



VILLAGE BOARD MEETING AGENDA
Tuesday, March 26, 2024 at 6:00 p.m.
Caledonia Village Hall - 5043 Chester Lane

1. **Meeting called to order**
2. **Pledge of Allegiance**
3. **Roll Call**
4. **Approval of Minutes** - Village Board – March 12, 2024
5. **Public Comment** – Provides a two-minute opportunity for citizens to voice opinions to the Village Board. The Village Board cannot respond as this may conflict with open meeting requirements.
6. **Ordinances and Resolutions**
 - A. **Resolution 2024-038** Preliminary Resolution Declaring Intent to Exercise Special Assessment Powers for the Imposition of an Alternative Charge (Deferred Special Assessment) Under Sec. 3-2-12(A) of the Village's Code of Ordinances in Connection with Construction of Public Water Main Along Bluffside Drive and Park Ridge Drive in the Village of Caledonia
 - B. **Resolution 2024-039** Authorizing the Village of Caledonia to Enter Into a Professional Services Agreement with Ehlers for Financial Services as Relates to a Specific Proposed Project Within Tid#4
 - C. **Resolution 2024-040** Approving 2023 Year-End Budget Modifications
7. **New Business**
 - A. Approval of A/P checks
 - B. Approval of US Bank List
8. **Continuing Business**

None
9. **Closed Session Items:**
 - A. The Village Board will take up a motion to go into CLOSED SESSION, pursuant to Wis. Stat. S. 19.85(1)(e), deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session and Wis. Stat. S. 19.85(1)(c), considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: specifically to discuss the bargained successor agreement between the Village of Caledonia and the Caledonia Firefighters Local 2740.
 - B. The Village Board reserves the right to go back into OPEN SESSION, and possibly take action on the items discussed during the closed session and to move to the remaining items on the agenda.
 - C. **Resolution 2024-041** – Authorizing the Village of Caledonia to Enter Into an Agreement with the Village of Caledonia Firefighters Local 2740 of the International Association of Firefighters for 2023-2025
10. **Adjournment**

Village Board Meeting Minutes

March 12, 2024

1 - Order

President Weatherston called the Village Board meeting to order at 6:00 p.m. at the Caledonia Village Hall.

2 - Pledge of Allegiance

President Weatherston led the board in the Pledge of Allegiance to the Flag.

3 - Roll Call

PRESENT: 7 – President Weatherston, Trustee Pierce, Trustee Stillman, Trustee Martin, Trustee Wishau, Trustee McManus, and Trustee Lambrecht

EXCUSED: 0

STAFF: Administrator Kathryn Kasper, Clerk Jennifer Olsen, Public Services Director Tony Bunkelman, Finance Director Wayne Krueger, Development Director Peter Wagner, Police Chief Christopher Botsch, Fire Chief Jeff Henningfeld, and Village Attorney/HR Manager Tyler Helsel

4 – Approval of Minutes

Motion by Trustee Pierce to approve the Village Board minutes of the February 27, 2024 meeting as printed, seconded by Trustee Martin. Motion carried 7-0.

5 – Public Comment

1. Mark and Sue Gracyalny, 4 Mile Rd. - Request an item be put on the agenda for the next meeting to discuss respite.
2. Teri Nitka, Westlake Dr - Concerns regarding ATV and offroad ordinance in regards to noise complaints
3. Chris Nitka, Westlake Dr - Concerns regarding ATV and offroad ordinance in regards to noise complaints

6 – Ordinances and Resolutions

- A. Resolution 2024-031 – Approving a Request for a Conditional Use Permit to Allow for the Construction and Operation of a ±25-Acre Private Solar Utility for the Parcel Located at 11049 Adams Road, Village of Caledonia, Racine County, WI, Peter Murphy, Applicant, Cooper Power Systems Inc., Owner (PC 2/26/24, 6-0)**

Motion by Trustee Martin to approve the resolution, seconded by Trustee Stillman.
Motion carried, 7-0.

- B. Resolution 2024-032 – Approving a Site, Building, & Operations Plan to Construct and Utilize a ±25-Acre Private Solar Utility for the Parcel Located at 11049 Adams Road, Village of Caledonia, Racine County, WI, Peter Murphy, Applicant, Cooper Power Systems Inc., Owner (PC 2/26/24, 6-0)**

Motion by Trustee Pierce to approve the resolution, seconded by Trustee Stillman.
Motion carried, 7-0.

- C. Resolution 2024-033 – Approving a Site, Building, & Operations Plan to Construct A ±191 Square-Foot Accessory Building for the Property Located at 3920 N. Green**

Bay Road, Village of Caledonia, Racine County, WI; Mirsad Aslani, Applicant, St. Monica Senior Citizen, Owner (PC 2/26/24, 6-0)

Motion by Trustee Martin to approve the resolution, seconded by Trustee Lambrecht.
Motion carried, 7-0.

- D. Resolution 2024-034 – Approving a Site, Building, & Operations Plan to Construct Two New Cabins and to Relocate Two Existing Cabins on the Site Located at 8425 STH 38, Village of Caledonia, Racine County, WI; Bear Country Inc., Applicant, Bear Country Holdings LLC, Owner (PC 2/26/24, 6-0)**

Motion by Trustee Martin to approve the resolution, seconded by Trustee Stillman.
Motion carried, 7-0.

- E. Resolution 2024-035 – Approving a Site, Building, & Operations Plan to Construct ±1,000 Square-Foot Addition to the Existing Commercial Building Located at 13600 7 Mile Road, Village of Caledonia, Racine County, WI, Nathan Remitz, Applicant, Rahul Singh, Owner (PC 2/26/24, 6-0)**

Motion by Trustee Pierce to approve the resolution, seconded by Trustee Stillman.
Motion carried, 7-0.

- F. Resolution 2024-036 – Approving a Temporary Use for A 20' X 20' Canopy Tent for Sales of Fireworks and a 8' X 20' Storage Container for Firework Storage from June 7 through July 7, 2024; Located at 7952 US Highway 41, Village of Caledonia, Racine County, WI, Jacob Zamora, Applicant, Kidangayil, Inc., Owner (PC 2/26/24, 6-0)**

Motion by Trustee Stillman to approve the resolution, seconded by Trustee Lambrecht.
Motion carried, 7-0.

- G. Resolution 2024-037 – Authorizing the Village Of Caledonia to Enter into a Storm Water Drainage Easement Agreement with the Racine Unified School District (PC 2/26/24, 6-0)**

Motion by Trustee Pierce to approve the resolution, seconded by Trustee Martin. Motion carried, 7-0.

7. - New Business

- A. Approval of A/P checks**

Motion by Trustee Wishau to approve the A/P Checks, seconded by Trustee McManus.
Motion carried, 7-0.

8 – Adjournment

President Weatherston adjourned the meeting at 6:10 p.m.

Respectfully prepared and submitted:

*Jennifer Olsen
Village Clerk*

MEMORANDUM

To: Caledonia Village Board

From: Elaine Ekes, Pruitt, Ekes & Geary, S.C.

Date: March 22, 2024

Re: Bluffside Subdivision Right of Recovery

In the Board's packet, for action, is a Preliminary Resolution to begin the process to implement a right of recovery for construction costs for the public watermain that was laid by the Developer to serve the infill development of Bluffside Subdivision. If you recall, the development agreement for the subdivision required the developer to construct the watermain at its cost and allows for the right of recovery for 10 years from seven already existing parcels with homes that could connect at their option. Those parcels were not required to connect to the watermain at the time of construction. If the parcels connect within the 10 years, it would trigger the parcel owner to pay an alternative charge (deferred special assessment) to reimburse the developer for the cost of the benefit to their parcel. Payments would be allowed on an installment plan in accordance with the Village's ordinance so the overall impact to the parcel owner is minimized. When those payments are received by the Village, they would be remitted to the developer.

The Preliminary Resolution starts this process and a public hearing will be held with notice going to the affected parcel owners. Full information on the anticipated amounts for the alternative charge will be provided to the affected parcel owners and the Board by the Village Engineer prior to the public hearing. By way of background, this should not be new information for the parcel owners as they were part of the conversation when the board determined not to require them to hook up at the time of construction. Please let me or Tony Bunkelman know if you have any questions.

**RESOLUTION 2024-038
VILLAGE OF CALEDONIA**

**A PRELIMINARY RESOLUTION DECLARING INTENT TO EXERCISE
SPECIAL ASSESSMENT POWERS FOR THE IMPOSITION OF AN ALTERNATIVE
CHARGE (DEFERRED SPECIAL ASSESSMENT) UNDER SEC. 3-2-12(a) OF THE
VILLAGE'S CODE OF ORDINANCES IN CONNECTION WITH CONSTRUCTION OF
PUBLIC WATER MAIN ALONG BLUFFSIDE DRIVE AND PARK RIDGE DRIVE IN
THE VILLAGE OF CALEDONIA**

The Village Board of the Village of Caledonia, Racine County, WI, do resolve as follows:

1. The Governing Body hereby declares its intention to impose an alternative charge under its special assessment powers pursuant to Section 3-2-12(a) of the Village's Code of Ordinances and Section 66.0703, Wis. Stat., upon property described in **Schedule A** hereto for special benefits conferred upon such property with the construction of public water main in the Village of Caledonia. The project generally consisted of the following:

Construction of an 8-inch water main and appurtenances (including laterals) beginning at the corner of Bluffside Drive and 4 Mile Road and extending south along Bluffside Drive approximately 1,439 feet, extending west along Park Ridge Drive approximately 900 feet and extending west along Old Orchard Boulevard approximately 408 feet.
2. The Governing Body hereby determines that the construction of such improvements were in the best interest of and for the health and welfare of the Municipality and the property affected by the improvement and constitutes an exercise of the police power.
3. That Section 3-2-12(a) of the Code of Ordinances for the Village of Caledonia states:

“(a) In the situation of a property owner seeking to extend a public infrastructure improvement to property to allow for development, with the improvement traversing sparsely developed or agricultural areas, the Village may require the requesting property owner to pay to the Village, in advance, the total amount to extend the improvement to that property. When an additional property connects to the improvement, that property owner will contribute to the original requester's cost, by payment of an alternative charge to the Village. The Village will periodically remit such collected sums to the requester or requester's assignee. The amount of the alternative charge will be equal to the then-current alternative charge, as set by the Village from time to time.”
4. The imposition of the alternative charge under the Village's special assessment ordinance against any parcel may be paid in cash or in ten equal, annual installments,

or such longer time period up to twenty (20) years as determined by the Village Board. Further than any right of recovery shall only be effective for a period of ten (10) years.

5. The Clerk shall cause to be prepared a report which shall consist of:
 - a. The plans and specifications for the improvements.
 - b. The entire cost of the proposed improvements.
 - c. A schedule of the proposed alternative charge for the deferred special assessment.
6. When the report is completed, the Clerk shall make a copy of the report available for public inspection.
7. Upon completion of the report, the Clerk shall cause notice to be given stating the nature of the improvement, the general boundary lines of the proposed alternative charge/assessment district, the time and place at which the report may be inspected, and the time and place of the public hearing on the matters contained in the preliminary resolution and report. This notice shall be published as a Class 1 Notice and a copy shall be mailed, at least ten (10) days before the hearing, to every interested party.
8. The hearing shall be held at the Village Hall, 5043 Chester Lane, in the Village of Caledonia at a time set by the Clerk in accordance with Section 66.0703(7(a)), Wis. Stat., and Village Ordinance.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this _____ day of March, 2024.

VILLAGE OF CALEDONIA

By: _____

Thomas Weatherston
Village President

Attest: _____

Jennifer Olsen
Village Clerk

770272.152

SCHEDULE A

104-04-22-25-033-000	5650 Park Ridge Drive
104-04-22-25-043-000	5721 Park Ridge Drive
104-04-22-25-027-030	4823 Bluffsides Drive
104-04-22-25-027-020	4821 Bluffsides Drive
104-04-22-25-027-010	4811 Bluffsides Drive
104-04-22-25-029-020	4723 Bluffsides Drive
104-04-22-25-047-002	4705 Bluffsides Drive



**RESOLUTION NO. 2024-039
VILLAGE OF CALEDONIA**

**A RESOLUTION AUTHORIZING THE VILLAGE OF CALEDONIA TO ENTER INTO
A PROFESSIONAL SERVICES AGREEMENT WITH EHLERS FOR FINANCIAL
SERVICES AS RELATES TO A SPECIFIC PROPOSED PROJECT WITHIN TID#4.**

The Board of Trustees of the Village of Caledonia, Racine County, Wisconsin do resolve as follows:

WHEREAS, the Village of Caledonia is in need of financial services pertaining to a specific proposed project within TID#4 which cannot be performed with inhouse staff.

WHEREAS, the Village of Caledonia has been in discussion with a developer for the development of multiple properties within TID #4 and Professional Financial Services have been requested by counsel to be part of the Development Review Team.

WHEREAS, counsel has recommended that Ehlers, Inc be utilized for Professional Financial Services for the proposed development in TID #4 based on past work experience.

WHEREAS, the Professional Financial Services would be utilized on an as needed basis and would be charged on a Time & Material basis according to the General Billing Rates. Professional Financial Services that are identified outside of General Financial will be scoped and authorized;

WHEREAS, when deemed appropriate by the Village Administrator, certain costs incurred under this Professional Services Agreement may be scheduled for reimbursement by the developer in accordance with a reimbursement agreement.

NOW, THEREFORE, BE IT RESOLVED, by the Village Board of the Village of Caledonia, approval of the Professional Services Agreement set forth in **Exhibit A**.

