of the following: Union meetings,
10 Union elections, Union appointments, Union recreational and social events, unemployment
11 compensation information and other official Union business.

12 Upon written demand from the City, the Union shall promptly remove from such bulletin
13 boards, any material which is libelous, scurrilous, or in any way detrimental to the labor-
14 management relationship. The bulletin board is not to be used for endorsement of political
15 candidates or other public election issues. The City will retain ownership of the bulletin boards.
16 In the event the Union fails to remove materials in violation of this section, the City reserves the
17 right to remove said material and/or the bulletin board upon which such material is posted.

18 **Section 6.04:** Up to two (2) members of the Association Bargaining Committee shall be
19 allowed to attend collective bargaining meetings while on duty without any loss of pay or benefits
20 subject to being called for an emergency.

21 **ARTICLE VII - FITNESS INCENTIVE**

22 **Section 7.01:** The City shall reimburse the Mequon Police Association Inc. up to five
23 hundred dollars (\$500.00) per year for fitness room and equipment maintenance between the 15th
24 and 31st of December based upon certified receipts presented to the City prior to December 1. Any
25 money from the annual allotment that is not expended during the calendar year shall carry over
26 into the next calendar year, provided that at no time will the total accrued amount exceed the
27 maximum five (5) years allotment or two thousand five hundred dollars (\$2,500).
28
29

ARTICLE VIII - WAGES

Section 8.01: The salaries of employees covered by this Agreement shall be as provided in Appendix "A" attached hereto and made a part of this Agreement.

Section 8.02: Patrol Officers shall move in classification from the minimum (first step) in the pay range to the top step (3rd step for Detective and Sergeant) in annual increments on the anniversary date of appointment, promotion or reclassification. The Chief shall have the discretion to establish the starting rate of pay for a newly hired experienced certified officer above Step 1 of the salary scheduled based on the total full-time experience of the newly hired officer. Placement must be at an established step as shown in Appendix A.

Section 8.03: Salaries shall be paid biweekly via direct deposit of paycheck to any FDIC insurance bank chosen by the employee.

Section 8.04: The Employer reserves the right to make corrections of errors to the salary ordinances if any are found.

Section 8.05: The Employer reserves the right to make changes in the salary ordinance to reflect classification changes, but said changes shall not reduce the salary of current incumbents of the classification. These changes shall not be subject to arbitration under any established grievance procedure.

Section 8.06: Field training officers or if none are available, the officer that is assigned by the shift supervisor shall receive one (1) hour of compensatory time off or one (1) hour of pay, at the employee's option for any eight (8) hour shift during which time a certified field training officer is acting in that capacity for at least four (4) hours. After successful completion of one full step of training (1 step is = to 3-4 weeks), the Field Training Officer receives eight (8) hours of straight compensatory time. Only certified field training officers shall be used for the purpose of training new officers except that if none is available on the shift involved, the City reserves the right to assign an individual to field training officer responsibilities. The City shall diligently strive to have sufficient certified field training officers on each shift. Participation as a field training officer is voluntary.

Posting of field training officer educational opportunities shall be done in advance of the dates of the offered courses. When a field training officer position is open, the position shall be posted in the same manner as are promotions or special assignments. Any officer who has completed three (3) years with the Mequon Police Department shall be eligible to apply for a field

1 training officer position or an individual hired from another department that is certified as a field
2 training officer by the State of Wisconsin and has completed the initial probationary period with
3 Mequon Police Department.

4 **Section 8.07:** Employees shall receive a temporary upgrade in pay retroactive to the first
5 day when an employee is acting in a position of higher rank commencing on the fourth (4th)
6 consecutive work day for a position within the bargaining unit or on the sixth (6th) consecutive
7 work day for a position outside of the bargaining unit. The rate of pay shall be at the lowest step
8 of the pay range. There shall be no overtime/out-of-shift pay obligation for this individual.
9 Temporary assignments for an employee who is acting in the position of higher rank shall not
10 exceed sixty (60) consecutive work days unless this period is extended by mutual agreement
11 between the Association and the City. This individual is only eligible for a temporary assignment
12 of a higher rank after he/she has successfully completed the one (1) year probation.

13 The Department may, at its discretion, create and fill a detective training position in
14 addition to the regular detective positions. The candidate for the detective training position will
15 be selected by the Police Chief. The length of the appointment to the detective training position
16 may vary, and will be determined within the sole discretion of the Police Chief, but no single
17 assignment will exceed twenty-four (24) consecutive months; however, within the sole discretion
18 of the Police Chief, the appointment may be extended for up to an additional twelve (12) months
19 beyond the twenty-four (24) consecutive months maximum. Upon being returned to his/her patrol
20 officer position, the person will be paid at the rate of pay in effect for this position at the time of
21 return. During the time that the person is in the detective training assignment, the employee's rate
22 of pay will be the rate of pay at Step 1 of the salary schedule for the position of detective . Upon
23 completion of the assignment in the detective training position, the employee will return to the
24 police officer position he/she held immediately prior to beginning the detective training
25 assignment including shift assignment and will be paid at the rate of pay currently in effect for that
26 police officer position.

27 In the event the assignment is ended before twenty-four (24) months have lapsed by either
28 the incumbent or the Department, two (2) weeks' notice will be given by the party initiating the
29 change.

30 **Section 8.08:** Whenever an employee is required to supervise a shift as determined by a
31 Supervisor for each two hour period, the employee shall be entitled to fifteen (15) minutes of

1 compensatory time off at straight time or fifteen (15) minutes in cash at straight time at the
2 employee's option.

4 **ARTICLE IX - HOURS OF WORK**

5 **Section 9.01:** The Police Chief shall establish working schedules for employees which
6 will provide for a work week of approximately forty (40) hours. The normal work schedule for
7 employees shall consist of eight and one-half consecutive hours (8.50) on the following basis: Four
8 (4) consecutive days on duty followed by Two (2) consecutive days off duty; then repeating the
9 schedule. Employees who are regularly scheduled to work five (5) consecutive days on duty
10 followed by two (2) consecutive off days shall work a shift consisting of eight and one quarter
11 (8.25) consecutive hours and shall receive twelve (12) adjustment days annually. For accounting
12 purposes, any paid time taken off by an employee or any benefits that are accrued to an employee
13 shall be calculated at the rate of one day equals eight (8) hours.

14 Such regular work week shall include a thirty (30) minute paid lunch period each day
15 during which employees shall be on call and report time up to fifteen (15) minutes prior to the start
16 of each daily shift.

17 **ARTICLE X - PERSONNEL FILES**

18 **Section 10.01:** The Police Department shall keep a central personnel file for each
19 employee.
20

- 21 a) The contents of personnel files shall be made available to the employee for
22 inspection and review during regular business hours between 8:00 a.m. and 4:30
23 p.m. or at a time mutually acceptable to the employee and the employer. Upon
24 request, an employee shall be provided one (1) copy of any documents placed in
25 the employee's file, except for the exceptions under Wis. Stat. 103.13.
- 26 b) Employees will be notified in writing when a formal written reprimand is placed in
27 their personnel file. The employee shall have an opportunity to respond in writing
28 to any information with which he/she disagrees. Such response shall become a
29 permanent part of the employee's personnel record except as provided in paragraph
30 (c) of this Article.
31

ARTICLE XI - OVERTIME/COMPENSATORY TIME

Section 11.01: Employees required to perform duties outside of their regular schedule of hours as provided in Section 9.01 above shall receive overtime pay at the rate of time and one-half (1-1/2) of said employee's regular hourly rate for all such hours worked.

Section 11.02: Any employee called into work at a time other than his/her regular schedule of hours shall receive a minimum of two (2) hours pay at time and one-half (1-1/2) of his/her regular rate. In the event the employee is called into work at a time other than his/her regular schedule of hours for a court appearance, such employee shall receive a minimum of two (2) hours pay at time and one-half (1-1/2) of his/her regular rate. This provision shall not apply to hours worked consecutively prior to or subsequent to his/her normal schedule of hours.

Section 11.03: All overtime work shall be authorized by the Police Chief or his representative and all employees shall be required to work overtime when requested by the Police Chief or his representative.

Section 11.04: All employees shall be eligible for pay or compensatory time off of one and one-half (1-1/2) hours for each hour of authorized overtime worked, at the employee's option. Compensatory time off provisions herein shall be subject to a maximum accumulation of compensatory time off of eighty (80) hours.

The specific time to be taken off is subject to a management right to refuse a request for time off, and a requirement that a request for compensatory time off must be submitted not less than twenty-four (24) hours prior to the time off desired. As a management right, the Police Chief or his representative may waive the twenty four (24) hour advance request requirement.

Section 11.05: Employees covered by this Article shall be compensated for their approved overtime as described above. It is specifically understood by the parties that this overtime pay provision shall not apply to the following:

- a) Temporary shift reassignments involved in the annual departmental mandatory in-service recertification mandated by the State.
- b) Switching of off days necessary to provide for the annual departmental mandatory annual in-service training mandated by the State, provided that such switching shall not result in an officer being required to work on more than two (2) of the off days and provided that off days shall be switched in blocks of two (2) or more days, not in single days.