BE IT FURTHER RESOLVED, that the Village President and Clerk are authorized to execute said agreement and the Village Administrator is authorized to take such actions in furtherance of the agreement and intent of this Resolution.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this _____ day of March, 2024.

VILLAGE OF CALEDONIA

By: _____
Thomas Weatherston
Village President

Attest: _____
Jennifer Olsen
Village Clerk

Appendix B

PROJECT REVIEW AND DEVELOPER NEGOTIATIONS

Client has requested that Ehlers undertake a financial review of a proposed speculative industrial park within the Village of Caledonia (“Project”) submitted by Ashley Capital, LLC (“Developer”).

Project Background

Developer has submitted a proposal to construct 10 speculative industrial buildings with an estimated total building area of 3,737,000 square feet at the southeast intersection of I94 and Gold Road in the Village. Client is now considering a request from Developer for public assistance. Developer suggests that without public financing assistance, the Project would not proceed as planned.

As the Client’s independent advisor, Ehlers will conduct the following analyses:

- 1) Review the Project’s development budget to assess financial feasibility, conduct a financial underwriting analysis, evaluate the need for public assistance, including whether it satisfies the “but for” test, and assist with negotiating the public assistance package.
- 2) Analyze the financing structure and market indicators.
- 3) As appropriate, evaluate alternative scenarios and structures to provide Client with empirical results to determine if, and how, to provide requested assistance.

Scope of Service

Ehlers proposes and agrees to provide the following scope of services:

- 1) **Review Developer’s data and back-up materials.** Ehlers will compile, review, and conduct analysis on Developer’s proposed work.
- 2) **Estimate Client revenues from TIF or other sources.** Ehlers will build a cash flow model from the proposed project and compare to Developer’s public assistance request. Ehlers will examine whether these revenues are appropriate to provide public assistance and to what extent. Ehlers will review and provide feedback on whether any of Developer’s project costs are eligible expenses under state statutes. Finally, Ehlers will identify options for financing any needed Client portion of the project, if necessary.
- 3) **Participate in Developer Negotiations, as requested by the Client.** As needed, Ehlers will participate with the Client’s negotiating team to create or review term sheets, development or redevelopment agreements, and financing options. If needed, Ehlers staff will provide support to the Client in discussions and developing iterations of a Development Agreement. The final agreement is subject to Client’s attorney approval.

Based on the financial analysis outlined above, Ehlers will make recommendations to the Client on possible incentives or assistance to Developer. If warranted, Ehlers will conduct further analysis, modeling and “what-if” scenarios as part of this

engagement. The Ehlers team assigned to the Client is available for questions and encourages as much collaboration as possible.

Timeline

To complete the agreed upon scope of work, Ehlers estimates that 30 days are needed from the time we receive required information from Developer. This estimate may change depending on various factors, including the complexity of the project, the corresponding TID statutory deadlines, if applicable, and the completeness of data received from Developer. Ehlers will be transparent throughout the technical and reporting processes and will be available to discuss the findings of the project throughout the engagement. If the Client determines that the schedule needs to change, Ehlers will use its best efforts to accommodate the timeline.

Compensation

Ehlers will charge Client an hourly rate of \$325 for work completed under this Appendix. We estimate that total billings be in the range of \$10,000 to \$15,000. Significant changes to Developer's pro forma, introduction of new information, preparation of multiple alternative scenarios or protracted negotiations could increase the total hours required to complete the work.

For any service directed by Client and not covered by this, or another applicable Appendix, Ehlers will bill Client at an hourly rate that is dependent upon the task/staff required to meet Client request at no less than \$125.00/hour and not to exceed \$350.00/hour.

Payment for Services

For all compensation due to Ehlers, Ehlers will invoice Client for the amount due at the completion of the work. Our fees include our normal travel, printing, computer services, and mail/delivery charges. The invoice is due and payable upon receipt by the Client.

RESOLUTION NO. 2024-040
VILLAGE OF CALEDONIA

A RESOLUTION APPROVING 2023 YEAR-END BUDGET MODIFICATIONS

The Village Board for the Village of Caledonia, Racine County, WI do resolve as follows:

WHEREAS, the 2023 Village of Caledonia adopted budget requires budget modification at year-end to properly reflect over and under spending within appropriation units, and,

WHEREAS, the Village of Caledonia administrative staff is recommending an increase in General Fund operating expenses of \$284,326 reflecting the retro-active salaries and benefits costs due to the anticipated settlement of the Police and Fire Union Contracts, and

WHEREAS, the 2023 budgeted expenses for the IT Maintenance & Subscriptions and Contracted Services line items needs to be increased by \$206,970, primarily related to upgrading IT infrastructure through-out the Village as well as for IT services the Police department, and

WHEREAS, the proposed modification to the 2023 budgeted General Fund expenditures are offset by an increase in the budgeted Ambulance/EMS fees revenues of \$414,678 and an expense reduction in the Legal Fees expense of \$79,234, and

WHEREAS, the budgeted amount of Interest Expense in the Debt Services Fund shall be increased by \$1,069,552, related to the 2023 debt service payments for the Public Safety Building. The Village Board indicated during the 2023 budget process, that the interest for this debt should be paid out of fund balance during 2023. The budget expenditure modification is offset by an increase in the budgeted Interest Income revenues of \$1,069,553, and

NOW, THEREFORE, BE IT RESOLVED, by the Village Board of the Village of Caledonia, to modify the 2023 adopted budget as set forth by increasing the budgeted operating expenses in the amount of \$1,484,230 and also increasing the budgeted operating revenues in the amount of \$1,484,230, thereby resulting in a budget neutral impact on the 2023 adopted budget.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this ____ day of March, 2024.

VILLAGE OF CALEDONIA

By: _____
Thomas Weatherston
Village President

Attest: _____
Jennifer Olsen
Village Clerk

VILLAGE OF CALEDONIA

FISCAL NOTE: 2023 YEAR-END BUDGET MODIFICATION

FISCAL YEAR: **2023**

										REMAINING
ACCOUNT NAME				ACCOUNT NUMBER	CURRENT BUDGET	YEAR TO DATE EXPENDITURES	CURRENT BALANCE	BUDGET MODIFICATION	BUDGET AFTER MODIFICATION	BUDGET BALANCE
General Fund										
Public Safety										
Salaries-Police	100	30	50100	2,983,066	3,164,613	(181,547)	181,548	3,164,614		1
Salaries-Fire	100	35	50100	3,701,985	3,725,599	(23,614)	23,615	3,725,600		1
Overtime-Police	100	30	50130	110,000	83,313	26,687	(26,686)	83,314		1
Overtime-Fire	100	35	50130	80,500	177,922	(97,422)	97,423	177,923		1
WRS-Police	100	30	50190	413,053	434,907	(21,854)	21,855	434,908		1
WRS-Fire	100	35	50190	501,136	509,672	(8,536)	8,537	509,673		1
Health Insurance-Police	100	30	50220	756,715	784,298	(27,583)	27,584	784,299		1
Retiree Health-Police	100	30	50230	77,085	79,990	(2,905)	2,906	79,991		1
Health Insurance-Fire	100	35	50220	894,735	846,041	48,694	(48,693)	846,042		1
Retiree Health-Fire	100	35	50230	100,215	96,462	3,753	(3,753)	96,462		0
				9,618,490	9,902,816	(284,326)	284,336	9,902,826		10
General Administration										
IT Maintenance & Subscr	100	90	64300	50,000	132,604	(82,604)	82,605	132,605		1
IT Contracted Services	100	90	64310	80,000	206,969	(126,969)	126,970	206,970		1
				130,000	339,573	(209,573)	209,575	339,575		2
General Fund										
Ambulance/EMS Fees	100	00	46230	(925,000)	(1,339,678)	(414,678)	414,677	(1,339,678)		-
Legal Fees	100	90	61100	220,000	82,355	137,645	79,234	140,766		58,411
Net 2023 Budget Impact							"0"			
Debt Service Fund										
Interest Expense	300	00	67100	277,616	1,347,168	(1,069,552)	1,069,553	1,347,169		1
General Fund										
Interest Income	100	00	48100	(10,000)	(1,143,495)	(1,133,495)	1,069,553	(1,079,553)		63,942
Net 2023 Budget Impact							"0"			

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
ACH - DELTA DENTAL							
General Fund	498	ACH - DELTA DENTAL	766109	02/12/2024 DELTA DENTAL CLAI	02/12/2024	2,058.40	100-21534-000 Dental Deductions
General Fund	498	ACH - DELTA DENTAL	770692	03/01/2024 DELTA DENTAL VISI	03/01/2024	947.28	100-21536-000 Vision Deductions
General Fund	498	ACH - DELTA DENTAL	774819	03/04/2024 DELTA DENTAL CLAI	03/04/2024	701.85	100-21534-000 Dental Deductions
General Fund	498	ACH - DELTA DENTAL	776079	3/11/2024 - DELTA DENTAL CLAI	03/11/2024	1,609.40	100-21534-000 Dental Deductions
General Fund	498	ACH - DELTA DENTAL	780689	04/01/2024 DELTA DENTAL VISI	04/01/2024	935.76	100-21536-000 Vision Deductions
General Fund	498	ACH - DELTA DENTAL	782286	03/18/2024 DELTA DENTAL CLAI	03/18/2024	3,558.40	100-21534-000 Dental Deductions
Total ACH - DELTA DENTAL:						9,811.09	
ACH - HENRICKSEN							
Capital Projects Fund	792	ACH - HENRICKSEN	758288	VILLAGE HALL REMODEL; ENGI	12/12/2023	8,375.05	400-11-65030 Equipment
Total ACH - HENRICKSEN:						8,375.05	
ACH - PETPARTNERS							
General Fund	1501	ACH - PETPARTNERS	GPPI-00108-20	03/01/2024 MARCH PET INSURA	03/01/2024	292.52	100-21537-000 Pet Insurance Deductions
Total ACH - PETPARTNERS:						292.52	
ACH - SUPERFLEET							
Water Utility Fund	1730	ACH - SUPERFLEET	EJ974 022020	FUEL 1/20/24-2/19/24	02/20/2024	28.61	500-00-63200 Fuel, Oil, Fluids
Sewer Utility Fund	1730	ACH - SUPERFLEET	EJ974 022020	FUEL 1/20/24-2/19/24	02/20/2024	28.61	501-00-63200 Fuel, Oil, Fluids
General Fund	1730	ACH - SUPERFLEET	EJ994021824	FUEL FOR CFD VEHICLES	03/01/2024	1,045.34	100-35-63200 Fuel, Oil, Fluids
Total ACH - SUPERFLEET:						1,102.56	
ACH - US BANK EQUIPMENT FINANCE							
General Fund	9252	ACH - US BANK EQUIPMENT FI	522086479	MAR-24; COPIER & PRINTER LE	03/01/2024	1,195.41	100-90-62300 Office Equipment Rental & Main
Total ACH - US BANK EQUIPMENT FINANCE:						1,195.41	
ACH - WCA GROUP HEALTH TRUST							
General Fund	9142	ACH - WCA GROUP HEALTH TR	030124	03/01/2024 - HEALTH INSURANC	02/29/2024	256,785.85	100-21535-000 Health Insurance Deductions
General Fund	9142	ACH - WCA GROUP HEALTH TR	040124	04/01/2024 WCA HEALTH INSUR	03/19/2024	256,783.55	100-21535-000 Health Insurance Deductions
Total ACH - WCA GROUP HEALTH TRUST:						513,569.40	
ACH - WE ENERGIES							
General Fund	380	ACH - WE ENERGIES	4910856203	BILLING PERIOD 1/9/2024 TO 2/	02/07/2024	1,775.54	100-30-64140 Utilities
General Fund	380	ACH - WE ENERGIES	4910856203	BILLING PERIOD 1/9/2024 TO 2/	02/07/2024	3,721.29	100-35-64140 Utilities
General Fund	380	ACH - WE ENERGIES	4910856203	BILLING PERIOD 1/9/2024 TO 2/	02/07/2024	817.23	100-41-64140 Utilities
General Fund	380	ACH - WE ENERGIES	4910856203	BILLING PERIOD 1/9/2024 TO 2/	02/07/2024	6,998.73	100-43-64140 Utilities