- c) Special training that is provided at the request of the officer involved.
- d) Training that occurs outside of the Milwaukee area where the City is paying expenses for the officers attendance at such training.
- e) Temporary shift assignments involved when an employee is scheduled for a court appearance that is expected to exceed four (4) hours per day or more than one (1) day.

Section 11.06: Whenever a court case is cancelled later than the close of business of the preceding business day (currently 5:30 p.m.) the employee shall be entitled to a two (2) hour minimum at the employee's regular straight time or compensatory time off at the employee's option. This provision does not apply when the employee is at work at the scheduled court time. It shall be the employee's or the employee's representative's responsibility to follow the established procedure and contact the department before the scheduled court appearance to determine whether the court case has been cancelled. Failure to contact the department in the designated time frame shall result in a denial of any request for the additional compensation provided for in this section.

ARTICLE XII - MILITARY LEAVE

Section 12.01: Military leave shall be unpaid and shall be granted in accordance with applicable state and federal laws. The Employee shall give the Employer a copy of his/her orders which state where, when and how long the duty assignment is within twenty four (24) hours after the orders are received. Denial of such leave is grievable.

ARTICLE XIII - LONGEVITY

Section 13.01: The Employer shall compensate employees for longevity on the basis of thirty dollars (\$30.00) per year for each year of service, commencing with the completion of two (2) years of service, with a maximum of thirty (30) years being so compensated. Such payment shall be made on the first pay period in December to each employee.

ARTICLE XIV - LIFE INSURANCE

Section 14.01: Eligible employees shall be covered by the group life insurance plan for Public Employers established under Section 40.20, Wisconsin Statutes. The City shall pay the full

premium for such insurance for regular employees. Eligibility requirements and benefits shall be as provided by Statutes and the rules and regulations established by the Group Insurance Board of the State of Wisconsin. The City of Mequon shall pay monthly Life Insurance premiums as stated above.

ARTICLE XV - HEALTH INSURANCE

Section 15.01:

- a) The City has the right to change carriers or to self-insure or to alter the benefit structure if substantially equivalent coverage is maintained. Upon retirement, the employee will be permitted to participate in any of the City's health insurance programs offered to active employees, subject to the employee paying the full cost of insurance and provided the employee is eligible to participate in the plan.
- b) The City may enter into health contracts with carriers selected by the City.
 - a) Coverage provided by the contracts is contained in the Group Health Booklet published by the carriers, which will be distributed to covered employees.
 - b) Coverage under the City's Health Program shall only be available until the employee and/or spouse become eligible for Medicare, but only if permitted by the health care plan.
- c) It shall be the employee's responsibility to notify the City of any change in status for health insurance coverage. This shall include, but not be limited to, changing from family to single coverage. Failure to notify the City shall result in the employee assuming responsibility for the additional cost until corrected. No employee shall make any claim against the City for additional compensation in lieu of or in addition to the City's contribution.

Section 15.02: Subject to the City's rights in Section 15.01(a), the employee will pay twelve percent (12%) of the premium for the plan selected by the employee.

The City shall establish a Flexible Spending Account (FSA) program that will allow employees to contribute to this account for eligible expenses on a pre-tax basis.

ARTICLE XVI - DENTAL INSURANCE

Section 16.01: The Employer agrees to maintain the group Dental Insurance coverage in effect on March 1, 1993, or substantially equivalent coverage if available, during the term of this Agreement. The City has the right to change carriers or to self-insure or alter the benefit structure, provided the employees are informed, and, if available, substantially equivalent coverage will be maintained. The cost of dental insurance replacement will not be used as an excuse for saying an alternative carrier is not available. The Employer shall contribute seventy five percent (75%) of the single and family monthly premium with the employee paying twenty-five percent (25%) by payroll deduction.

ARTICLE XVII - SICK LEAVE

Section 17.01:

- a) Every full-time employee shall be granted sick leave with full pay accruing at the rate of one (1) working day per each month of service and shall be granted one (1) additional day of sick leave accumulation for each half year that an employee does not take or use sick leave for any reason. The one-half (1/2) year spans would be January 1 through June 30 and July 1 through December 31. In the determination of the total sick leave accrual, an employee shall be considered to have worked on any days for which he received compensation such as sick leave, funeral leave, injury leave, holiday pay or vacation pay. The unused balance of sick leave allowance shall be accumulated to the employee's credit provided that the balance of the credit to the employee as of December 1 of each year shall not exceed one hundred eighty (180) working days.
- b) An employee who has accumulated more than the allowable days of unused sick leave as of the last day of the last payroll period of November will be paid twenty dollars (\$20.00) for each unused sick day above said one hundred and eighty (180) day limit. This payment is to be issued along with the longevity payment.
- c) Upon retirement under the Wisconsin Retirement System, an employee will be allowed to choose one of the following options (1); if an eligible retiring employee elects to continue coverage under the City's group health plan, a monthly City contribution toward the retiree's premium in the amount of the group health

1 insurance coverage for the City of Mequon Plan, subject to the maximum Employer
2 payment conditions established in Article XV, for a period of time not to exceed
3 one month for each ten days of accumulated, unused sick leave; or (2) in lieu of the
4 premium payments described in item (1), a taxable cash payment equal to 50% of
5 the premium paid by the City for similarly situated active employees who
6 participate in the City's group health plan, which will be paid out in substantially
7 equal installments over the period described above during which the retiree is
8 eligible for a City contribution towards health insurance. To receive the cash
9 payment described in item (2) above, the eligible retiree must make an election
10 consistent with the City's Section 125 plan. The City will deduct the cost of the
11 employee's contribution from their final paycheck. After an eligible retiree has
12 exhausted the retiree health insurance benefits described above, the retired
13 employee and/or his/her spouse may elect to maintain coverage under the City's
14 group health plan and the retiree will be solely responsible for the full cost of
15 continued coverage.

16 In the event of the death of a current employee, if the surviving spouse/family is
17 currently enrolled in the City's Group Health Insurance plan, the surviving
18 spouse/family may elect to continue to be covered under the City of Mequon plan
19 and the City will make a monthly contribution towards the cost of the spouse/family
20 premium in the amount of the group health insurance coverage for the City of
21 Mequon Plan, subject to the maximum Employer payment conditions established
22 in Article XV, for a period of time not to exceed one month for each ten (10) days
23 of accumulated, unused sick leave at the time of the employee's death up to a
24 maximum of 180 days. The City will deduct the cost of the spouse/family's
25 premium contribution from the final paycheck paid on behalf of the deceased
26 employee. The surviving spouse/family cannot elect a cash payment in lieu of
27 continued coverage under the City's health insurance plan. If the surviving
28 spouse/family is not enrolled in the City's Group Health Insurance Plan at the time
29 of the employee's death, the surviving spouse/family will receive upon his/her
30 request a taxable cash payment in an amount equal to 50% of the premium paid by
31 the City for the deceased employee who was participating in the City's group health

1 plan multiplied by one-tenth (1/10) of the number of unused accumulated sick days
2 at the time of the employee's death up to a maximum of 180 days. The surviving
3 spouse/family will not be allowed to enroll in the City's health insurance plan in
4 lieu of the cash payment.
5

6 **Section 17.02:** It is the policy of the City to provide certain salary continuation benefits
7 for regular full-time employees for reasonable amounts of unavoidable absences for injury or
8 illness. Pay continuation benefits as outlined in this policy are contingent upon actual illness or
9 injury. Sick leave is to be used under the following circumstances: when an employee is sick and
10 therefore unable to perform his/her job duties; when an employee needs to attend a medical
11 appointment for himself/herself that cannot be scheduled outside of their normal work hours; when
12 an employee declines a modified duty alternative assignment under workers' compensation
13 because they feel they are unable to perform the modified duty assignment; and one day per
14 occurrence is permitted when an employee needs to care for a sick family member (spouse, child,
15 or parents of employee) or to take them to a medical appointment that cannot be scheduled outside
16 of normal work hours. This section is not applicable to a leave of absence governed by the federal
17 and state Family and Medical Leave Act.

18 **Section 17.03:** Sick leave with pay may be permitted without requiring the employee to
19 submit a doctor's certificate provided that the Police Chief has other satisfactory evidence of bona
20 fide illness. When leave extends beyond three (3) consecutive days, a statement from the attending
21 physician or other qualifying professional physician or nurse, certifying to the nature and
22 seriousness of the sickness shall be furnished to the Police Chief.

23 **Section 17.04:** Eligibility for sick leave allowance shall be given at the completion of six
24 (6) months actual service following date of hire, but accumulated credits shall be retroactive to the
25 date of hire.