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
General Fund	380	ACH - WE ENERGIES	4910856203	BILLING PERIOD 1/9/2024 TO 2/	02/07/2024	495.37	100-70-64140 Utilities
General Fund	380	ACH - WE ENERGIES	4910856203	BILLING PERIOD 1/9/2024 TO 2/	02/07/2024	1,301.13	100-90-64290 Street Lighting
Cemetery Fund	380	ACH - WE ENERGIES	4910856203	BILLING PERIOD 1/9/2024 TO 2/	02/07/2024	14.22	220-00-64140 Utilities
Capital Projects Fund	380	ACH - WE ENERGIES	4910856203	BILLING PERIOD 1/9/2024 TO 2/	02/07/2024	12,987.45	400-75-65025 PSB-Village Sourced Bldg Impr
General Fund	380	ACH - WE ENERGIES	4914061829	STREET LIGHTS 1/12/2024 TO 2	02/09/2024	11,132.31	100-90-64290 Street Lighting
Capital Projects Fund	380	ACH - WE ENERGIES	494319448	BILLING PERIOD - PSB NEW TO	03/06/2024	18.57	400-75-65025 PSB-Village Sourced Bldg Impr
Total ACH - WE ENERGIES:						39,261.84	
AMERICOLLECT, INC.							
General Fund	81	AMERICOLLECT, INC.	030724	03/07/2024 PAYROLL - CASE #22	03/07/2024	217.50	100-21582-000 Garnishments-Child Support
General Fund	81	AMERICOLLECT, INC.	032124	03/21/2024 PAYROLL - CASE #22	03/21/2024	275.77	100-21582-000 Garnishments-Child Support
Total AMERICOLLECT, INC.:						493.27	
AMPLIFY GRAPHICS & BRANDING							
General Fund	2127	AMPLIFY GRAPHICS & BRANDI	177327	SERVICE CONTRACTS 2/1/24-2/	03/08/2024	144.21	100-43-62100 Contracted Services
Total AMPLIFY GRAPHICS & BRANDING:						144.21	
ANTHEM BCBS							
General Fund	9000	ANTHEM BCBS	23-0992	05/29/2023 - CALL #23-0992 - DI	03/19/2024	121.62	100-00-46230 Ambulance/EMS Fees
Total ANTHEM BCBS:						121.62	
ASCENSION WI EMP SOLUTIONS							
General Fund	9226	ASCENSION WI EMP SOLUTION	416080	CONSORTIUM 2024 FEE	03/05/2024	100.00	100-41-51100 Testing/Physicals
Water Utility Fund	9226	ASCENSION WI EMP SOLUTION	416080	CONSORTIUM 2024 FEE	03/05/2024	100.00	500-00-51100 Testing/Physicals
Sewer Utility Fund	9226	ASCENSION WI EMP SOLUTION	416080	CONSORTIUM 2024 FEE	03/05/2024	100.00	501-00-51100 Testing/Physicals
General Fund	9226	ASCENSION WI EMP SOLUTION	416273	1/16/24 DRUG AND ALCOHOL -	03/05/2024	189.00	100-41-51100 Testing/Physicals
Water Utility Fund	9226	ASCENSION WI EMP SOLUTION	416273	1/16/24 DRUG AND ALCOHOL -	03/05/2024	35.50	500-00-51100 Testing/Physicals
Sewer Utility Fund	9226	ASCENSION WI EMP SOLUTION	416273	1/16/24 DRUG AND ALCOHOL -	03/05/2024	35.50	501-00-51100 Testing/Physicals
Total ASCENSION WI EMP SOLUTIONS:						560.00	
B.A.M. CONCRETE							
General Fund	9248	B.A.M. CONCRETE	1005	EMERGENCY CURB REPAIR @	03/07/2024	2,100.00	100-41-64090 Road Maintenance Materials
Total B.A.M. CONCRETE:						2,100.00	
BUILDING PERMIT REFUND VENDOR							
General Fund	271	BUILDING PERMIT REFUND VE	23-E-283 RFN	BUILDING PERMIT REFUND	03/13/2024	57.00	100-00-44350 Electrical Permits
General Fund	271	BUILDING PERMIT REFUND VE	23-P-170 RFN	BUILDING PERMIT REFUND	03/13/2024	57.00	100-00-44380 Plumbing Permits

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title	
Total BUILDING PERMIT REFUND VENDOR:						114.00		
BUY RIGHT, INC.								
General Fund	273	BUY RIGHT, INC.	14873-428380	WASHER FLUID	03/20/2024	19.29	100-30-63300	Vehicle Repairs & Maintenance
Total BUY RIGHT, INC.:						19.29		
CARGIL, INC								
General Fund	2478	CARGIL, INC	2909303542	200.64TN SALT	03/11/2024	16,877.84	100-41-64080	Snow & Ice Materials
General Fund	2478	CARGIL, INC	2909314566	201.5 TN SALT	03/13/2024	16,950.19	100-41-64080	Snow & Ice Materials
Total CARGIL, INC:						33,828.03		
CITIES & VILLAGES MUTUAL INSURANCE CO.								
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	354.02	100-10-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	878.60	100-11-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	315.04	100-12-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	1,253.97	100-13-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	1,758.19	100-14-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	26,926.73	100-30-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	721.45	100-31-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	911.62	100-32-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	31,196.83	100-35-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	1,285.00	100-40-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	8,007.44	100-41-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	1,834.16	100-42-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	261.92	100-43-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	1,182.22	100-60-50260	Workers Compensation
General Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	522.34	100-70-50260	Workers Compensation
Recycling Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	66.53	241-00-50260	Workers Compensation
Water Utility Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	2,148.71	500-00-50260	Workers Compensation
Sewer Utility Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	2,148.71	501-00-50260	Workers Compensation
Storm Water Utility Fund	367	CITIES & VILLAGES MUTUAL IN	054	Q2 - 2024 WORKERS COMP	03/18/2024	1,254.22	502-00-50260	Workers Compensation
Total CITIES & VILLAGES MUTUAL INSURANCE CO.:						83,027.70		
CLARK DIETZ, INC.								
Capital Projects Fund	9230	CLARK DIETZ, INC.	440325	CRAWFORD PARK MASTER GR	03/06/2024	1,020.00	400-70-66100	Park Improvements
Total CLARK DIETZ, INC.:						1,020.00		

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
CLEANCO RACINE, INC							
General Fund	9021	CLEANCO RACINE, INC	9202	03/15/2024 CLEANING SERVICE	03/15/2024	910.00	100-43-62100 Contracted Services
Total CLEANCO RACINE, INC:						910.00	
CNA SURETY							
General Fund	381	CNA SURETY	66980785N	NOTARY BOND #66980785N RE	03/07/2024	30.00	100-13-64030 Office Supplies
Total CNA SURETY:						30.00	
COMMAND CENTRAL							
General Fund	387	COMMAND CENTRAL	33380	SEALS & SHIPPING/HANDLING	03/04/2024	233.25	100-12-64030 Office Supplies
Total COMMAND CENTRAL:						233.25	
COMPLETE OFFICE OF WISCONSIN							
General Fund	392	COMPLETE OFFICE OF WISCO	662008	PAPER TOWEL AND DISH DETE	03/07/2024	30.69	100-43-64100 Janitorial Supplies
General Fund	392	COMPLETE OFFICE OF WISCO	662947	LINED RULED PAPER AND PEN	03/13/2024	34.78	100-35-64030 Office Supplies
Total COMPLETE OFFICE OF WISCONSIN:						65.47	
CONSERV FS INC.							
General Fund	3962	CONSERV FS INC.	60062082	265 GAL TOTES	03/06/2024	300.00	100-41-64080 Snow & Ice Materials
General Fund	3962	CONSERV FS INC.	60062108	55 GAL DRUM MINERAL	03/08/2024	344.85	100-41-63300 Vehicle Repairs & Maintenance
Total CONSERV FS INC.:						644.85	
CRAIG D. CHILDS, PHD, SC							
General Fund	414	CRAIG D. CHILDS, PHD, SC	3709	NEW HIRE EVAL MICKELSEN	03/11/2024	510.00	100-30-51100 Testing/Physicals
Total CRAIG D. CHILDS, PHD, SC:						510.00	
DELUXE BUSINESS CHECKS							
General Fund	499	DELUXE BUSINESS CHECKS	9003744209	AP CHECK STOCK	03/18/2024	1,809.24	100-14-64070 Work Supplies
Total DELUXE BUSINESS CHECKS:						1,809.24	
EHLERS INVESTMENT PARTNERS							
General Fund	584	EHLERS INVESTMENT PARTNE	86340	SERIES 2013B; PAYING AGENT	02/13/2024	400.00	100-14-61310 Banking/Financial Charges
TID #3 Fund	584	EHLERS INVESTMENT PARTNE	86341	SERIES 2014B; PAYING AGENT	02/13/2024	140.00	413-00-61000 Professional Services
TID #4 Fund	584	EHLERS INVESTMENT PARTNE	86341	SERIES 2014B; PAYING AGENT	02/13/2024	260.00	414-00-61000 Professional Services
TID #4 Fund	584	EHLERS INVESTMENT PARTNE	86342	SERIES 2015A; PAYING AGENT	02/13/2024	400.00	414-00-61000 Professional Services
TID #4 Fund	584	EHLERS INVESTMENT PARTNE	86343	SERIES 2017C; PAYING AGENT	02/13/2024	400.00	414-00-61300 Audit Services

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
General Fund	584	EHLERS INVESTMENT PARTNE	86344	2023A; PAYING AGENT FEE	02/13/2024	400.00	100-14-61310 Banking/Financial Charges
Total EHLERS INVESTMENT PARTNERS:						2,000.00	
EMERGENCY LIGHTING AND ELECTRONICS							
General Fund	9179	EMERGENCY LIGHTING AND EL	220673	#215 STRIP USABLE EQUIPMEN	03/07/2024	1,750.00	100-90-60000 Insurance Deductible/Stop Loss
Capital Projects Fund	9179	EMERGENCY LIGHTING AND EL	220680	NEW SQUAD UPFITTING 218	03/11/2024	14,401.91	400-30-65040 Equipment-Vehicles
Capital Projects Fund	9179	EMERGENCY LIGHTING AND EL	220680	SQUAD UPFITTING 218 ADDITI	03/11/2024	130.53	400-30-65040 Equipment-Vehicles
Capital Projects Fund	9179	EMERGENCY LIGHTING AND EL	220681	UPFITTING SQUAD #205	03/11/2024	4,280.15	400-30-65040 Equipment-Vehicles
Capital Projects Fund	9179	EMERGENCY LIGHTING AND EL	220681	UPFITTING SQUAD #205	03/11/2024	7,191.50	400-30-65040 Equipment-Vehicles
Capital Projects Fund	9179	EMERGENCY LIGHTING AND EL	220681	UPFITTING SQUAD #205	03/11/2024	1,418.75	400-30-65040 Equipment-Vehicles
Total EMERGENCY LIGHTING AND ELECTRONICS:						29,172.84	
EMS MANAGEMENT & CONSULTANTS, INC.							
General Fund	9299	EMS MANAGEMENT & CONSUL	EMS-002295	JAN-24; EMS BILLING SERVICE	01/31/2024	3,797.42	100-35-62100 Contracted Services
General Fund	9299	EMS MANAGEMENT & CONSUL	EMS-002701	FEB-24; EMS SERVICE BILLING	02/29/2024	4,703.88	100-35-62100 Contracted Services
Total EMS MANAGEMENT & CONSULTANTS, INC.:						8,501.30	
EXXON MOBILE BUISINESS PRO							
General Fund	9330	EXXON MOBILE BUISINESS PR	95641487	FEB-24; DIESEL FUEL FOR FD V	03/13/2024	435.32	100-35-63200 Fuel, Oil, Fluids
General Fund	9330	EXXON MOBILE BUISINESS PR	95641487	FEB-24; REBATES AND REBATE	03/13/2024	-13.75	100-35-63200 Fuel, Oil, Fluids
Total EXXON MOBILE BUISINESS PRO:						421.57	
FGM ARCHITECTS							
Capital Projects Fund	652	FGM ARCHITECTS	21-3278.01-26	NOV. 2023 TO FEB 24; PSB IMPL	03/05/2024	14,940.74	400-75-65020 PSB-FGM Building Improvements
Total FGM ARCHITECTS:						14,940.74	
FIRE SAFETY USA							
Capital Projects Fund	651	FIRE SAFETY USA	182897	PPV FANS WITH BATTERIES AS	03/04/2024	9,640.00	400-41-65030 Equipment
Total FIRE SAFETY USA:						9,640.00	
FOTH INFRASTRUCTURE & ENVIRO, LLC							
TID #5 Fund	666	FOTH INFRASTRUCTURE & EN	88790	TID 5 DOMINICAN LIFT STATION	03/01/2024	4,973.10	415-00-61000 Professional Services
Sewer Utility Fund	666	FOTH INFRASTRUCTURE & EN	88791	TID 5 CENTRAL LIFT STATION	03/01/2024	18,565.80	501-18737-000 CIP-Central Attenuation Basin
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	88793	TID 4 I94 WATER DEMAND STU	03/01/2024	36.80	414-00-61000 Professional Services
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	88794	TID 4 GENERAL ENGINEERING	03/01/2024	725.80	414-00-61000 Professional Services
General Fund	666	FOTH INFRASTRUCTURE & EN	88795	WATERS EDGE PLACE DEVELO	03/01/2024	36.80	100-23163-033 CARDINAL CAPITAL- CCM/D. LYON
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	88797	ADAMS RD WATER MAIN EXTE	03/01/2024	1,868.60	414-00-61000 Professional Services