26 **Section 17.05:** A full-time employee sustaining an injury or illness within the scope of
27 his/her employment with the City as provided by Chapter 102 of the Wisconsin Statutes after the
28 effective date of this provision and who is eligible to receive Workers' Compensation payments
29 for temporary partial disability or temporary total disability shall be eligible for payment by the
30 City of the difference between the Workers' Compensation payment received by the employee and
31 the employee's regular straight-time net take-home pay as supplemental temporary income. Such

1 payment will be made either through the salary continuation plan set forth in Section 17.07 or by
 2 the City directly. The supplemental temporary income paid by the City will continue until such
 3 time as the employee reaches MMI (maximum medical improvement), or the employee is able to
 4 perform his/her regular duties or such other temporary tasks available within the framework of the
 5 Police Department functions, or one (1) calendar year has passed since the date of the injury,
 6 whichever comes first. Any employee receiving a check for workers' compensation benefits shall
 7 immediately provide the City Finance Director with a true and correct copy of the workers'
 8 compensation check(s) and any LTD checks. The employee's next regularly scheduled payroll
 9 check will be an amount that is the difference between the Workers' Compensation check and the
 10 employee's regular straight time net take-home pay not counting voluntary deductions. During
 11 the period the employee is receiving supplemental temporary income under this provision, there
 12 shall be no deductions from the employee's earned sick leave, provided however, that an employee
 13 who is still on workers' compensation after the above-referenced one (1) year time frame may use
 14 sick leave at his/her option to make up the difference between the workers' compensation and LTD
 15 payment received by the employee and the employee's regular straight time net take-home pay.
 16 When the City shall have made any such payment and the employee makes claim for damages
 17 against any third party and/or such third party's insurer, the City shall be entitled to receive from
 18 any damage recovery by such employee, reimbursement for any supplemental temporary income
 19 paid under this provision.

20 **Section 17.06:** Employees shall be covered by Long Term Disability Insurance under the
 21 plan adopted by the employer. Coverage provided by the contract is contained in a certificate
 22 published by the carrier, which will be distributed to covered employees. Briefly, the coverage
 23 will include: A monthly benefit of sixty percent (60%) of monthly salary, not to exceed five
 24 thousand dollars (\$5,000), coordinated with payments from Workers' Compensation or Social
 25 Security, employees will be eligible for this coverage on the first of the month following thirty
 26 (30) days of service, there is waiting period of ninety (90) consecutive calendar days or, for non-
 27 occupational illness/injury leave provided for in Article XVII of this Agreement, whichever is
 28 later; and benefits are payable for up to two (2) years due to sickness and up to age sixty-five (65)
 29 for accidental disabilities. A three-month (3) survivor benefit, which is an amount equal to three
 30 (3) non-integrated monthly benefit payments, is paid in a lump sum to the covered employee's
 31 spouse, children or parents, respectively. The Employer shall pay one hundred percent (100%) of

1 the premium for such insurance. The elimination period for employees on workers' compensation
 2 is ninety (90) consecutive days from the date of the injury. The elimination period for employees
 3 who incur a non-work related injury is the latter of ninety (90) days or until all but ten (10) sick
 4 days remain in the employee's accrued sick leave account.

5 **Section 17.07:** Family and medical leave shall be governed by applicable state and federal
 6 laws, as interpreted by state and federal courts and agencies.

7 **Section 17.08:** Sick leave may be donated, one (1) employee to another, in all City
 8 departments subject to a maximum of forty-eight (48) hours per calendar year of donation by any
 9 officer. Donations shall be not less than one (1) hour and shall not be recoverable by the donating
 10 officer. Donations made to employees outside of the bargaining unit shall be subject to the City's
 11 Personnel Code, as amended from time to time, and transferred to the City-designated "medical
 12 leave bank" of the recipient. Donations from employees outside of the bargaining unit to members
 13 of the bargaining unit are subject to standards of the City's Personnel Code and will be placed in
 14 the recipient employee's "sick leave bank."

15 **Section 17.09:** An employee whose application for Workers' Compensation benefits has
 16 been denied and who is appealing the denial of Workers' Compensation benefits to the State of
 17 Wisconsin may request to receive his/her regular straight-time net take home pay as supplemental
 18 temporary income from the City under the following conditions.

- 19 1. Prior to being eligible to receive the supplemental temporary income the employee
 20 must apply for Long-term Disability Insurance benefits according to the City's
 21 plan. In addition, the employee must use all his/her accrued sick leave consistent
 22 with the requirements of Section 17.07.
- 23 2. Prior to being eligible for the supplemental temporary income the employee must
 24 execute a promissory note agreeing to repay the City the total amount of any
 25 supplemental temporary income received by the employee should the employee be
 26 unsuccessful in his/her appeal of the denial of workers' compensation benefits. The
 27 promissory note will be secured by the employee's benefits provided in Article
 28 XXIII of the collective bargaining agreement and if necessary by other property
 29 designated by the employee or with donated time by other members of the
 30 bargaining unit. The employee will also agree to and authorize repayment of the
 31 supplemental temporary income by means of automatic payroll deduction not to

exceed twenty percent (20%) of the employee's biweekly base pay from any wages paid by the City to the employee should the employee return to work for the City at any time after the denial of benefits is final.

3. The supplemental temporary income payment to the employee will continue for up to ninety (90) days from the date of injury or until one of the following events, whichever occurs first:
 - a) the employee is eligible for Long Term Disability;
 - b) the appeal of the denial of benefits is decided by the State of Wisconsin, Workers' Compensation Appeal division;
 - c) the employee has reached maximum medical improvement (MMI);
 - d) the employee is able to return to perform his/her regular duties;
 - e) the employee is able to perform other temporary tasks available within the framework of the Police Departments' functions.
 - f) the employee receives a disability retirement.

ARTICLE XVIII - VACATIONS

Section 18.01: Employees shall be granted vacation with pay as follows:

- a) Twelve (12) workdays after one (1) year of service. The twelve workdays are not earned until the employee completes one full year of service. During the first and second calendar year of employment, a probationary employee may use vacation from this bank. Such time may not be used while the employee attends an Academy or other schooling. The days fronted to the employee, which if used, shall be deducted from the employee's final paychecks in the event the employee uses days that are unearned. (Example: Employee begins employment August 1, 2021. The employee receives 12 days of vacation on August 1, 2021 to use between August 1, 2021 and December 31, 2022. The vacation workdays are not fully earned (it is prorated per full month worked from the start date through the one year anniversary) until August 1, 2022.);
- b) Seventeen (17) workdays after seven (7) years of service;
- c) Twenty-two (22) workdays after thirteen (13) years of service;
- d) Twenty-seven (27) workdays after twenty (20) years of service;

e) Thirty (30) workdays after twenty-five (25) years of service.

Section 18.02: Vacation schedules, including the number of persons allowed to be off at one time, shall be adopted by the Police Chief. Employees shall submit their choice of vacation periods to the Police Chief and in case of conflicts; seniority shall govern, provided the needs of the Police Department are met.

Section 18.03: Vacations not taken by the end of the year shall be deemed lost. In the event the employee cannot take his/her full vacation by the end of the year because of circumstances caused by the Employer, such unused vacation shall be taken in January of the following year.

Section 18.04: Notice of resignation must be given to the City at least fourteen (14) calendar days prior to the date of the resignation. Failure to provide a fourteen (14) calendar day notice of resignation may result in termination of any payoff other than salary.

ARTICLE XIX - HOLIDAYS

Section 19.01: Full time employees shall have the option of taking holiday pay in cash or time off. Each employee shall have eighty (80) hours of holiday pay at the beginning of each year.

New Year's Day	Friday before Easter
Memorial Day	Independence Day
Labor Day	Thanksgiving Day
Day after Thanksgiving	December 24th
Christmas Day	December 31 st

Those employees who wish to take part or all of the hours in time off shall have prior approval by the Police Chief or his designee prior to taking the time off. Those hours, which have not been taken off or have not been approved to be taken off as of the last day of the last-first payroll period of November shall be paid on the first pay period in December. Any hours which have been approved to be taken off after November 15th and subsequently, for any reason, are not taken off shall be paid on the next pay period in the new year at the previous year's rates.

Section 19.02: During the calendar year, each employee who has completed one year (12 months) of continuous service will be entitled to two (2) personal days off with pay, subject to prior reasonable notification to, and approval by, the Police Chief or his designee of the days selected by the employee. If the personal days are not used by December 31, they will be lost.

Section 19.03: For the purpose of termination for any reason, an employee who has utilized holiday pay which exceeds the earning formula (holiday pay accrues at .833 days per full month) shall be required to reimburse the City for all holiday time used that was not earned. Holiday payments for new employees shall be prorated based on the earning formula set forth above and made available to a new employee after one (1) full month of employment.

ARTICLE XX - UNIFORM ALLOWANCE

Section 20.01: All employees covered by this contract and employed by the Mequon Police Department a minimum of twelve (12) months prior to the first pay period in December, shall receive an annual uniform allowance of six hundred twenty-five dollars (\$625.00), less all applicable state and federal withholding taxes. Such payment is to be made on the first pay period in December. A new employee shall be eligible for a prorated uniform allowance based on the number of full months from the employee's date of hire to the following December 1st.

Section 20.02: Officers, upon hire, shall be issued the following uniform items which shall remain the property of the Mequon Police Department: Pants, two (2) pair; long sleeve shirts (2); short sleeve shirts (2); uniform belt (1); shoes, (1) pair (oxford style); ties (2); uniform jacket (1); rain coat (1); summer hat (1); winter hat (1); name plate (1).