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	88798	ADAMS RD ELEVATED STORAG	03/01/2024	8,575.10	414-00-61000 Professional Services
General Fund	666	FOTH INFRASTRUCTURE & EN	88799	CSW WATER MAIN	03/01/2024	207.65	100-23163-011 Central Storage Warehouse
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	88820	. 0021C031.01 TID 4 PHASE 4 -	03/07/2024	8,357.73	414-00-61000 Professional Services
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	88821	PROJECT 0021C031.11 BADGE	03/07/2024	6,647.63	414-23163-002 Caledonia Corp P-Intersections
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	88822	PROJECT 0022C031.10 BADGE	03/07/2024	4,458.90	414-23163-001 Caledonia Corp Park / Zilber
General Fund	666	FOTH INFRASTRUCTURE & EN	88823	PROJ. 0022C031.12 GLEN WAT	03/07/2024	18,741.33	100-23163-077 Glen At Waters Edge/6020 Erie
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	89007	PROJ. 0021C031.01 TID 4 PHAS	03/16/2024	2,678.90	414-00-61000 Professional Services
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	89008	PROJECT 0021C031.11 BADGE	03/16/2024	5,268.58	414-23163-002 Caledonia Corp P-Intersections
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	89009	PROJECT 0022C031.10 BADGE	03/16/2024	9,286.28	414-23163-001 Caledonia Corp Park / Zilber
General Fund	666	FOTH INFRASTRUCTURE & EN	89010	PROJ. 0022C031.12 GLEN WAT	03/16/2024	3,625.08	100-23163-077 Glen At Waters Edge/6020 Erie
TID #5 Fund	666	FOTH INFRASTRUCTURE & EN	89011	TID 5 DOMINICAN LIFT STATION	03/16/2024	682.00	415-00-61000 Professional Services
Sewer Utility Fund	666	FOTH INFRASTRUCTURE & EN	89012	TID 5 CENTRAL LIFT STATION	03/16/2024	50,775.30	501-18737-000 CIP-Central Attenuation Basin
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	89014	ADAMS RD WATER MAIN EXTE	03/16/2024	3,140.38	414-00-61000 Professional Services
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	89015	ADAMS RD ELEVATED STORAG	03/16/2024	19,861.82	414-00-61000 Professional Services
General Fund	666	FOTH INFRASTRUCTURE & EN	89016	CSW WATER MAIN	03/16/2024	3,756.08	100-23163-011 Central Storage Warehouse
Total FOTH INFRASTRUCTURE & ENVIRO, LLC:						172,269.66	
FRANKSVILLE AUTOMOTIVE LLC							
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	000015735	INSTALL NEW TIRES FOR BATT-	03/13/2024	195.57	100-35-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	15721	#205 OIL CHANGE	03/05/2024	59.74	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	15722	#210 NEW TIRES	03/05/2024	144.45	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	15737	#214 OIL CHANGE	03/08/2024	59.74	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	15738	#206 OIL CHANGE	03/08/2024	59.74	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	15763	#216 OIL CHANGE	03/18/2024	59.74	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	15778	#213 4 NEW TIRES	03/19/2024	144.45	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	15785	#203 REPLACE BATTERY	03/20/2024	271.83	100-30-63300 Vehicle Repairs & Maintenance
Total FRANKSVILLE AUTOMOTIVE LLC:						995.26	
HILLER FORD							
General Fund	9211	HILLER FORD	518050	#213 GASKET,SPARK PLUG,COI	03/12/2024	1,906.77	100-30-63300 Vehicle Repairs & Maintenance
Total HILLER FORD:						1,906.77	
IMPERIAL BAG & PAPER CO, LLC DBA KRANZ							
General Fund	1097	IMPERIAL BAG & PAPER CO, LL	1797435-00	NABC DISINFECTANT CLEANER	03/13/2024	189.87	100-35-64100 Janitorial Supplies
Total IMPERIAL BAG & PAPER CO, LLC DBA KRANZ:						189.87	
JOHNS DISPOSAL SERVICE, INC.							
Refuse Fund	967	JOHNS DISPOSAL SERVICE, IN	1295811	FEBRUARY 2024 CONTRACTED	02/29/2024	96,515.13	240-00-62100 Contracted Services
Recycling Fund	967	JOHNS DISPOSAL SERVICE, IN	1295811	FEBRUARY 2024 CONTRACTED	02/29/2024	47,598.89	241-00-62100 Contracted Services

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total JOHNS DISPOSAL SERVICE, INC.:						144,114.02	
JOURNAL TIMES							
General Fund	1565	JOURNAL TIMES	119676	PHN - REZONE 3947 USH 41	03/18/2024	77.10	100-60-64010 Notifications/Publications
Total JOURNAL TIMES:						77.10	
K & M TIRE- DEKALB							
General Fund	9314	K & M TIRE- DEKALB	422232663	FOUR NEW TIRES	02/28/2024	539.76	100-30-63300 Vehicle Repairs & Maintenance
General Fund	9314	K & M TIRE- DEKALB	422233669	FOUR TIRES	03/02/2024	610.80	100-30-63300 Vehicle Repairs & Maintenance
General Fund	9314	K & M TIRE- DEKALB	422238015	SIX TIRES	03/18/2024	1,902.00	100-30-63300 Vehicle Repairs & Maintenance
Total K & M TIRE- DEKALB:						3,052.56	
KING TRAINING INNOVATIONS, LLC							
Donation Fund	9306	KING TRAINING INNOVATIONS,	1187	FORCIBLE ENTRY DOOR PROP,	03/15/2024	6,600.00	250-35-64194 Fire Dept - Training Grounds
Total KING TRAINING INNOVATIONS, LLC:						6,600.00	
KORTENDICK HARDWARE							
General Fund	1096	KORTENDICK HARDWARE	163722	HOOK & LOOP PAD SAND DISK	02/27/2024	33.27	100-70-64070 Work Supplies
General Fund	1096	KORTENDICK HARDWARE	163725	HOOK & LOOP PAD - CREDIT R	02/27/2024	-19.79	100-70-64070 Work Supplies
General Fund	1096	KORTENDICK HARDWARE	163725	SANDER PAD	02/27/2024	26.99	100-70-64070 Work Supplies
General Fund	1096	KORTENDICK HARDWARE	163793	CLIP WIRES/STRIPS	03/01/2024	14.01	100-30-64030 Office Supplies
General Fund	1096	KORTENDICK HARDWARE	163794	PAPER TOWELS, TOILET PAPE	03/01/2024	54.43	100-43-64100 Janitorial Supplies
General Fund	1096	KORTENDICK HARDWARE	163877	PAPER TOWEL, GLASS CLEAN	03/06/2024	85.95	100-43-64100 Janitorial Supplies
General Fund	1096	KORTENDICK HARDWARE	163877	DIVIDED ULTRA CADDY	03/06/2024	8.99	100-43-64070 Work Supplies
General Fund	1096	KORTENDICK HARDWARE	163877	DISCOUNT ON PAPER TOWEL	03/06/2024	-1.00	100-43-64100 Janitorial Supplies
General Fund	1096	KORTENDICK HARDWARE	163878	PAINT BRUSH SET, PAINT ROLL	03/06/2024	73.38	100-70-64070 Work Supplies
General Fund	1096	KORTENDICK HARDWARE	163878	TRASH BAGS	03/06/2024	16.99	100-70-64100 Janitorial Services
General Fund	1096	KORTENDICK HARDWARE	163878	DISCOUNT ON TRASH BAGS	03/06/2024	-3.00	100-70-64100 Janitorial Services
General Fund	1096	KORTENDICK HARDWARE	163903	PIG TAILS FOR RIGS ST-11	03/13/2024	16.18	100-35-64250 Equipment Repairs & Maintenanc
General Fund	1096	KORTENDICK HARDWARE	163903	50:1 FUEL AND OIL FOR SMALL	03/13/2024	78.25	100-35-63200 Fuel, Oil, Fluids
General Fund	1096	KORTENDICK HARDWARE	164020	2/8X6' HOSE	03/13/2024	11.69	100-43-64070 Work Supplies
General Fund	1096	KORTENDICK HARDWARE	164020	MR. CLEAN; STAINLESS STEEL	03/13/2024	117.92	100-43-64100 Janitorial Supplies
General Fund	1096	KORTENDICK HARDWARE	164020	INSTANT SAVINGS -- MR. CLEA	03/13/2024	-8.00	100-43-64100 Janitorial Supplies
Cemetery Fund	1096	KORTENDICK HARDWARE	43753	WINTERIZE IRRIGATION - CEM	09/28/2023	210.00	220-00-62700 Grounds Services
Total KORTENDICK HARDWARE:						716.26	
LANGE ENTERPRISES, INC.							
General Fund	1135	LANGE ENTERPRISES, INC.	86732	SHEETING	02/23/2024	2,380.67	100-41-64090 Road Maintenance Materials

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total LANGE ENTERPRISES, INC.:						2,380.67	
MENARDS RACINE							
General Fund	1281	MENARDS RACINE	82340	FRAMING MATERIALS (2 X 10-8	02/27/2024	15.44	100-70-64070 Work Supplies
General Fund	1281	MENARDS RACINE	82469	SM AIR COMPRESSOR	02/29/2024	214.97	100-41-64110 Small Equipment
Total MENARDS RACINE:						230.41	
MILWAUKEE TRACTOR & EQUIP.							
Capital Projects Fund	1336	MILWAUKEE TRACTOR & EQUIP	EM00767	BEHNKE TRAILER FOR SKID ST	03/20/2024	7,450.00	400-30-65030 Equipment
Storm Water Utility Fund	1336	MILWAUKEE TRACTOR & EQUIP	EM00767	BEHNKE TRAILER FOR SKID ST	03/20/2024	7,450.00	502-00-65040 Equipment-Vehicles
Capital Projects Fund	1336	MILWAUKEE TRACTOR & EQUIP	EM00768	SKID STEER W/ ATTACHMENTS	03/20/2024	56,487.50	400-30-65030 Equipment
Storm Water Utility Fund	1336	MILWAUKEE TRACTOR & EQUIP	EM00768	SKID STEER W/ ATTACHMENTS	03/20/2024	56,487.50	502-00-65040 Equipment-Vehicles
Total MILWAUKEE TRACTOR & EQUIP.:						127,875.00	
MUNICIPAL PROPERTY INSURANCE COMPANY							
General Fund	1362	MUNICIPAL PROPERTY INSURA	48-10495 2024	2024 GENERAL LIABILITY INSU	01/01/2024	67,067.00	100-90-60100 General Liability Insurance
Total MUNICIPAL PROPERTY INSURANCE COMPANY:						67,067.00	
NASSCO, INC.							
General Fund	1371	NASSCO, INC.	6395687	C-FOLD PAPERTOWEL AND FU	02/23/2024	187.00	100-43-64100 Janitorial Supplies
General Fund	1371	NASSCO, INC.	6397397	C-FOLD PAPERTOWEL AAND H	02/29/2024	104.50	100-43-64100 Janitorial Supplies
General Fund	1371	NASSCO, INC.	6397945	JUMBO BATH TISSUE - VILLAG	03/01/2024	53.75	100-43-64100 Janitorial Supplies
General Fund	1371	NASSCO, INC.	6402573	WET FLOOR SIGNS	03/13/2024	33.81	100-43-64070 Work Supplies
Total NASSCO, INC.:						379.06	
NEXT DAY STAMPS & ENGRAVING							
General Fund	1395	NEXT DAY STAMPS & ENGRAVI	030524	2 INITIAL STAMPS (JO)	03/05/2024	50.00	100-12-64030 Office Supplies
Total NEXT DAY STAMPS & ENGRAVING:						50.00	
ONTECH SYSTEMS, INC							
Capital Projects Fund	1071	ONTECH SYSTEMS, INC	88444	FEB-24; IT NETWROK INFRAST	02/29/2024	27,953.00	400-75-65025 PSB-Village Sourced Bldg Impr
General Fund	1071	ONTECH SYSTEMS, INC	88589	FEB-24; MANAGED IT SERVICE	02/29/2024	3,907.00	100-90-64300 IT Maintenance & Subscriptions
Capital Projects Fund	1071	ONTECH SYSTEMS, INC	88935	FEB-24; IT SUPPORT; PSB	02/29/2024	14,700.00	400-75-65025 PSB-Village Sourced Bldg Impr
General Fund	1071	ONTECH SYSTEMS, INC	88935	FEB-24; IT SUPPORT; DIRECT TI	02/29/2024	3,232.04	100-90-64310 IT Contracted Services
Capital Projects Fund	1071	ONTECH SYSTEMS, INC	88937	FEB-24; IT SUPPORT; PSB	02/29/2024	600.00	400-75-65025 PSB-Village Sourced Bldg Impr
General Fund	1071	ONTECH SYSTEMS, INC	88937	FEB-24; IT SUPPORT; DIRECT IT	02/29/2024	4,173.32	100-90-64310 IT Contracted Services
Capital Projects Fund	1071	ONTECH SYSTEMS, INC	89189	PSB; FIBER OPTIC NETWORK C	03/18/2024	110.00	400-75-65020 PSB-FGM Building Improvements