Section 20.03: The purchase, use, wearing and maintenance of uniforms shall be subject to the rules and regulations established by the Police Chief.

Section 20.04: The City shall pay the total cost of any new items that are required as a result of changes in the uniform, if such uniform changes are mandated by the City. The Employer shall repair or replace uniform components damaged in the line of duty according to the following schedule:

<u>Shirts/Slacks</u>		<u>Jackets</u>	
1 year or less	100%	2 years or less	100%
2 years or less	75%	4 years or less	80%
3 years or less	50%	6 years or less	60%
4 years or less	25%	8 years or less	40%
More than 4 years	-0-	10 years or less	20%
		More than 10 years	-0-

1 **Section 20.05:** The City shall repair or replace eye wear damaged in the line of duty up to
2 a limit of one hundred seventy-five dollars (\$175.00) per incident, provided the original eyewear
3 are of shatterproof materials and the employee submits receipt for a repair or replacement cost.

4 The City shall repair or replace wristwatches damaged in the line of duty up to a limit of
5 fifty dollars (\$50.00) per incident, provided the employee submits a receipt for the repair or
6 replacement cost.

7 8 **ARTICLE XXI - FUNERAL LEAVE**

9 **Section 21.01:** Regular, full-time employees shall receive emergency leave with pay in
10 case of death in the immediate family which is defined as husband, wife, child, brother, sister,
11 parent, grandparent, grandchild, stepfather, stepmother, brother-in-law or sister-in-law of an
12 employee or their spouse. Such persons need not reside with the employee to come within such
13 classification. This emergency leave shall be for three (3) days not to exceed one (1) day after
14 burial and/or the funeral service.

15 Regular, full-time employees shall receive one (1) day of paid funeral leave in the event of
16 the death of an aunt or uncle of either the employee or employee's spouse. Funeral leave is not to
17 be charged to sick leave.

18 **Section 21.02:** One (1) day of sick leave per year shall be allowed in the event that the
19 employee must attend a funeral other than those in the immediate family as defined in Section
20 21.01 where his/her attendance at such funeral is required to act as pallbearer.

21 22 **ARTICLE XXII - PENSIONS**

23 **Section 22.01:** The retirement of employees will be governed by the applicable State
24 Statutes, City Ordinances and general rules of the Mequon Police Department. All employees will
25 pay the full cost of the employee's contribution rate by payroll deduction, as established by the
26 Department of Employee Trust Funds from time to time.

27 For purposes of this section, employee's contribution rate is defined as one-half of the total
28 actuarially required contribution rate for general municipal employees.

ARTICLE XXIII - RETIREMENT PLAN

Section 23.01: Upon retirement, each employee shall receive two (2) full working days pay for each year of continuous service on the department. The rate of pay is to be determined by the employee's current hourly base rate or the highest hourly base rate during the three (3) years preceding the date of retirement, whichever is greater.

Section 23.02: If an employee retires due to injuries or illness which prevents the employee from physically or mentally performing his/her duties as a police officer, the employee shall receive three (3) full working days for each year of continuous service on the department. The rate of pay is to be determined by the employee's current hourly base rate or the highest hourly base rate during the three (3) years preceding the date of retirement, whichever is greater.

Section 23.03: Upon employee's death, the benefits shall be paid to his/her beneficiary at the rate of three (3) full day's pay for each year of continuous service on the department. The rate of pay is to be determined by the employee's current hourly base rate or the highest hourly base rate during the three (3) years preceding the date of death, whichever is greater.

Section 23.04: This plan is in addition to the employee's present pension plan provided for in Article XXII of this Agreement.

ARTICLE XXIV - EDUCATIONAL INCENTIVE PROGRAM

Section 24.01: Regular full-time officers who have completed the one (1) year probationary period are eligible to participate in this program.

Section 24.02: The Police Chief shall have authority to establish rules and regulations governing, and to approve courses and seminars for eligibility for reimbursement under this program, provided, however, that any courses approved must be job-related or must be part of the required curriculum leading to a job-related degree, and offered by an accredited college, university, business or vocational school, that any seminars approved must be job-related and offered by an accredited school or reputable organization, and that an employee has made application for and received approval for such course or seminar on forms provided by the department prior to commencing such course or seminar.

Section 24.03: Time spent in preparation for classes, and attendance of classes, shall be off time not compensated for by the City.

1 **Section 24.04:** Employees who attend classes approved by the Police Chief shall be
2 reimbursed for books and tuition based on the University of Wisconsin, Milwaukee rates, provided
3 that the employee receives a grade of C or better. If an employee receives a grade of A or B, the
4 employee shall be reimbursed one hundred percent (100%). If the employee receives a grade of
5 C, the employee shall be reimbursed at the rate of fifty percent (50%). There shall be no cap on
6 the amount the employer will pay under this provision. This section applies to all courses approved
7 by the Police Chief for an Associate's, Bachelor's or Master's Degree.

8 9 **ARTICLE XXV - SENIORITY**

10 **Section 25.01:** Seniority pertaining to layoff and recall shall be determined by the
11 employee's length of service as a full-time Police Officer in the department. Starting date of
12 employment under this Article, for the purpose of determining seniority, shall mean date of
13 original hire in the Mequon Police Department and shall determine an employee's seniority date.
14 Employees having the same starting date shall have their seniority status determined by the grade
15 achieved in training school. Seniority pertaining to shift assignments, selection of vacation
16 schedules, and all other purposes, except lay off and recall, shall be based on the employee's total
17 length of service in their current position (time in grade).

18 Time lost because of occupational illness or injury, and time spent in the Armed Forces on
19 approved military leaves of absence shall be included.

20 Employees returning from a promotion within the department shall retain all departmental
21 seniority, including time in the promotion position.

22 **Section 25.02:** An employee shall be appointed to his/her position for a probationary
23 period of one (1) year. If the appointment is original, the probationary employee may be
24 discharged at any time during his/her probationary period at the discretion of the Police Chief
25 without further appeal. If the appointment is promotional, the probationary employee may be
26 demoted at any time during his/her probationary period at the discretion of the Police Chief without
27 further appeal. The original probationary period provided for in this section may be extended for
28 good reason at the sole discretion of the Police Chief and without further appeal, for up to an
29 additional three (3) months, upon written notification by the Chief to the employee listing the

reasons for the extension. This extension shall not apply to any probationary periods involving any promotions.

Section 25.03: In the event of a layoff of employees covered by this Agreement, the order of layoff shall be inversely related to length of service, i.e., the last person hired shall be the first person laid off. An employee shall not accumulate seniority while on layoff.

Section 25.04: In the event of a recall to work, the order of return shall be directly related to length of service, i.e., the last person laid off shall be the first person returned to work.

Section 25.05: An employee shall forfeit his/her seniority rights only for the following reasons:

- a) Resignation.
- b) Dismissal with no reinstatement.
- c) Retirement.
- d) Unreasonable unexcused absence.
- e) Unreasonable failure to return to work on time following an approved leave of absence.
- f) On layoff for a period of two consecutive years.
- g) Unreasonable failure to return to work on time following recall from layoff.

Section 25.06: In the event it becomes necessary or requested, an up-to-date seniority list showing names and length of service shall be provided for inspection by members of the department.

Section 25.07: Subject to the terms of this Article, shift assignments shall be made on the basis of seniority (time in grade) preference. There shall be a total of four (4) regular shifts as follows: Late shift, day shift, early shift and swing shift.

Shift assignments shall be subject to the following:

- a) Shift assignments in effect on the date of execution of this Agreement shall remain in effect, except as otherwise provided herein.
- b) There shall be no rotation of shifts.
- c) Whenever a vacancy occurs in a permanent position to one of the regular four shifts identified in Section 25.07 above, the vacant shift shall be posted for ten working days (Monday through Friday, excluding Saturday, Sundays and holidays) and shall

1 be filled on a seniority basis by the most senior person who applies for the position.
2 If no employee applies for the vacancy, the least senior officer shall be ordered to
3 fill it. This does not apply to promotions.

4 d) There shall be no bumping of officers from shifts, subject to the following
5 exception: A school liaison officer or special operations officer, upon reassignment
6 to patrol duty, shall have the right to select his/her shift on the basis of seniority
7 (time in grade), provided he/she has previously made application for his/her
8 preference on a specific shift when an opening existed, and this opening was filled
9 by an officer of lesser time in grade.

10 e) A shift reassignment may be made at the voluntary request of an officer, where, in
11 the opinion of the Police Chief, such reassignment is in the best interests of the
12 Police Department and/or the officer submitting the request. Vacancies resulting
13 from such reassignment shall be filled on the basis of seniority preference.

14 Nothing in this section shall be construed to limit the management right of the Employer
15 to make temporary shift assignments of probationary employees, or to establish temporary or
16 special duty shifts, other than the regular shifts, and to make assignments to such shifts, or to alter
17 the starting time of said regular shifts, or to alter the number of officers assigned to each shift, all
18 consistent with the needs of the Police Department.

19 20 **ARTICLE XXVI - GRIEVANCE PROCEDURE**

21 **Section 26.01:** The grievance procedure provided for in this Article shall apply only to
22 grievances involving the interpretation or application of the specific provisions of this Agreement
23 provided, however, that suspensions, demotions and discharges shall be processed exclusively
24 under the provisions of Section 62.13, Wisconsin Statutes. The grievance process must be initiated
25 within ten (10) working days of the incident or within ten (10) working days of the time that the
26 aggrieved became aware or should have been aware of the incident. Working days, for the purpose
27 of this Article, shall be Mondays through Fridays, excluding holidays. Any grievances not
28 reported or filed within the time limits set forth above shall be invalid.

29 Any dispute relative to the interpretation or application of this Agreement between the
30 Employer and Employee or the Employer and the Association shall be handled as follows:

1 Step 1. The Employee, who may be accompanied by a representative of the Association if
2 he desires, shall discuss the grievance orally with the Police Chief. The Police Chief shall
3 respond orally within ten (10) working days thereafter.

4 Step 2. If the grievance is not satisfactorily settled at Step 1, the grievance shall, within ten
5 (10) working days after the oral response of the Police Chief, be submitted in writing to
6 the Police Chief. The Police Chief shall respond in writing within ten (10) working days
7 thereafter.

8 Step 3. If the grievance is not satisfactorily settled at Step 2, the grievance shall, within ten
9 (10) working days after the written response of the Police Chief, be submitted in writing to
10 the City Administrator. Within ten (10) working days of receipt of the grievance, the
11 Administrator shall confer with the concerned parties. A written determination of the
12 grievance shall be submitted to the grievant by the City Administrator within ten (10)
13 working days after conferring with the parties.

14 Step 4. If the grievance is not satisfactorily settled at Step 3, the grievance may be
15 submitted in writing to the Wisconsin Employment Relations Commission for the purpose
16 of arbitration. Any decision issued by said Commission, within its jurisdiction, shall be
17 final and binding on both parties.

18 **Section 26.02:** The arbitrator shall neither add to, detract from nor modify the language of
19 this Agreement in arriving at a determination of any issue presented. It is the intent of this Section
20 that both the Association and the City desire the arbitrator to expressly confine himself to the
21 precise issue(s) submitted for arbitration. The arbitrator shall have no authority to determine any
22 other issue not so submitted to him or to submit observations or declarations of opinion which are
23 not directly essential in reaching the determination.

24 **Section 26.03:** All expenses which may be involved in the arbitration proceeding shall be
25 borne by the parties equally, except that for the expenses related to the calling of witnesses or the
26 obtaining of depositions or any other similar expenses associated with such proceedings shall be
27 borne by the party at whose request such witnesses or depositions are required.

28 **Section 26.04:** When a grievance is required to be in writing, it shall state the specific
29 provision or provisions of the Agreement alleged to have been violated.

Section 26.05: All appeals of duly filed grievances not submitted by the grievant or his/her representative within the time limit specified, shall be termed abandoned grievances and as such, shall be considered as being resolved in favor of the Employer. This provision shall not apply to Step 1 of the grievance process. This section shall not apply to Step 1 of the grievance procedure. The parties may, by mutual agreement, extend the time limits to which this section applies.

Section 26.06: The Association agrees to furnish the City Administrator with an up-to-date list of the members and chairman of its Grievance Committee.

Section 26.07: Employees who are required to attend any of the meetings and/or hearings which may be required pursuant to this Article, shall be excused without loss of pay to attend such meetings and/or hearings, if such are scheduled during their regular working hours, provided however, that only one (1) Association representative shall be so excused for any one meeting or hearing.

Section 26.08: Except as otherwise provided for herein, any and all attorney's fees which may result from proceedings had under this Article, shall be borne exclusively by the party incurring such expense. Either party may obtain the services of any attorney at any stage of the proceedings under this Article.

Section 26.09: No grievance shall be submitted or processed under this Agreement which relates to a period prior to the execution date of this Agreement. Any grievance pending prior to the execution date of this Agreement shall be governed by the terms and provisions of the preceding Agreement.

Section 26.10: A written reprimand from the Police Chief may be grieved, but only through step three of the grievance process.

ARTICLE XXVII - NO WAIVER OF RIGHTS

Section 27.01: Neither party to this Agreement waives any rights possessed by it under State or Federal Laws, Regulations or Statutes, including Section 111.70, Wisconsin Statutes. It is intended by the provisions of this Agreement, that there be no abrogation or limitation of duties, obligations, or responsibilities of the Employer, the Board of Police and Fire Commissioners or the Police Chief which are now provided for either by State Statutes or charter ordinances of the City of Mequon. In the event of conflict between the provisions of this Agreement and such State Statutes or charter ordinances, the latter shall, in all cases, be applicable and shall prevail. General ordinances of the City of Mequon hereto related shall be in full force and effect except as expressly provided otherwise in this Agreement.

ARTICLE XXVIII - NO STRIKE

Section 28.01: The Association pledges itself to make every effort to maintain unimpaired the police service and protection of the community. It shall not cause, counsel or permit its members, or any of them individually, or in concert, to strike, slow down, disrupt, impede or otherwise impair the normal functions of the Department, or to refuse to perform any customarily assigned duties, including overtime, for the Employer, nor shall any employee participate in such prohibited activity. The occurrence of any such prohibited activity by the Association or employees shall be deemed illegal and violation of this Agreement shall render the Association and the employees subject to the penalties provided herein.

Section 28.02: Should one or more members of the bargaining unit during the term of this Agreement or any extension thereof, breach the obligations of Section 28.01, the Employer shall immediately notify the officers of the Association that a prohibited action is in progress. The Association shall immediately, and in any event within twelve (12) hours, by the senior responsible officer of the Association, disavow said strike, shall order its member or members in writing to return to work or cease the prohibited activity and provide the Employer with a copy of its order or alternatively accept the responsibility for the strike.

Section 28.03: Whether or not the Association is liable for any activity prohibited in Section 28.01, any employee who engages in such activity may be subject to the following penalties:

- a) Discharge, or other disciplinary action.
- b) Loss of compensation, vacation benefits, holiday pay, insurance and other benefits.
- c) Extra tours of duty without pay.

Section 28.04: In addition to any action or penalties provided in this Article, the Employer may enforce any other legal rights and remedies to which by law it is entitled.

Section 28.05: There shall be no lockout by the Employer during the term of this Agreement.

ARTICLE XXIX - RESIDENCY REQUIREMENT

Section 29.01: Residency within the City of Mequon or within the County of Ozaukee shall not be required as a condition of employment.

ARTICLE XXX - AIR CONDITIONED SQUADS

Section 30.01: All police vehicles shall be equipped with factory installed air conditioning.

ARTICLE XXXI - MILEAGE

Section 31.01: All employees required to use their personal car on City business (including attending a LESB Academy), will be reimbursed at the maximum allowable rate set by the IRS. No mileage reimbursement will be paid to an employee if a departmental vehicle is available and the employee elects to use his/her personal vehicle. When an employee is required to report to a work site other than the Public Safety Building, mileage reimbursement will be based on the distance from the employee's residence to the work site or the distance from the Public Safety Building to the work site, whichever is less.

ARTICLE XXXII - DUES DEDUCTION

Section 32.01:

- a) As the exclusive bargaining representative of employees in a collective bargaining unit comprised of the regular permanent full-time employees of the Mequon Police Department, but excluding clerical and professional employees, supervisory, managerial and confidential employees and all other employees of the City of Mequon, the Association will represent all such employees, members and non-members, fairly and equally. No employee shall be required to join the Association, but membership in the Association shall be made available to all employees who apply consistent with the Association constitution and by-laws. No employee shall be denied Association membership because of any protected category covered under state or federal law.
- b) Changes in the amounts required to be deducted shall be certified by the Association to the Employer thirty (30) days before the effective date of the change. In the event of any dues increase, the Association agrees to submit to the Employer a sworn statement that the increase is due to the increased cost of the bargaining process and administration of the contract.
- c) The Employer shall not be required to submit any amounts to the Association under this Agreement for employees otherwise covered who are on layoff, leave of absence or other status in which they receive no pay for the pay period normally used by the Employer to make such deductions. The Employer will provide the

Association with the list of employees from whom such deductions are made with each monthly remittance to the Association.

- d) The Employer shall not be liable to the Association, employee or any party by reason of the requirements of this Agreement for the remittance or payment of any sum other than that constituting actual deductions made from employee wages earned. The Association shall defend, indemnify and save the Employer harmless against any and all claims, demands, suits, orders, judgments or other forms of liability that may arise out of or by reason of action taken or not taken by the Employer under this Agreement.
- e) In the event of any dispute over the interpretation, application or enforcement of the terms of this Agreement, a grievance may be filed and processed under the Grievance Procedure.
- f) In the event the Association violates any of the provisions of the No-Strike Article in the collective bargaining Agreement between the parties, this Agreement shall be immediately terminated.
- g) In the event a labor organization other than the Association is recognized by the City, or is certified by the Wisconsin Employment Relations Commission, as the exclusive bargaining representative for all or any portion of the employees included in the collective bargaining unit referred to in Paragraph (a) above, this Agreement shall be immediately terminated.