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Capital Projects Fund	1071	ONTECH SYSTEMS, INC	89344	PSB; NETWORK INFRASTRUCT	03/18/2024	24,581.62	400-75-65025 PSB-Village Sourced Bldg Impr
Capital Projects Fund	1071	ONTECH SYSTEMS, INC	89345	PSB; PD/FD STAFF MOVE	03/18/2024	2,212.50	400-75-65025 PSB-Village Sourced Bldg Impr
General Fund	1071	ONTECH SYSTEMS, INC	89345	MAR-24; IT DIRECT TICKET SUP	03/18/2024	7,941.40	100-90-64310 IT Contracted Services
Total ONTECH SYSTEMS, INC:						89,410.88	
PRUITT, EKES & GEARY, SC							
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	COOPERATIVE BOUNDARY AG	03/11/2024	90.00	100-90-61100 Legal Fees
TID #4 Fund	1534	PRUITT, EKES & GEARY, SC	3287	HINTZ BIOSOLIDS STORAGE	03/11/2024	504.00	414-23163-003 Hintz Biosolids Building
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	RACINE CO YOUTH DEV CTR	03/11/2024	18.00	100-23163-060 Racine Co YD & CC
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	OPIOD LITIGATION	03/11/2024	180.00	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	PFAS LAWSUIT	03/11/2024	18.00	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	CRAWFORD SUBDIVISION	03/11/2024	306.00	100-23163-111 Crawford Subdivision
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	MUNICIPAL PROSECUTIONS	03/11/2024	54.00	100-90-61110 Attorney - Municipal Court
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	POLICE & FIRE COMMISSION	03/11/2024	18.00	100-90-61100 Legal Fees
Sewer Utility Fund	1534	PRUITT, EKES & GEARY, SC	3287	CSM	03/11/2024	324.00	501-00-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	HOMESTEAD ACRES	03/11/2024	108.00	100-23163-008 Homestead Acres Deposit
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	CAITLYN WOODS	03/11/2024	108.00	100-23163-096 Bear/Newport
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	AUDUBON ARBORETUM	03/11/2024	108.00	100-23163-007 Audubon Arboretum Deposit
TID #4 Fund	1534	PRUITT, EKES & GEARY, SC	3287	TID 4	03/11/2024	300.00	414-00-61000 Professional Services
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	CCM/CARDINAL WATER'S EDG	03/11/2024	144.00	100-23163-033 CARDINAL CAPITAL- CCM/D. LYON
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	BLUFFSIDE DRIVE	03/11/2024	432.00	100-23163-035 Bluffside
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	DOUGLAS AVE. TID 6	03/11/2024	468.00	100-90-61100 Legal Fees
TID #4 Fund	1534	PRUITT, EKES & GEARY, SC	3287	ASHLEY CAPITAL - SOUTH HILL	03/11/2024	1,530.00	414-00-61000 Professional Services
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	ORDINANCES, RESOLUTIONS	03/11/2024	900.00	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	OPINIONS/LEGAL INTERPRETA	03/11/2024	2,976.70	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	3287	GENERAL LITIGATION & HEARI	03/11/2024	954.00	100-90-61100 Legal Fees
Total PRUITT, EKES & GEARY, SC:						9,540.70	
RACINE AREA MANUFACTURES AND COMMERCE							
General Fund	1580	RACINE AREA MANUFACTURES	1195887	RAMAC ANNUAL SERVICE DUE	03/01/2024	500.00	100-40-51320 Memberships/Dues
Total RACINE AREA MANUFACTURES AND COMMERCE:						500.00	
RACINE COUNTY CLERK							
General Fund	1552	RACINE COUNTY CLERK	2023	2023 DOG LICENSING EXPENS	02/23/2024	804.91	100-11-61000 Professional Services
Total RACINE COUNTY CLERK:						804.91	
RAY O'HERRON							
General Fund	9176	RAY O'HERRON	2330353	FIVE NEW FIREARMS	03/12/2024	1,092.80	100-30-64070 Work Supplies

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total RAY O'HERRON:						1,092.80	
ROSE PEST SOLUTIONS							
General Fund	1701	ROSE PEST SOLUTIONS	3633922	FEB. 24; PEST CONTROL FIRE	03/01/2024	78.00	100-43-62100 Contracted Services
General Fund	1701	ROSE PEST SOLUTIONS	3633923	MAR. 24; PEST CONTROL - FIR	03/01/2024	78.00	100-43-62100 Contracted Services
General Fund	1701	ROSE PEST SOLUTIONS	3633924	MARCH 24; PEST CONTROL VIL	03/01/2024	78.00	100-43-62100 Contracted Services
Total ROSE PEST SOLUTIONS:						234.00	
SCHNABEL PRINTING AND INVITATION CENTER							
General Fund	1033	SCHNABEL PRINTING AND INVI	126282	DOOR HANGER - "SORRY I MIS	02/28/2024	76.00	100-40-64070 Work Supplies
General Fund	1033	SCHNABEL PRINTING AND INVI	126282	250 - BUSINESS CARDS - JENNI	02/28/2024	52.00	100-11-64030 Office Supplies
General Fund	1033	SCHNABEL PRINTING AND INVI	126282	500 EACH - BUSINESS CARDS	02/28/2024	112.00	100-42-64030 Office Supplies
General Fund	1033	SCHNABEL PRINTING AND INVI	126282	500 EACH - BUSINESS CARDS	02/28/2024	112.00	100-40-64030 Office Supplies
Storm Water Utility Fund	1033	SCHNABEL PRINTING AND INVI	126282	500 EACH - BUSINESS CARDS	02/28/2024	56.00	502-00-64030 Office Supplies
Total SCHNABEL PRINTING AND INVITATION CENTER:						408.00	
SHRED-IT USA							
General Fund	1800	SHRED-IT USA	8006329259	FEB 24 - ON SITE SHRED CON	02/25/2024	24.02	100-43-62100 Contracted Services
General Fund	1800	SHRED-IT USA	8006329446	FEB-24 MONTHLY SHREDDING	02/25/2024	24.02	100-30-62100 Contracted Services
Total SHRED-IT USA:						48.04	
SIGN SHOP OF RACINE, INC.							
General Fund	1805	SIGN SHOP OF RACINE, INC.	10154	SETUP LETTERING LAYOUT FO	03/08/2024	35.00	100-70-64070 Work Supplies
General Fund	1805	SIGN SHOP OF RACINE, INC.	10154	TRADITIONAL CUT VINYL DECA	03/08/2024	100.00	100-70-64070 Work Supplies
Total SIGN SHOP OF RACINE, INC.:						135.00	
TAX REFUND VENDOR							
General Fund	8997	TAX REFUND VENDOR	042233034010	PROPERTY TAX REFUND 2022;	03/21/2024	275.42	100-12100-000 Taxes Receivable
Total TAX REFUND VENDOR:						275.42	
TELEFLEX							
General Fund	9037	TELEFLEX	9508136172	EZ-IO NEEDLE AND STABILIZER	03/13/2024	429.50	100-35-64280 Medical Supplies
Total TELEFLEX:						429.50	
ULINE							
General Fund	2030	ULINE	1749688664	OUTDOOR BOOT SCRAPER	03/01/2024	125.57	100-30-64070 Work Supplies

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
General Fund	2030	ULINE	174988163	STRETCH WRAP & HAND SAVE	02/28/2024	89.96	100-30-64070 Work Supplies
General Fund	2030	ULINE	175098722	EVIDENCE BAGS	03/01/2024	75.23	100-30-64070 Work Supplies
Capital Projects Fund	2030	ULINE	175353556	FLOOR MATTS; DESK CHAIRS	03/07/2024	757.14	400-75-65025 PSB-Village Sourced Bldg Impr
General Fund	2030	ULINE	175530733	BIOHAZARD LABELS/EVIDENC	03/12/2024	40.50	100-30-64070 Work Supplies
General Fund	2030	ULINE	175591142	JANITORIAL SUPPLIES FOR PS	03/13/2024	653.84	100-30-64070 Work Supplies
Total ULINE:						1,742.24	
UNIFIRST CORPORATION							
General Fund	2035	UNIFIRST CORPORATION	1470037055	MAR-24: COVERALLS & RAGS	03/13/2024	124.67	100-41-62100 Contracted Services
General Fund	2035	UNIFIRST CORPORATION	1470038067	MAR-24; COVERALLS & RAGS	03/20/2024	124.67	100-41-62100 Contracted Services
Total UNIFIRST CORPORATION:						249.34	
WASTE MANAGEMENT							
General Fund	2101	WASTE MANAGEMENT	0027257-2290-	CUST #29-97751-03006; TESTIN	02/16/2024	150.00	100-41-64090 Road Maintenance Materials
General Fund	2101	WASTE MANAGEMENT	0042767-2742-	CUST #29-97749-73006; DISPOS	02/16/2024	203.75	100-41-64090 Road Maintenance Materials
Total WASTE MANAGEMENT:						353.75	
WAUKESHA COUNTY TECHNICAL COLLEGE							
General Fund	2106	WAUKESHA COUNTY TECHNIC	S0824691	NEW DETECTIVE TRAINING; TI	02/27/2024	975.00	100-30-51300 Education/Training/Conferences
Total WAUKESHA COUNTY TECHNICAL COLLEGE:						975.00	
WI DEPT OF FINANCIAL INSTITUTIONS							
General Fund	2141	WI DEPT OF FINANCIAL INSTIT	NOTARY REN	NOTARY RENEWAL FILING FEE	03/07/2024	20.00	100-13-51320 Memberships/Dues
Total WI DEPT OF FINANCIAL INSTITUTIONS:						20.00	
WIS DEPT OF JUSTICE - CIB							
General Fund	2162	WIS DEPT OF JUSTICE - CIB	03312024	FEB-24: TIME CHARGES	03/11/2024	35.00	100-30-62100 Contracted Services
Total WIS DEPT OF JUSTICE - CIB:						35.00	
WISCONSIN HUMANE SOCIETY							
General Fund	2180	WISCONSIN HUMANE SOCIETY	2799	ANIMAL SHELTER CONTRACT -	03/01/2024	1,270.00	100-90-62500 Animal Control Contract
Total WISCONSIN HUMANE SOCIETY:						1,270.00	
Grand Totals:						1,399,343.47	

(See Payment by Fund Totals on next page)

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
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PAYMENT TOTALS BY FUND

Capital Projects Fund	\$ 209,256.41
Cemetery Fund	\$ 224.22
Donations Fund	\$ 6,600.00
General Fund	\$ 819,448.21
Recycling Fund	\$ 47,665.42
Refuse Fund	\$ 96,515.13
Sewer Utility Fund	\$ 71,977.92
Storm Water Utility Fund	\$ 65,247.72
TID #3 Fund	\$ 140.00
TID #4 Fund	\$ 74,300.52
TID #5 Fund	\$ 5,655.10
Water Utility Fund	\$ 2,312.82
TOTALS	\$1,399,343.47

FUND	Vendor	Vendor Name	Merchant Name	Invoice Number	Description	GL Account and Title	Net Invoice Amount
US BANK CORPORATE CARD							
General Fund	2434	US BANK CORPORATE CARD	HENRY SCHEIN	70322341	MEDICAL SUPPLIES	100-35-64280 Medical Supplies	1,384.78
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-6037669-4	PLUG TO CHARGE M-12 I-PADS	100-35-64250 Equipment Repairs & Mai	9.99
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-6037669-4	SKATE DOLLY FOR UTV TRAILER	100-35-64070 Work Supplies	102.99
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-8722304-3	HEAD LIGHTS	100-41-63300 Vehicle Repairs & Mainte	399.99
General Fund	2434	US BANK CORPORATE CARD	EMERGENCY MEDICAL PRODU	2612454,26121	MEDICAL SUPPLIES	100-35-64280 Medical Supplies	584.41
Capital Projects Fun	2434	US BANK CORPORATE CARD	SQ*WCCFFB	CALEDONIA20	NEW FF BLANKETS FOR DORM	400-75-65025 PSB-Village Sourced Bld	1,741.73
General Fund	2434	US BANK CORPORATE CARD	CELLEBRITE INC.	INVUS265208	DT ZOLTAK TRAINING	100-30-51300 Education/Training/Confe	4,460.00
General Fund	2434	US BANK CORPORATE CARD	ZORO TOOLS INC.	WB936317373	SPEAKER/MIC FOR RADIO Q-10	100-35-64250 Equipment Repairs & Mai	128.99
General Fund	2434	US BANK CORPORATE CARD	AMERICAN HEART SHOP CPR	002609175	ACLS INSTRUCTOR ONLINE FO	100-35-51300 Education/Training/Confe	42.00
General Fund	2434	US BANK CORPORATE CARD	PAYPAL	1114	2024 WI POLICE EXEC GROUP	100-30-51320 Memberships/Dues	110.00
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	114-0567912-7	TRAILER HITCH FOR NEW BRU	400-35-65040 Equipment-Vehicles	147.91
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	114-3488124-5	COFFEE MAKER FOR CONFER	400-75-65025 PSB-Village Sourced Bld	285.99
General Fund	2434	US BANK CORPORATE CARD	WISCONSIN ASSOC. OF HOMIC	5TF73507C570	WI ASSOC HOMICIDE INVESTIG	100-30-51300 Education/Training/Confe	350.00
General Fund	2434	US BANK CORPORATE CARD	SHERWIN INDUSTRIES	SC051709	1.69 TN COLD PATCH	100-41-64090 Road Maintenance Materi	294.06
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	114-0463305-8	COFFEE MAKERS FOR KITCHEN	400-75-65025 PSB-Village Sourced Bld	970.96
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	114-1917653-2	GRILL FOR FD SIDE NEW PSB	400-75-65025 PSB-Village Sourced Bld	1,399.00
General Fund	2434	US BANK CORPORATE CARD	PEPLINK PEPWAVE LTD	AE05599228	WARRANTY FOR INTERNET FO	100-35-62100 Contracted Services	539.00
General Fund	2434	US BANK CORPORATE CARD	SHERWIN INDUSTRIES	SC051740	1.22 TN COLD PATCH	100-41-64090 Road Maintenance Materi	212.28
General Fund	2434	US BANK CORPORATE CARD	AMAZON	111-4801603-1	DIESEL TREATMENT	100-41-63200 Fuel, Oil, Fluids	51.94
General Fund	2434	US BANK CORPORATE CARD	AMAZON	113-6811916-4	TOOL SET IN CASE FOR E-12	100-35-64110 Small Equipment	147.80
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-7887670-3	PORTABLE RADIO BATTERIES	100-35-64250 Equipment Repairs & Mai	119.95
General Fund	2434	US BANK CORPORATE CARD	DMA EPAY EPCRA FEES	241368	TIER II FEE - WHOPRS REPORT	100-41-64240 Building Repairs & Mainte	245.00
General Fund	2434	US BANK CORPORATE CARD	KALAHARI RESORT	GTOPA5G9	HOTEL HOLD FEE FOR TRAININ	100-30-51300 Education/Training/Confe	98.00
General Fund	2434	US BANK CORPORATE CARD	KORTENDICK HARDWARE	H47066	WIRE	100-41-63300 Vehicle Repairs & Mainte	50.38
General Fund	2434	US BANK CORPORATE CARD	DMA EPAY SERVICE FEE	WISIF0473850	TIER II FEE - WHOPRS REPORT	100-41-64240 Building Repairs & Mainte	6.13
Sewer Utility Fund	2434	US BANK CORPORATE CARD	SPECTRUM ENTERPRISE	015536901142	INTERNET CHARGES 1/14/24-2/	501-00-64150 Communication Services	89.99
Water Utility Fund	2434	US BANK CORPORATE CARD	SPECTRUM ENTERPRISE	015536901142	INTERNET CHARGES 1/14/24-2/	500-00-64150 Communication Services	89.99
General Fund	2434	US BANK CORPORATE CARD	MIDSTATE TECH	02072024	CREDIT FOR CANCELLED CLAS	100-35-51300 Education/Training/Confe	-273.22
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-3079735-0	AIR TANK DRAIN	100-41-63300 Vehicle Repairs & Mainte	146.89
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-9381573-3	FUEL FILTERS	100-41-63300 Vehicle Repairs & Mainte	45.00
General Fund	2434	US BANK CORPORATE CARD	GROVE OUTDOORS POWER LL	2126	POWER BROOM	100-41-64110 Small Equipment	860.00
General Fund	2434	US BANK CORPORATE CARD	TRANSUNION RISK AND ALTER	781849-20240	JAN-24; MONTHLY TLO CHARG	100-30-62100 Contracted Services	75.00
Water Utility Fund	2434	US BANK CORPORATE CARD	DMI DELL	10726208082-	RETURN DELL LAPTOP BATTER	500-00-64030 Office Supplies	-184.98
General Fund	2434	US BANK CORPORATE CARD	FEDEX	02142024-1	ENVELOPE TO MAIL PHOTOS T	100-35-64040 Postage & Shipping	2.40
General Fund	2434	US BANK CORPORATE CARD	FEDEX	021424	PICTURES SENT RAEGER AT F	100-35-64040 Postage & Shipping	12.84
Sewer Utility Fund	2434	US BANK CORPORATE CARD	AMAZON	111-1027573-1	HANDHELD OXYGEN SENSOR	501-00-64070 Work Supplies	81.46
General Fund	2434	US BANK CORPORATE CARD	AMAZON	113-3981380-6	MENTORING BOOKS	100-35-51300 Education/Training/Confe	38.58
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-0231497-3	HOSE ROLLER BATTERY CHAR	100-35-64250 Equipment Repairs & Mai	23.78
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-0857579-1	REAR LIFT SUPPORTS FOR UT-	100-35-63300 Vehicle Repairs & Mainte	30.48
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-3170641-4	RUBBER HAMMER FOR E-11 TO	100-35-64110 Small Equipment	6.95