Section 32.02: The Employer agrees to deduct monthly dues from the pay of employees who individually sign voluntary dues checkoff authorization forms supplied by the Association. The Employer agrees to deduct the appropriate amount from each paycheck each month of each employee requesting such dues deduction following receipt of the written authorizations from the Association and shall remit the total of such deductions to the Treasurer of the Association within ten (10) days of the date such deductions were made with a list of the names that the dues have been deducted from. Any changes in the amount of dues to be deducted shall be certified to the Employer by the Association at least thirty (30) days prior to the effective date of such change.

ARTICLE XXXIII - JURY DUTY

Section 33.01: The employer agrees to provide the member who is summoned for jury duty, jury duty leave with pay at the base pay of the employee for those jury days that the employee is scheduled to work. Base pay of the employee is the employee's pay rate excluding any overtime

1 or supplemental pay. Jury duty includes that period of time which the summoned employee is
2 required to spend in the jury selection process. However, when the employee is not impaneled for
3 extra duty, and only on call, the employee shall report back to work unless authorized by the Chief
4 or his designee to be absent from his or her work assignment. When an employee is impaneled
5 and dismissed with one (1) hour or more remaining on the employee's shift, the employee will be
6 required to return to work. First or third shift employees called for jury duty will be temporarily
7 transferred to the 8:00 a.m. to 4:00 p.m. shift for the period of jury duty.

8 9 **ARTICLE XXXIV - COMPLETE CONTRACT**

10 **Section 34.01:** This Agreement constitutes an entire Agreement between the parties and
11 no verbal statement shall supersede any of its provisions.

12 **Section 34.02:** The parties acknowledge that this Agreement is the result of the unlimited
13 right and opportunity afforded to each of the parties to make any and all requests and proposals
14 with respect to the subject of rates of pay, hours of work, and conditions of employment and
15 incidental matters respecting thereto.

16 17 **ARTICLE XXXV - POLICE RIDE-ALONG PROGRAM**

18 **Section 35.01:** Participation in the Police Ride-Along Program is purely on a voluntary
19 basis with each individual employee. Such participation shall be for a twelve (12) consecutive
20 month period beginning January 1. No employee shall be required to participate in the Ride-Along
21 Program, nor shall any employee be subject to discipline for refusing or failing to participate in
22 the program.

23 **Section 35.02:** The Employer shall continue to provide liability coverage and protection
24 for officers who participate in the Ride-Along Program as is afforded to all police officers in
25 carrying out their duties and responsibilities.

26 27 **ARTICLE XXXVI - SUBSTANCE ABUSE**

28 **Section 36.01:** The purpose of this policy is to outline the Police Department substance
29 abuse testing program and provide all employees with notice of its provisions.

30 **Section 36.02:** An Employee Assistance Program is available to employees and family
31 members to help them deal with problems on a voluntary basis. Employees should avail
32 themselves of this assistance as early as possible in order to avoid more serious situations.

It is the policy of this Department that the critical mission of law enforcement justifies maintenance of a drug-free work environment ~~and through~~ the use of a reasonable employee drug testing program ~~aids in the achievement of that objective~~. The law enforcement profession has several uniquely compelling interests that justify the use of employee drug testing. The public has a right to expect that those who are sworn to protect them are, at all times, both physically and mentally prepared to assume those duties. There is sufficient evidence to conclude that the use of controlled substances and other forms of illegal drug ~~abuse~~ will seriously impair an employee's physical and mental health, and thus job performance.

Where law enforcement officers participate in illegal drug use and drug activity, the integrity of the law enforcement profession and public confidence in that integrity are destroyed. This confidence is further eroded by the potential for corruption created by illegal drug use.

Therefore, in order to ensure the integrity of the Department and to preserve public trust and confidence in a fit and drug-free law enforcement profession, this Department shall implement a drug testing program to detect prohibited illegal drug use by Department employees.

Section 36.03:

- A. ~~Sworn Employee~~ - Those bargaining unit employees who have been formally vested with full law enforcement powers and authority.
- B. Supervisor - Those employees assigned to a position having ~~day-to-day~~ responsibility for supervising ~~subordinates, or are responsible for commanding a work element~~ bargaining unit employees.
- C. Drug Test - The compulsory production and submission of urine, hair, or blood by an employee, in accordance with Departmental procedures, for chemical analysis to detect prohibited illegal drug usage of controlled substances: ~~Heroin, cocaine, phencyclidine, lysergic acid diethylamide, psilocin, psilocybin, amphetamine, methamphetamine, or any form of tetrahydrocannabinol.~~
- D. Reasonable Suspicion - Exists when evidence or information which appears reliable is known to the ~~police~~ supervisor and is of such weight and persuasiveness as to make the supervisor, based upon his/her personal judgment and experience reasonably suspects that ~~a member of the department~~ an employee is illegally using or illegally in possession of drugs. A reasonable suspicion that a member is illegally using or illegally in possession of drugs must be supported by specific articulable facts from which rational inferences may be drawn. Reasonable suspicion cannot be based on mere "hunch" or solely upon poor work performance.

If suspicion of illegal drug use is based upon observation of the suspected member's physical appearance, at least two (2) supervisors ~~must~~shall make observations.

E. Probationary Employee - For the purposes of this policy only, a probationary employee shall be considered to be any person who is conditionally employed with the Department as a law enforcement officer.

F. Approved Testing Laboratory - A laboratory which meets Federal requirements and has been accredited ~~by the National Institute of Drug Abuse (NIDA)~~ to administer such testing.

G. Adequately Trained - A laboratorian sufficiently trained in collection procedures by the Approved Testing Laboratory to meet the Federal guidelines for certification.

H. Medical Review Officer (MRO) - A licensed physician knowledgeable in substance abuse and addiction, forensic toxicology and pharmacology.

Section 36.04:

A. Prohibited Activity - The following rules shall apply to all ~~applicants, probationary and regular~~ employees, while on and off duty.

1. No employee shall illegally possess any controlled substance.
2. No employee shall ingest any controlled or other dangerous substance, unless as prescribed by a licensed medical practitioner.
 - a. An employee who is required to use a prescription medication and who has been advised by their physician ~~not to~~of work ~~during--~~related restrictions involving such use must notify their immediate supervisor, including ~~the~~ providing the restrictions and prescribed period of use.
 - b. Supervisors shall document this information through the use of an internal memorandum and maintain this memorandum in the employee's ~~personnel~~ file established for this purpose as required by law.
3. Any employee who unintentionally ingests, inhales, absorbs, or ~~is made to ingest,~~otherwise comes under the effects of a illegally controlled substance, shall immediately report the incident to his/her/their supervisor ~~so that appropriate medical steps may be taken to ensure the employee's health and safety.~~

4. Any employee having reasonable suspicion that another employee is illegally using or ~~is illegally~~ in possession of any controlled substance, shall immediately report the facts and circumstances to a supervisor ~~of his/her choice~~ who shall document said information and immediately submit the report to a ~~lieutenant~~ Captain.
5. Discipline of ~~sworn~~ employees for violation of this policy shall be in accordance with the due process rights provided in the Department's discipline procedures.

B. Probationary Employee Drug Testing

1. All probationary employees may be required, as a condition of employment, to participate in unannounced drug tests prior to the completion of the probationary period. The frequency and timing of such testing shall be determined by the Chief or his designee.

C. Employee Drug Testing - Additional tests may be required as set forth in this policy:

1. A Supervisor may order an employee to take a drug test upon reasonable suspicion that the employee is or has been using illegally or ~~is/was illegally~~ in possession of a controlled substance. A summary of the facts supporting the order shall be made available to the employee ~~prior to the actual test~~.
- ~~2. A drug test will be administered as part of all promotional procedures. Promotion shall be contingent upon passing the drug test.~~
- ~~23.~~ Any ~~sworn officer~~ employee of this Department may be required to submit to a drug test if directly involved in a serious police incident as defined by the following cases:
 - a. ~~Discharge of a firearm at a human being or a vehicle in which human beings are contained, in this scenario.~~ A directly involved ~~officer~~ employee involved in the use of deadly force. A directly involved employee is ~~any officer~~ an employee who actually discharges ~~his/her or uses their~~ weapon.
 - b. Police vehicle auto accident in which injury is sustained by any involved officer or citizen requiring immediate medical attention by hospital personnel may be required by the employee's supervisor to participate in a drug screening test immediately following the event,

or as soon as the tactical situation allows. A directly involved ~~officer~~
employee in this scenario is the driver of the police vehicle.

- c. Whenever an ~~an member~~employee is directly involved in an incident that results in death or great bodily harm as defined by Wisconsin State Statute. A directly involved ~~officer~~employee in this scenario is an ~~officer~~employee whose actions or inactions proximately causes a death or great bodily harm.

43. ~~On duty/off duty a~~ Arrest or indictment for the illegal use or illegal possession of controlled substances.