FUND	Vendor	Vendor Name	Merchant Name	Invoice Number	Description	GL Account and Title	Net Invoice Amount
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-3170641-4	BATTERY CHARGER FOR CAR	100-35-63300 Vehicle Repairs & Mainte	39.24
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-5919701-5	REPAIR PARTS FOR HOSE ROL	100-35-64250 Equipment Repairs & Mai	16.98
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-7874807-1	DRAIN VALVE	100-41-63300 Vehicle Repairs & Mainte	15.98
General Fund	2434	US BANK CORPORATE CARD	AWI METAL	240027	TRUCK STEPS	100-41-63300 Vehicle Repairs & Mainte	535.00
Donation Fund	2434	US BANK CORPORATE CARD	HAPPY TAILS PET SUPPLIES	3703	FOOD FOR LOUIE	250-30-64192 Police K9	57.95
General Fund	2434	US BANK CORPORATE CARD	SP SAFARILAND	SAF337627	HARDWARE KIT; HOLSTERS	100-30-64070 Work Supplies	84.00
General Fund	2434	US BANK CORPORATE CARD	WWW.IAFC.ORG	000268189	DUES FOR MEMBERSHIP FOR	100-35-51320 Memberships/Dues	148.00
General Fund	2434	US BANK CORPORATE CARD	FSP*WISCONSIN STATE FIRE	02052024	MEMBERSHIP DUES FOR BC L	100-35-51320 Memberships/Dues	95.00
General Fund	2434	US BANK CORPORATE CARD	KALAHARI RESORT	020624	DINNER; TRAINING	100-30-51300 Education/Training/Confe	50.77
Water Utility Fund	2434	US BANK CORPORATE CARD	AMAZON	111-1890880-0	TIMER FOR SOLAR CHARGING	500-00-64070 Work Supplies	27.67
Sewer Utility Fund	2434	US BANK CORPORATE CARD	AMAZON	111-1890880-0	TIMER FOR SOLAR CHARGING	501-00-64070 Work Supplies	27.68
General Fund	2434	US BANK CORPORATE CARD	FSP*WISCONSIN STATE FIRE	4031	MEMBERSHIP DUES FOR CHIE	100-35-51320 Memberships/Dues	95.00
General Fund	2434	US BANK CORPORATE CARD	AT & T	414R05002101	01/13/2024 COMMUNICATION T	100-43-64150 Communication Services	395.02
Donation Fund	2434	US BANK CORPORATE CARD	NYHOLMS POPCORN	42988	POPCORN MACHINE FOR NEW	250-30-64190 Police Dept Donations	949.15
General Fund	2434	US BANK CORPORATE CARD	KALAHARI RESORT	RBP37CZ32	CHIEF HOTEL FOR CHIEF CON	100-30-51300 Education/Training/Confe	198.00
General Fund	2434	US BANK CORPORATE CARD	KALAHARI RESORT	RURGNEI98	HOTEL FOR CHIEF MEETING D	100-30-51300 Education/Training/Confe	234.38
Water Utility Fund	2434	US BANK CORPORATE CARD	AMAZON	111-8840539-9	2-WAY RADIO CABLE	500-00-64070 Work Supplies	16.99
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	113-9421600-2	PSB; CABLING SUPPLIES	400-75-65025 PSB-Village Sourced Bld	52.72
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-0857579-1	CREDIT FOR RETURN ITEM	100-35-63300 Vehicle Repairs & Mainte	-23.49
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-28162213-	PHONE CASE	100-40-64250 Equipment Repairs & Mai	39.15
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-28162213-	STAPLE REMOVER, FILE FOLD	100-40-64030 Office Supplies	30.34
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-4749457-6	TAILGATE PROP ROD FOR UT-1	100-35-63300 Vehicle Repairs & Mainte	27.23
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-7411965-2	COLOR FILE FOLDERS	100-30-64030 Office Supplies	80.97
General Fund	2434	US BANK CORPORATE CARD	WAVE - *ONTARGET SOLUTION	4158	OFC VANNUCCI PROBLEM EMP	100-30-51300 Education/Training/Confe	195.00
Water Utility Fund	2434	US BANK CORPORATE CARD	DSPTS E SERVICE FEE COM	WISCOM04741	CROSS CONNECTION RENEWA	500-00-51320 Memberships/Dues	10.35
Water Utility Fund	2434	US BANK CORPORATE CARD	DSPTS EPAY ISE	WISCOM04741	CROSS CONNECTION RENEWA	500-00-51320 Memberships/Dues	460.00
General Fund	2434	US BANK CORPORATE CARD	BRIAN HOUTSINGER SNAP	1110236040	SOCKET	100-41-63300 Vehicle Repairs & Mainte	17.10
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-1905934-4	BACKUP ALARM FOR M-22 & M-	100-35-63300 Vehicle Repairs & Mainte	31.38
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-5885157-5	FLASH DRIVES/ADHESIVE LET	100-30-64030 Office Supplies	249.52
General Fund	2434	US BANK CORPORATE CARD	STH TOOLS, LLC	1571	METRIC CROWFOOT SET	100-41-64070 Work Supplies	268.45
General Fund	2434	US BANK CORPORATE CARD	FRANK BOUCHER	221023	BRAKE PARTS	100-41-63300 Vehicle Repairs & Mainte	344.12
General Fund	2434	US BANK CORPORATE CARD	BOUND TREE MEDICAL LLC	39879815	MEDICAL SUPPLIES	100-35-64280 Medical Supplies	56.22
General Fund	2434	US BANK CORPORATE CARD	SOUND DECISION	41981	BACK-UP CAMERA	100-41-63300 Vehicle Repairs & Mainte	200.00
General Fund	2434	US BANK CORPORATE CARD	ARAMARK	860112340013	JAN '24 UNIFORMS	100-35-62100 Contracted Services	838.60
General Fund	2434	US BANK CORPORATE CARD	PAYPAL BUILDINGS	0GL29180EE0	TRAINING; BUILDING INSPECT	100-40-51300 Education & Training	50.00
General Fund	2434	US BANK CORPORATE CARD	PATS SERVICES INC.	1004891	HOLDING TANK PUMPING	100-41-62100 Contracted Services	200.00
General Fund	2434	US BANK CORPORATE CARD	AMAZON	111-32096645-	INTUBATION BAG	100-35-64280 Medical Supplies	55.51
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-1516648-2	DRAIN VALVE	100-41-63300 Vehicle Repairs & Mainte	33.56
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-5099436-7	2 CYCLE FUEL FOR CHAIN SAW	100-35-63200 Fuel, Oil, Fluids	44.82
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-5429857-5	TOW STRAP	100-41-64070 Work Supplies	39.88
General Fund	2434	US BANK CORPORATE CARD	PAYPAL BUILDINGS	1XV823335MN	TRAINING; BUILDING INSPECT	100-40-51300 Education & Training	40.00

FUND	Vendor	Vendor Name	Merchant Name	Invoice Number	Description	GL Account and Title	Net Invoice Amount
General Fund	2434	US BANK CORPORATE CARD	IN *PROFIRST TRAINING	24	BACKGROUND CHECK J. ANCH	100-90-61000 Professional Services	795.00
General Fund	2434	US BANK CORPORATE CARD	EXXONMOBIL	6497	FUEL FOR M-20	100-35-63200 Fuel, Oil, Fluids	51.63
Capital Projects Fun	2434	US BANK CORPORATE CARD	THE WEBSTAUANT STORE	94373934	SHELVING UNITS FOR NEW PD	400-75-65025 PSB-Village Sourced Bld	1,120.42
General Fund	2434	US BANK CORPORATE CARD	MILLER-BRADFORD & RISEBER	P4197502	FUEL FILTERS	100-41-63300 Vehicle Repairs & Mainte	76.98
General Fund	2434	US BANK CORPORATE CARD	PATS SERVICES INC.	1003350	HOLDING TANK PUMP OUT	100-41-62100 Contracted Services	200.00
General Fund	2434	US BANK CORPORATE CARD	AMAZON	111-5547856-2	PENS	100-40-64030 Office Supplies	24.82
General Fund	2434	US BANK CORPORATE CARD	AMAZON	111-8206940-1	STETHESCOPE	100-35-64280 Medical Supplies	18.14
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-6160562-1	GOGGLES, SLEEVES, FREEZE	100-30-64070 Work Supplies	76.06
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-8717786-2	CARBURETOR - BRIGGS & STR	100-41-64250 Equipment Repairs & Mai	29.58
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-9866193-0	CLASP ENVELOPES	100-30-64030 Office Supplies	39.08
Capital Projects Fun	2434	US BANK CORPORATE CARD	GIH*GLOBAL INDUSTRIAL	121531392	SHELVING UNITS FOR NEW PS	400-75-65025 PSB-Village Sourced Bld	763.13
General Fund	2434	US BANK CORPORATE CARD	SIGNS OF FIRE	240043	CALEDONIA LABELS FOR EQUI	100-35-64060 Copying & Printing	134.45
General Fund	2434	US BANK CORPORATE CARD	VERMEER WISCONSIN INC	570610	CHIPPER KNIFE ASSEMBLY & F	100-41-64250 Equipment Repairs & Mai	871.37
General Fund	2434	US BANK CORPORATE CARD	KORTENDICK HARDWARE	H51215	SHOWER CAPS (EYE WASH CO	100-41-64240 Building Repairs & Mainte	12.57
General Fund	2434	US BANK CORPORATE CARD	SHERWIN INDUSTRIES	SC051771	.70TN COLD PATCH	100-41-64090 Road Maintenance Materi	121.80
General Fund	2434	US BANK CORPORATE CARD	SHERWIN INDUSTRIES	SC051781	.59TN COLD PATCH	100-41-64090 Road Maintenance Materi	102.66
General Fund	2434	US BANK CORPORATE CARD	DOA E PAY DOC SALES	24-000396	BUILDING VIOLATION CARDS	100-40-64070 Work Supplies	44.47
General Fund	2434	US BANK CORPORATE CARD	MATC	5224	BOOKS; REFUND	100-40-51300 Education & Training	-87.55
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-8280252-7	"CORRECTED" STAMP FOR PS	100-30-64030 Office Supplies	15.98
General Fund	2434	US BANK CORPORATE CARD	PATS SERVICES INC.	1002589	EMPTY HOLDING TANK; NICH	100-41-62100 Contracted Services	200.00
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	112-5291163-4	KEURIG FOR NEW PD	400-75-65025 PSB-Village Sourced Bld	284.99
General Fund	2434	US BANK CORPORATE CARD	RITTERTECH	D48181-001	AIR BREAK PARTS	100-41-63300 Vehicle Repairs & Mainte	30.44
Capital Projects Fun	2434	US BANK CORPORATE CARD	COATED OUTDOOR FURNITUR	QLQEFBCKW	PICNIC TABLES FOR PSB	400-75-65025 PSB-Village Sourced Bld	1,978.00
General Fund	2434	US BANK CORPORATE CARD	SHERWIN INDUSTRIES	SC051807	.29 COLD PATCH	100-41-64090 Road Maintenance Materi	50.46
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	112-9682843-4	GRILL FOR NEW BUILDING	400-75-65025 PSB-Village Sourced Bld	1,399.00
General Fund	2434	US BANK CORPORATE CARD	BRIAN HOUTSINGER SNAP	0213249248	AIR LINE TOOL	100-41-64070 Work Supplies	54.75
Sewer Utility Fund	2434	US BANK CORPORATE CARD	AMAZON	111-8201874-2	OXYGEN SENSORS	501-00-64070 Work Supplies	97.00
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	114-6278309-6	INDUSTRIAL TOTES FOR STORI	400-75-65025 PSB-Village Sourced Bld	1,847.56
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-8021574-0	TOOL BOX FOR BT-11	100-35-64110 Small Equipment	33.98
General Fund	2434	US BANK CORPORATE CARD	AIRGAS NORTH CENTRAL	9146560161	WELDING TANKS	100-41-64070 Work Supplies	604.95
General Fund	2434	US BANK CORPORATE CARD	KORTENDICK HARDWARE	H53356	FASTENERS	100-41-63300 Vehicle Repairs & Mainte	5.18
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	114-2780251-8	LOCK BOXES FOR BLOOD KITS	400-75-65025 PSB-Village Sourced Bld	191.56
General Fund	2434	US BANK CORPORATE CARD	PORCARO FORD	102498	OUTLET TUBE FOR TURBO M-1	100-35-63300 Vehicle Repairs & Mainte	156.00
General Fund	2434	US BANK CORPORATE CARD	PORCARO FORD	102514	OUTLET TUBE FOR TURBO M-2	100-35-63300 Vehicle Repairs & Mainte	117.00
General Fund	2434	US BANK CORPORATE CARD	AMAZON	113-8788980-1	OTTERBOX FOR MIH I-PHONE	100-35-64070 Work Supplies	42.47
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	114-1119968-5	SAFE/KEY BOX FOR BLOOD	400-75-65025 PSB-Village Sourced Bld	285.71
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-7096368-5	CHAIN SAW BLADE & SHARPEN	100-35-64250 Equipment Repairs & Mai	65.11
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-7096368-5	KEY LOCK BOX FOR USE WITH	100-35-64070 Work Supplies	16.06
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	114-9245796-9	KEY BOX FOR IMPOUND LOT K	400-75-65025 PSB-Village Sourced Bld	157.18
General Fund	2434	US BANK CORPORATE CARD	EMERGENCY MEDICAL PRODU	2617384	MEDICAL SUPPLIES	100-35-64280 Medical Supplies	372.23
Capital Projects Fun	2434	US BANK CORPORATE CARD	THE WEBSTAUANT STORE	94603082	DISHES, COOKING PANS & UTE	400-75-65025 PSB-Village Sourced Bld	256.91