45. Any ~~officer~~employee, who in the carrying out of police duties, ingests, inhales, absorbs or otherwise comes under the effects of, either directly or indirectly, any ~~drug or narcotic~~illegally controlled substance, is required to document, as soon as possible thereafter, such ~~contact~~contact. Documentation shall occur in writing explaining all circumstances, and the employee's supervisor shall be notified as soon as possible. ~~Drug tests~~A drug test will be administered and no disciplinary action will be taken if the tests are positive under the following conditions:

- a. The ~~officer~~employee reasonably believed ~~he/she/they was/were~~ in physical danger if ~~he/she/they~~ did not ingest the drug or narcotic substance.
- b. The employee accidentally, or by the actions of another, ingests, inhales, absorbs, or otherwise comes under the effects of the substance
- b. Nothing in this policy should be construed as granting permission for ~~police officers and/or narcotics agents~~employees to ingest any illegal drug, marijuana, narcotic substance, or controlled substance under any circumstance except cited in 54a, 4b, or with a valid prescription.

D. Controlled Substance Testing Procedures

1. The testing procedures and safeguards provided in this policy to ensure the integrity of Department drug testing shall be adhered to by any qualified personnel administering drug tests.
2. The ~~Chief~~supervisor, at ~~his or her~~their option, may require an escort to the testing site.

3. ~~Personnel authorized to administer drug tests shall require positive identification from each employee to be tested before the employee enters the testing area. This shall consist of picture ID or Driver's License.~~
43. A pretest interview shall be conducted by testing personnel with each employee in order to ascertain and document the recent use of any prescription or non-prescription drugs, or any indirect exposure to drugs that may result in a ~~false~~ positive test result.
45. The ~~bathroom~~ facility of the testing area shall be private and secure.
65. Where the employee appears unable or unwilling to give a specimen at the time of the test, testing personnel shall document the circumstances ~~on the drug test report form~~. The employee shall be permitted no more than ~~eight~~ four hours to give a sample, during which time ~~he/shethey~~ shall remain in the testing area. Reasonable amounts of water may be given to the employee to encourage urination. Failure to submit a sample shall be considered a refusal to submit to a drug test. Documented medical inability to submit a sample shall not be considered a refusal.
76. Refusal of an employee to submit to a required substance abuse test will be considered as a refusal of a direct order and will be cause for discipline up to and including discharge.
87. Employees shall have their ~~urine~~ sample split and made available to the employee for retesting in case of a positive test result. The ~~urine~~ samples must be provided at the same time, identified, marked, and placed in identical specimen containers by authorized testing personnel. One sample shall be submitted for immediate drug testing at the approved testing laboratory. If the sample tests positive, the other sample shall remain at the facility in frozen storage for one year. The second sample shall be made available to the employee or the employee's attorney, should the original sample result in a legal dispute or the chain of custody be broken. If the employee desires to have ~~his/her~~ their specimen retested because of a positive test result, ~~they/he/she~~ may do so at ~~his/her own expense~~ the City of Mequon's Expense at an approved testing laboratory of ~~his/her~~ the City's choice. Results of any retesting ~~should~~ shall be submitted to the Police Chief in writing within five (5) working days, excluding Saturdays,

Sundays, and Holidays, after the specimen is turned over to the employee's selected laboratory.

98. Specimen samples shall be sealed in the presence of the participants, labeled, and checked against the identity of the employee to ensure the results match the tested specimen. All collections are handled forensically, which means they are labeled, double-sealed, double-checked for accuracy and completeness, stored in a secure, locked refrigerator until testing, and accompanied by a forensic chain-of-custody.

109. Whenever there is a reason to believe that the employee may have altered or substituted the specimen to be provided, a second specimen shall be obtained immediately under direct observation of the testing personnel of the same gender.

E. Drug Testing Methodology

1. The testing or processing phase shall consist of a two-step procedure:
 - a) Initial screening test.
 - b) Confirmation test.
2. The ~~urine-obtained~~ sample is first tested using the initial drug screening procedure. The laboratory will not release a positive screening result to the Mequon Police Department until it has been confirmed by an alternate ~~more specific method: gas chromatography mass spectrometer. (GC/MS).~~
3. A specimen testing positive will undergo an additional confirmatory test. The confirmation procedure shall be technologically different and more sensitive than the initial screening test.
4. The drug screening tests selected shall be capable of identifying ~~marijuana, cocaine and every major drug~~ restricted controlled substances within the scope of abuse, including heroin, amphetamines and barbiturates ~~the test~~. Personnel utilized for testing will be adequately trained in collection procedures.
5. Concentrations of a drug at or above the ~~following~~ as established by the testing provider shall be considered a positive test result. A positive test result for Marijuana shall only be delta-9-tetrahydrocannabinol levels above 50 ng/ml. when using an EMIT immunoassay drug screening test:
Amphetamines ——— 1000 ng/ml

Barbiturates	300 ng/ml
Cocaine	200 ng/ml
Opiates	300 ng/ml
THC	50 ng/ml
PCP	35 ng/ml
Benzodiazepines	300 ng/ml
Methadone	300 ng/ml
Methaqualone	300 ng/ml
Propoxyphene	300 ng/ml

Concentrations of a drug at or above the following levels shall be considered a positive test result when performing a confirmatory GS/MS test on a urine specimen that tested positive using a technologically different initial screening method:

Marijuana metabolite. . . 15*

Cocaine metabolite. . . 150**

Opiates:

Morphine 300

Codeine. 300

Phencyclidine 25

Amphetamines:

Amphetamine. 500

Methamphetamine. . . 500

* ~~Delta-9 tetrahydrocannabinol-9-carboxylic acid~~

** ~~Benzoylcegonine~~

6. The laboratory selected to conduct the analysis shall be experienced and capable of quality control, documentation, chain-of-custody, technical expertise, and demonstrated proficiency in ~~urinalysis~~ sample analysis.

7. Employees having negative drug test results shall receive a memorandum stating that no illegal drugs were found. A copy of the memorandum will be placed in a separate file established for this purpose ~~as required by law~~.
The employee will have the right to inspect this separate file once a year.

F. Chain of Evidence - Storage

1. Each step in the collecting and processing of the ~~urine specimens sample~~ shall be documented to establish procedural integrity and the chain of custody.
2. Where a positive result is confirmed, ~~urine~~ specimens shall be maintained in secured, refrigerated storage for one year.

G. Drug Test Results

1. The MRO shall review laboratory reports and chain-of-custody forms for accuracy and integrity; contact the employee who tests positive and discuss the test results ~~prior to notification of the Department~~.
2. All records pertaining to department-required drug tests shall remain confidential. Copies of test results reported by number will be provided only to the Police Chief or his designee. Drug test results shall not be provided to other employers or agencies without the written permission of the person whose records are sought. Drug test results and records shall be retained in a separate confidential file for an indefinite period.

H. Compensation. Whenever possible, all department ordered testing, under the provision of this policy, shall take place during the officer's scheduled work hours. Officers shall be paid according to their usual rate for all time devoted to testing. If testing cannot be done during the officer's regular work hours, the officer shall be paid ~~at the appropriate~~ a minimum of two (2) hours at the pay rate of time and one-half (1-1/2) of their regular rate for all time accrued for test purposes.

Section 36.05:

~~A. If an employee tests positive, and the tests identify cocaine, heroin, amphetamines, barbiturates, or any major drugs as defined in this policy (III C), or any other controlled drug listed in Schedules I or II or State Code; Wisconsin State Statute, Chapter 161 (Uniform Controlled Substances Act), the employer may pursue termination of the employee. The exceptions shall be:~~

- ~~1. Forced use as defined in Section IV.D.5a~~
- ~~2. Medications prescribed by a physician.~~
- ~~3. Innocuous and/or "legal" (uncontrolled) substances giving "false positives".~~

~~BA.~~ A member, who has been ordered to take and has taken, a drug test based on either reasonable suspicion, or the requirements in Section 36.04 C of paragraph IV.D, hereof, shall not be subject to disciplinary action based on the test results until the

test results are received by the department. During that period the member may be required to surrender ~~his/her weapon, badge, I.D. card, cap shield, and keys~~their police equipment as designated by the Chief of Police, and may be suspended with pay. This action shall be accomplished whenever possible without advising other personnel of the reasons.

CB. All discipline involving a member who has a confirmed positive test for illegal drug use shall be administered in accordance with 62.13, Wis. Stats.; such discipline may include dismissal from the department. The ~~department's~~City's position on discipline is that any member proven to have illegally used or illegally possessed controlled substances shall be dismissed for such use, subject only to the discretion of the Police Chief and review by the Board of Police and Fire Commissioners.

ARTICLE XXXVII - MEMBER INTERVIEW PROCEDURAL RIGHTS

Section 37.01: If a member is under investigation for a non-criminal matter and is being interviewed for any reason which could lead to disciplinary action other than an oral warning for minor infractions, the interview shall comply with the following requirements:

- a) The member under investigation shall be informed of the nature of the investigation, as it is known to the investigator, prior to any interview.
- b) At the request of the member under investigation, he or she may be represented by a representative of his or her choice whom he or she may consult at all reasonable times during the interview. The representative shall not be a person subject to the same investigation. This investigation shall be non-adversarial. This section shall not apply to any interrogation of a member in the normal course of duty, counseling, instruction or informal verbal admonishment by a superior or other routine or unplanned contact with a supervisor.
- c) The member under investigation shall receive a copy of any Matter Of Report he or she personally wrote relative to the incident under investigation and at no cost to said member.
- d) The investigator shall make a reasonable good faith effort to conduct these interviews during the member's regular working hours unless the seriousness of the investigation requires otherwise. Such interview should take place at the Public Safety Building, or elsewhere if mutually agreed, unless an emergency exists which requires the interview to be conducted elsewhere and promptly.