FUND	Vendor	Vendor Name	Merchant Name	Invoice Number	Description	GL Account and Title	Net Invoice Amount
General Fund	2434	US BANK CORPORATE CARD	STAPLES	9919015939	COPY PAPER	100-30-64030 Office Supplies	199.95
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	112-3175228-3	BUNN COFFEE MAKER NEW P	400-75-65025 PSB-Village Sourced Bld	603.84
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-0558898-7	EXPANDING FOLDERS,FLASH	100-30-64030 Office Supplies	72.45
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-5474447-0	PORTABLE SSD FOR RECORDS	100-30-64030 Office Supplies	99.00
Sewer Utility Fund	2434	US BANK CORPORATE CARD	U. S. CELLULAR	0628494878	HOODS CREEK BASIN REPEAT	501-00-64150 Communication Services	5.16
General Fund	2434	US BANK CORPORATE CARD	AMAZON	112-1566973-5	WALL CHARGER, POWER BANK	100-30-64030 Office Supplies	103.13
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	114-1427726-6	SHEETS, DINNERWARE, SILVE	400-75-65025 PSB-Village Sourced Bld	472.63
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-2015845-2	FUEL SHUT OFF	100-41-64110 Small Equipment	8.65
Water Utility Fund	2434	US BANK CORPORATE CARD	AT & T	287299115248	01/23/2024 FIRSTNET TELEPHO	500-00-64150 Communication Services	190.25
Sewer Utility Fund	2434	US BANK CORPORATE CARD	AT & T	287299115248	01/23/2024 FIRSTNET TELEPHO	501-00-64150 Communication Services	190.25
General Fund	2434	US BANK CORPORATE CARD	AT & T	287299115248	01/23/2024 FIRSTNET TELEPHO	100-30-64150 Communication Services	1,793.29
General Fund	2434	US BANK CORPORATE CARD	AT & T	287299115248	01/23/2024 FIRSTNET TELEPHO	100-35-64150 Telephone	1,208.52
General Fund	2434	US BANK CORPORATE CARD	AT & T	287299115248	01/23/2024 FIRSTNET TELEPHO	100-43-64150 Communication Services	896.64
General Fund	2434	US BANK CORPORATE CARD	HOME DEPOT	WG55110867	BATHROOM METERED FAUCET	100-43-64240 Building Repairs & Mainte	182.67
General Fund	2434	US BANK CORPORATE CARD	DOJ EPAY RECORDS CHECK	WINWOR0262	FEB-24; DOJ RECORDS CHECK	100-11-61000 Professional Services	21.00
General Fund	2434	US BANK CORPORATE CARD	SPECTRUM ENTERPRISE	001441602022	FEBRUARY 2024 PHONE AND I	100-43-64150 Communication Services	1,845.18
General Fund	2434	US BANK CORPORATE CARD	SPECTRUM ENTERPRISE	071664501020	FEBRUARY 2024 INTERNET CH	100-43-64150 Communication Services	2,376.26
General Fund	2434	US BANK CORPORATE CARD	AMAZON	111-458634-45	PAPER	100-40-64070 Work Supplies	75.38
General Fund	2434	US BANK CORPORATE CARD	US BANK CORPORATE CARD	111-1617784-3	PAPER	100-40-64030 Office Supplies	35.25
General Fund	2434	US BANK CORPORATE CARD	AMAZON	113-9355916-0	APPLE POWER ADAPTER FOR	100-35-64070 Work Supplies	21.98
General Fund	2434	US BANK CORPORATE CARD	METALWORLD INC	37066/37065	STEEL	100-41-64070 Work Supplies	76.61
General Fund	2434	US BANK CORPORATE CARD	METALWORLD INC	37066/37065	STEEL	100-41-64070 Work Supplies	142.45
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-0575922-8	LIGHT BAR	100-41-63300 Vehicle Repairs & Mainte	29.52
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-9498834-5	REVERSE OSMOSIS STORAGE	100-35-64240 Building Repairs & Mainte	123.16
General Fund	2434	US BANK CORPORATE CARD	DAVIS & STANTON PROMOTIO	149890	AWARD PINS	100-30-64000 Community Engagement	476.50
General Fund	2434	US BANK CORPORATE CARD	ADOBE ACROPRO SUBS	2688608461	AUTO RENEWAL OF ACROBAT	100-35-51320 Memberships/Dues	251.87
General Fund	2434	US BANK CORPORATE CARD	FBI LEEDA INC	55709858-24	FBI-LEEDA DUES LT LAEHR	100-30-51320 Memberships/Dues	50.00
General Fund	2434	US BANK CORPORATE CARD	PSI SERVICES, LLC	7A1AWCT8	BURNSIDE DRONE LICENSE TE	100-30-51300 Education/Training/Confe	175.00
Sewer Utility Fund	2434	US BANK CORPORATE CARD	VERIZON WIRELESS	9955580383	SCADA ALARM SYSTEM 1/2/24-	501-00-64150 Communication Services	20.01
Water Utility Fund	2434	US BANK CORPORATE CARD	VERIZON WIRELESS	9955580383	SCADA ALARM SYSTEM 1/2/24-	500-00-64150 Communication Services	20.00
General Fund	2434	US BANK CORPORATE CARD	ZORO TOOLS INC.	WB947847561	INDICATOR VALVE LIGHT E-11	100-35-63300 Vehicle Repairs & Mainte	24.42
General Fund	2434	US BANK CORPORATE CARD	HOME DEPOT	WM60317902	VILLAGE HALL BATHROOM ME	100-43-64240 Building Repairs & Mainte	548.01
Capital Projects Fun	2434	US BANK CORPORATE CARD	AMAZON	112-9913831-3	PODIUM FOR NEW BUILDING	400-75-65025 PSB-Village Sourced Bld	279.99
General Fund	2434	US BANK CORPORATE CARD	US BANK CORPORATE CARD	114-1645155-1	WATER FILTER SYSTEM REVER	100-35-64240 Building Repairs & Mainte	79.99
Sewer Utility Fund	2434	US BANK CORPORATE CARD	AMAZON	114-5744899-1	DESCALER; HOODS CREEK AT	501-00-64070 Work Supplies	46.21
General Fund	2434	US BANK CORPORATE CARD	HENRY SCHEIN	72276010	CHILD PROSPLINT	100-35-64280 Medical Supplies	20.89
General Fund	2434	US BANK CORPORATE CARD	RITTERTECH	D29678-003	NIPPLE	100-41-63300 Vehicle Repairs & Mainte	31.35
General Fund	2434	US BANK CORPORATE CARD	RITTERTECH	D46246-001	AIR BREAK PARTS	100-41-63300 Vehicle Repairs & Mainte	148.71
General Fund	2434	US BANK CORPORATE CARD	RITTERTECH	D48181-002	AIR BREAK FITTINGS	100-41-63300 Vehicle Repairs & Mainte	71.38
General Fund	2434	US BANK CORPORATE CARD	KORTENDICK HARDWARE	H56821	WORK SUPPLIES - MASON WH	100-41-64070 Work Supplies	24.45
General Fund	2434	US BANK CORPORATE CARD	KALAHARI RESORT	RURGNEIP8-	DC FOR CHIEF MTG HOTEL STA	100-30-51300 Education/Training/Confe	-36.38

FUND	Vendor	Vendor Name	Merchant Name	Invoice Number	Description	GL Account and Title	Net Invoice Amount
General Fund	2434	US BANK CORPORATE CARD	SHERWIN INDUSTRIES	SC051832	.55 TNS COLD PATCH	100-41-64090 Road Maintenance Materi	95.70
Water Utility Fund	2434	US BANK CORPORATE CARD	HAMPTON INN	SH19325734	HOTEL; WATER CERTIFICATION	500-00-51300 Education/Training/Confe	310.11
General Fund	2434	US BANK CORPORATE CARD	AMAZON	113-5766562-7	DAWN DISH SOAP	100-35-64100 Janitorial Supplies	22.00
Water Utility Fund	2434	US BANK CORPORATE CARD	AMAZON	114-0284773-5	GASKET SHEETING	500-00-64070 Work Supplies	57.98
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-1978895-5	DOOR TRIM E-11	100-35-63300 Vehicle Repairs & Mainte	7.49
General Fund	2434	US BANK CORPORATE CARD	AMAZON	114-5658832-5	CHAINSAW CARBERATOR	100-41-64250 Equipment Repairs & Mai	25.49
Water Utility Fund	2434	US BANK CORPORATE CARD	SPECTRUM ENTERPRISE	123964101020	INTERNET CHARGES 2/7/24-3/6/	500-00-64150 Communication Services	167.80
Sewer Utility Fund	2434	US BANK CORPORATE CARD	SPECTRUM ENTERPRISE	123964101020	INTERNET CHARGES 2/7/24-3/6/	501-00-64150 Communication Services	167.80
General Fund	2434	US BANK CORPORATE CARD	FRANK BOUCHER	221278	STARTER	100-41-63300 Vehicle Repairs & Mainte	213.98
General Fund	2434	US BANK CORPORATE CARD	ZOOM	INV242758732	MAR-24; VIDEO CONFERENCIN	100-60-61000 Professional Services	31.98
Total US BANK CORPORATE CARD:							48,019.76
Grand Totals:							48,019.76

PAYMENT TOTALS BY FUND

Capital Projects Fund	\$14,239.23
Donations Fund	\$ 1,007.10
General Fund	\$30,881.71
Sewer Utility Fund	\$ 725.56
Water Utility Fund	\$ 1,166.16
TOTALS	\$48,019.76

**RESOLUTION NO. 2024-041
VILLAGE OF CALEDONIA**

**A RESOLUTION AUTHORIZING THE VILLAGE OF CALEDONIA TO ENTER INTO
A TENTATIVE AGREEMENT WITH THE VILLAGE OF CALEDONIA
FIREFIGHTERS LOCAL 2740 OF THE INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS FOR 2023-2025**

The Village Board for the Village of Caledonia, Racine County, WI do resolve as follows:

WHEREAS, the Village of Caledonia has reached a tentative agreement with the Village of Caledonia Firefighters Local 2740, IAFF (the “Local” as used herein), with said tentative agreements summarized in the attached **Exhibit A**; and

WHEREAS, there is a need to ratify said tentative agreements.

NOW, THEREFORE, BE IT RESOLVED by the Caledonia Village Board that the tentative agreements summarized in the attached Exhibit with the Local for 2023-2025 are authorized and approved.