- e) Interviews shall be done under circumstances devoid of intimidation, abuse or coercion. An employee refusing to respond to questions or submit to interrogation shall be informed that failure to answer questions directly related to the investigation or interrogation may result in disciplinary action. The member also shall be informed that the employee's responses to questions cannot be used in any criminal investigation or prosecution of that employee.
- f) All interviews and investigations shall be limited to activities, circumstances, events, conduct or acts which pertain to the incident which is the subject of the investigation of the event which occurred during the employee's course of duty, unless the employee's off-duty conduct is reasonably believed to affect the employee's ability to perform on duty.
- g) Interviews and investigations shall be concluded with no unreasonable delays, provided the departmental workload permits and all the underlying facts are known to the investigator.
- h) The member shall be advised of the results of the investigation and of any future action to be taken on the incident.
- i) No member shall be subject to retaliation, either in connection with an investigation and discipline (if any) or in connection with the member's employment, because the member exercises the rights provided in this article and under state and federal laws.

ARTICLE XXXVIII - AMENDMENTS AND SAVING CLAUSE

Section 38.01: This Agreement may not be amended except by the mutual consent of the parties in writing.

Section 38.02: If any provisions of this Agreement shall be held invalid, the validity of the remaining portions of this Agreement shall not be affected and the parties shall immediately meet to re-negotiate such invalid provisions.

ARTICLE XXXIX - CANINE HANDLER

Section 39.01: The Department has created a canine-handler position in the Mequon Police Department. The Department intends to comply with the requirements of the Fair Labor Standards Act in compensating the canine handler for canine-related work including but not limited to training, daily care, and other related activities. The Police Chief or his designee may

adjust the handler's regular work schedule to accommodate the time needed to train the canine, provide veterinary care for the canine, and transport the canine to and from work. Any canine-related work time spent in excess of the handler's regular hours of work shall be compensated with either compensatory time or pay at time and one half the handler's regular rate of pay. Both parties understand and agree that the long-term viability of the canine program is enhanced by the judicious expenditure of overtime.

Section 39.02: The Police Chief may create a shift other than the four current regular shifts for the canine handler position only and that the creation of a special shift for the canine handler shall not violate the terms of the collective bargaining agreement including but not limited to Section 25.07 in effect between the parties. In the event the canine handler position is eliminated, any special shift created for that position will also be eliminated.

Section 39.03: The canine handler will be compensated in the following manner for the daily/routine care, feeding, and grooming of the canine:

- a) The canine handler will be allowed to dedicate the last one-half hour of his his/her shift solely to the daily/routine care, feeding, and grooming of the canine. These tasks can be performed either at the Public Safety Building or at the canine handler's personal residence. If the handler is diverted to other non-canine-specific assignments during this final one-half hour of the regular shift (or any portion thereof), the canine handler shall earn compensatory time or paid overtime for the actual amount of time spent caring for the canine in excess of the handler's 8.5 hour shift, not to exceed one-half hour.
- b) The canine handler will receive one hour compensatory time or pay at the appropriate overtime rate on his/her regularly scheduled off-days for the daily/routine care, feeding, and grooming of the canine. The handler will not receive any additional compensation for time spent in the daily/routine care, feeding and grooming of the canine on days when the handler is off work including sick days, holidays, compensatory time off, or vacation days.
- c) Veterinarian visits are not considered daily/routine care. The canine handler shall make every attempt to schedule non-emergency veterinary visits during his/her scheduled working hours.
- d) The canine handler will also be assigned a "take-home squad" to facilitate to off-duty requests for the canine unit. The handler will be compensated in accordance

with the terms of the collective bargaining agreement in effect between the parties
for any time spent responding to off-duty requests for the canine unit.
Except as stated above, the handler will receive no additional compensation for time spent with
the canine assigned to him/her.

ARTICLE XXXX - DURATION

Section 40.01: This Agreement shall be effective January 1, 202~~25~~⁴⁷, and shall remain in
effect through December 31, 202~~47~~⁵¹. In the event a new agreement is not reached by this date, all
benefits and conditions of this agreement shall carry on until a successor agreement is negotiated,
provided that it does not exceed three (3) calendar years in duration. In the event the new
agreement is desired to take effect after the termination of this agreement, the Association shall
give written notice of its desire to commence negotiations on or about **July 1** in the year in which
the contract terminates. Thereafter the parties shall mutually agree to a date to exchange proposals
and commence bargaining.

Signed this _____ day of _____, 202~~51~~⁵⁴.

CITY OF MEQUON

MEQUON POLICE ASSOCIATION, INC.

~~John Wirth~~ Andrew Nerbun, Mayor

Charles O'Connell, President

Caroline Fochs
City Clerk

Austin Boinski, Secretary

William R. Rettko, Labor Attorney for
Mequon Police Association, Inc.

APPENDIX “A” - SALARY RATES**2.5% Effective 1/1/2022**

	Step 1	Step 2	Step 3	Step 4	Step 5
Patrol Officer	\$64,369.61	\$71,869.90	\$75,877.82	\$82,413.48	\$86,293.98
Detective	\$88,633.24	\$92,516.23	\$96,398.66		
Sergeant	\$89,072.02	\$92,974.23	\$96,875.88		

-2.5% Effective 1/1/2023

	Step 1	Step 2	Step 3	Step 4	Step 5
Patrol Officer	\$65,978.85	\$73,666.65	\$77,774.77	\$84,473.82	\$88,451.33
Detective	\$90,849.08	\$94,829.14	\$98,808.63		
Sergeant	\$91,298.82	\$95,298.59	\$99,297.78		

-2.75% Effective 1/1/2024

	Step 1	Step 2	Step 3	Step 4	Step 5
Patrol Officer	\$67,793.27	\$75,692.49	\$79,913.58	\$86,796.85	\$90,883.75
Detective	\$93,347.43	\$97,436.95	\$101,525.87		
Sergeant	\$93,809.54	\$97,919.31	\$102,028.47		

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3% Effective 1/1/2025

	Step 1	Step 2	Step 3	Step 4	Step 5
<u>Patrol Officer</u>	<u>\$69,827.07</u>	<u>\$77,963.27</u>	<u>\$82,310.99</u>	<u>\$89,400.76</u>	<u>\$93,610.27</u>
<u>Detective</u>	<u>\$96,147.86</u>	<u>\$100,360.06</u>	<u>\$104,571.65</u>		
<u>Sergeant</u>	<u>\$96,623.83</u>	<u>\$100,856.89</u>	<u>\$105,089.33</u>		

2% Effective 1/1/2026

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Patrol Officer</u>	<u>\$71,223.62</u>	<u>\$79,522.54</u>	<u>\$83,957.21</u>	<u>\$91,188.78</u>	<u>\$95,482.48</u>
<u>Detective</u>	<u>\$98,070.82</u>	<u>\$102,367.27</u>	<u>\$106,663.09</u>		
<u>Sergeant</u>	<u>\$98,556.31</u>	<u>\$102,874.03</u>	<u>\$107,191.12</u>		

1.5% Effective 7/1/2026

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Patrol Officer</u>	<u>\$72,291.98</u>	<u>\$80,715.38</u>	<u>\$85,216.57</u>	<u>\$92,556.62</u>	<u>\$96,914.72</u>
<u>Detective</u>	<u>\$99,541.89</u>	<u>\$103,902.78</u>	<u>\$108,263.04</u>		
<u>Sergeant</u>	<u>\$100,034.66</u>	<u>\$104,417.14</u>	<u>\$108,798.99</u>		

3.5% Effective 1/1/2027

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Patrol Officer</u>	<u>\$74,822.20</u>	<u>\$83,540.42</u>	<u>\$88,199.15</u>	<u>\$95,796.11</u>	<u>\$100,306.74</u>
<u>Detective</u>	<u>\$103,025.86</u>	<u>\$107,539.38</u>	<u>\$112,052.25</u>		
<u>Sergeant</u>	<u>\$103,535.88</u>	<u>\$108,071.74</u>	<u>\$112,606.96</u>		

2025 Finance-Personnel Monthly Work Plan

Current Agenda Topics

Month	Agenda Topics
January	• A Resolution Approving the City of Mequon's Insurance Program for Fiscal Year 2025 with the League of Wisconsin Municipalities Mutual Insurance, in the Estimated Amount of \$376,990 • A Resolution Approving a Collective Bargaining Agreement Between the City of Mequon Police Association for the Period January 1, 2025 – December 31, 2027 • Q4 Investment Portfolio Update-DANA Investment Advisors

Future Agenda Topics

• Insurance Review • Library Review	• Payment in Lieu of Tax (PILOT) Agreements • City Ordinance Reconciliation
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2025 Completed Items

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