NOW, THEREFORE, BE IT FURTHER RESOLVED by the Caledonia Village Board that the Village President and Village Clerk are authorized to execute any contract. Agreement, and any or other documents necessary to implement this resolution.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this _____ day of March, 2024.

VILLAGE OF CALEDONIA

By: _____
Thomas Weatherston
Village President

Attest: _____
Jennifer Olsen
Village Clerk

**SUMMARY OF TENTATIVE AGREEMENTS BY AND BETWEEN THE VILLAGE OF
CALEDONIA AND LOCAL 2740 FOR A SUCCESSOR COLLECTIVE BARGAINING
AGREEMENT (2023-2025)**

TENTATIVE AGREEMENTS

1. Article 1. Duration: 2023 through 2025. (T/A)

2. Article 6. Wages.

a. Section a. Wage Scale: The following is the wage scale effective January 1, 2023:

	<u>2023</u>	<u>2023</u>	<u>2024+3.5%</u>	<u>2024</u>	<u>2025+3.5%</u>	<u>2025</u>
	<u>Per/Hour</u>	<u>Per Annum</u>	<u>Per/hour</u>	<u>Per Annum</u>	<u>Per/Hour</u>	<u>Per Annum</u>
Start	\$21.00	\$61,152.00	\$21.74	\$63,292.32	\$22.50	\$65,507.55
After 1 yr	\$22.36	\$65,104.75	\$23.14	\$67,383.42	\$23.95	\$69,741.83
2 yr	\$23.71	\$69,057.79	\$24.54	\$71,474.81	\$25.40	\$73,976.43
3 yr	\$25.07	\$73,010.83	\$25.95	\$75,566.21	\$26.86	\$78,211.03
4 yr	\$26.43	\$76,963.58	\$27.35	\$79,657.30	\$28.31	\$82,445.31
5 yr	\$27.79	\$80,916.62	\$28.76	\$83,748.70	\$29.77	\$86,679.90
Start Paramed 5%	\$22.05	\$64,209.60	\$22.82	\$66,456.94	\$23.62	\$68,782.93
After 1 yr 5%	\$23.48	\$68,359.99	\$24.30	\$70,752.59	\$25.15	\$73,228.93
2 yr Paramedic	\$24.90	\$72,510.68	\$25.77	\$75,048.55	\$26.67	\$77,675.25
3 yr Paramedic	\$26.33	\$76,661.37	\$27.25	\$79,344.52	\$28.20	\$82,121.58
4 yr Paramedic	\$27.75	\$80,811.76	\$28.72	\$83,640.17	\$29.73	\$86,567.57
5 yr Paramedic	\$29.18	\$84,962.45	\$30.20	\$87,936.13	\$31.25	\$91,013.90
7 yr Paramedic	\$29.47	\$85,812.07	\$30.50	\$88,815.50	\$31.57	\$91,924.04
Lieutenant	\$30.23	\$88,029.76	\$31.29	\$91,110.80	\$32.38	\$94,299.68
Captain	\$32.19	\$93,737.28	\$33.32	\$97,018.08	\$34.48	\$100,413.72
Lieutenant P 5%	\$31.74	\$92,431.25	\$32.85	\$95,666.34	\$34.00	\$99,014.66
Lieutenant P 6%	\$32.04	\$93,311.55	\$33.17	\$96,577.45	\$34.33	\$99,957.66
Captain P 6%	\$34.12	\$99,361.52	\$35.32	\$102,839.17	\$36.55	\$106,438.54

b. Their shall be additional wage increases of 3.5% for each position for the years 2024 and 2025. Said increase shall be effective January 1 of each respective year. NOTE: this increase is reflected in the above wage table.

3. Article 5. Hours of Work.

a. Section 1. Change from “four least senior” to “three least senior”

b. Creation of Section 5 regarding Recruit Training:

“Upon hiring new employees, the training division shall be responsible for providing the employee with a formal recruit class for a minimum of two weeks until the training division has determined the member is qualified to operate within a company. During the recruit class, employees will be subject to a forty to fifty-six (40-56) hour week with workdays being Monday through Saturday. Hours of work will not be before 0700 hours but may start later in the day until the training division has determined the day has ended. New hires will be given a one-hour lunch each day without loss of pay. Employees enrolled in this formal recruit training shall receive their full pay during the training period based on a fifty-six (56) hour work week. Employees shall receive compensation at the rate of time-and-one-half (1 ½) their regular rate of pay for all hours in excess fifty-six (56) hours per week during the recruit training.

After successfully completing the formal recruit training classes, new hires may be subject to a non-floating station and shift assignment for a period of time determined by the training division not to exceed 3 months.” (T/A)

NOTE: this T/A was originally under Article 6. Wages; however, the Village believes it is more appropriate under Article 5. Hours of Work. (T/A)

c. Section 4(d).

Remove language...

If a trade cannot be fulfilled for any reason, other than sickness or bereavement leave. , Local 2740 officers will be responsible to fill that day with no additional compensation by the Village. If a member does not report for duty on a trade, a Local 2740 member will remain on duty, without compensation, until Local 2740 officers contact someone to fill that trade. (T/A)

Leave the following...

The employee who fails to cover the traded shift shall be responsible for any extra compensation necessary to cover it. This will be done by deduction of sick credits equal to 1 ½ times the hours of the trade. (For example, the employee who fails to report will be deducted 36 hours from the sick leave account to cover the shift). (T/A)

4. Article 6. Wages.

- a. Insert Memorandum of Understanding on Assistant Mechanic and Mechanic Premiums in Article 6. (T/A)
- b. Add Ems Assistant Duties Memo of Understanding, which is currently Page 49 of the 2021-2022 Contract (T/A)
- c. Out of Grade Pay for Officer in Command of Second Company. Increase OOG pay under this section from 25% to 50% (T/A).
- d. Battalion Chief Out of Grade. Change the step-up pay from \$1.00 per hour to “a Captain’s hourly rate, as set forth in this Contract.”
- e. Out of Grade Pay for Officer in Command of Second Company. The Village **REPROPOSES** striking the following from this same section: “out of station 12”. The

Village **PROPOSES** adding the following language: “For the purpose of clarity, South Shore Fire Department’s company at Station 10 does not create a Village of Caledonia Fire Department second company.”

5. **Article 10. Education Benefits.**

- a. The Village **PROPOSES** the following language addition at the end of Article 10:
“Anyone hired after February 1, 2024 shall not be eligible for payments under Steps 1, 2, and 3 of this Article.” (T/A)
- b. The Village **REPROPOSES** to remove the following sentence: “For purposes of computation, 12 hours of instruction in non-mandatory special education training approved by the Fire Chief at an unaccredited institution shall equal one (1) credit.” (T/A)

6. **Article 11. Holiday Pay**

- a. Removal of the following language (T/A):

“A Holiday does not accrue and is not earned during time when the employee is not working and not substituting that missed work time on the shift immediately before, on, and after the holiday by using previously scheduled paid vacation or holiday leave. An employee receiving salary continuation from the Village under Article 14 will continue to accrue holiday time for use during those dates. If the employee returns to work after a non-accrued holiday is used, then the employee forfeits that holiday for the following year or shall payback the holiday, including having his or her final paycheck reduced to cover the holiday overpayment.”

- b. Add Memo of Understanding regarding Holiday Pay accrual: (T/A)

“Holidays are accrued when one of the following conditions are satisfied:

- The employee works a scheduled shift immediately before, on, or after a Holiday as identified in this agreement. When Holidays occur on two consecutive days, it shall only be necessary to work on one of the above days to satisfy this requirement.
- An approved trade with another employee.
- The employee uses previously scheduled Vacation or Holiday Time.
- The employee is on approved FMLA.
- The employee is receiving salary continuation from the Village under Article 14, or the employee is on light duty following a work-related injury.
- Absence approved by the Chief, or Human Resources Manager, in limited situations including acute illness/ injury requiring a visit to urgent care with a written doctor’s excuse.

If a Holiday is scheduled and utilized prior to accrual under this Section, the employee may elect one of the following options to reimburse the Village:

- The employee will forfeit a future Holiday within the same calendar year if scheduling permits. If not, the employee will forfeit a Holiday in the following year.
- The employee will directly compensate the Village.

- The employee will have their paycheck reduced to cover the overpayment.

7. Article 12. Vacations

a. Removal of the following language (T/A):

“An employee who is off from work on workers compensation leave and not performing available temporary modified duty (when the temporary modified duty is available and the employee is capable of performing the temporary modified duty), an employee who is on leave and not substituting paid vacation leave, an employee who is on sick leave for more than five work day in the month unless such sick leave used is substituted for unpaid FMLA leave, shall have their annual vacation leave accrual benefit, as applicable, prorated or not earned based on total scheduled work days for that year.”

b. Adding the following language:

“For purposes of this agreement, one week of vacation shall consist of a minimum of seven (7) consecutive calendar days without loss of pay. The vacation weeks shall be scheduled to even out a three-day (72-hour) work week. In the event of death or termination, the employee will be paid for the unused vacation. Vacation accrual is prorated while on an unpaid leave of absence or an employee is out on Worker's Compensation and has refused light duty assignment.” (T/A).

c. Accrual of Vacations. Adding the following Language

“Vacation pay will be prorated if the employee starts employment mid-year or leaves employment before the end of the year. Vacation proration does not apply to employees retiring at any point during the year. Vacation pay will not accrue in specific circumstances, including:

1. The employee is out on Workers Compensation and has refused light duty assignment;
2. The employee is on an unpaid leave of absence;
3. For sick leave, except as otherwise required as a continuation of benefits under state and/or federal FMLA rules, at the start of the third calendar month following the date upon which an employee on sick leave reaches the end of the maximum allowable FMLA leave period, such employee continuing on sick leave will not continue to accrue additional sick leave until returning to work. (Example: If FMLA expires April 10, sick leave benefits cease accruing July. Employees receiving salary continuation benefits from the Village under Article 14 and employees on approved FMLA leave will continue to accrue paid time off based on contractual language.” (T/A).

8. Article 13. Sick Leave.

a. Move Sick Leave Incentive Program into Separate Article (T/A)

b. Removal of the following language from Section 1. (T/A):

“Sick leave is earned over the course of the year at the rate of up to one day per month (20 hours each month). An employee who is off from work on workers compensation leave and not performing any temporary modified duty, an employee who is on leave and

not substituting paid vacation leave, an employee who is on sick leave for more than five work days in the month unless such sick leave used is substituted for unpaid FMLA leave, shall have their monthly sick leave accrual benefit, as applicable, prorated or not earned based on total scheduled work days for that month. For new hires and separating employees, sick leave accrual is based on a full month of service.”

c. Accrual of Sick leave. (T/A)

“Sick leave will not accrue in specific circumstances, including:

1. The employee is out on Workers Compensation and has refused light duty assignment;
2. The employee is on an unpaid leave of absence;
3. For sick leave, except as otherwise required as a continuation of benefits under state and/or federal FMLA rules, at the start of the third calendar month following the date upon which an employee on sick leave reaches the end of the maximum allowable FMLA leave period, such employee continuing on sick leave will not continue to accrue additional sick leave until returning to work. (Example: If FMLA expires April 10, sick leave benefits cease accruing July.) Employees receiving salary continuation benefits from the Village under Article 14 and employees on approved FMLA leave will continue to accrue sick leave based on contractual language.”

d. The following language be added as Sections 2-3 (T/A):

“2. Doctor's Certificate: Members absent seventy-two (72) consecutive hours (3 consecutive shifts) or more because of sickness or injury herein described must bring in a doctor's certificate unless excused by the Fire Chief. The Village may require a physician's certificate to substantiate the illness of an employee at any time if there is documentation and proof of abuse of sick leave benefits by the employee.

3. Any holiday, regular off-duty day, or vacation day falling during a member of the Department's absence due to a condition for which sick leave credit would be granted shall not be considered a chargeable day of sick leave.”

9. Article 16. Insurance

a. Creation of Section 7, which is the language is the Memo of Understanding regarding AFLAC, which will state the following (T/A):

“7. Employees may elect short- and long-term disability through Northwestern Mutual (or a different provider if the Village engages with a different provider) subject to the following conditions.

- i. The plan will cover non-duty related illnesses/injuries.
- ii. The Association must provide the minimum number of enrollees required by Northwestern Mutual or other insurance disability plan.
- iii. The premium for the plan will be paid entirely by each employee via payroll deduction.
- iv. If plan provisions allow the usage of sick time credits to supplement insurance disability benefits to provide 100% of wages, the Village agrees to the use of sick time credits to supplement the benefit payout to provide full pay.”

10. Article 18. Residency. Deleted. (T/A)

11. Article 22. Probation. Creation of Section 4, which will state the following:

“Probationary employees who fail to complete the requirements of probation within the probationary period are subject to termination.” (T/A)

12. Article 24. Grievance Procedure.

a. Section 5, Step 1: Amend “to the Chief within ten (10)” to “to the Chief of the Fire Department within twenty (20)”. (T/A)

b. Section 5, Step 2: Amend “to the Chief of the Fire Department within five (5) calendar days after receipt of written decision of the Assistant Chief. The Fire Chief” to “to the Human Resources Manager within five (5) calendar days after receipt of the written decision of the Fire Chief. The Human Resources Manager” (T/A)

13. Article 26. Mileage Allowance and Meal Reimbursement. Amend to add the following language at the end of the paragraph:

“Personnel traveling for training or authorized business may be reimbursed for meal expenses based on IRS per diem rates and subject to approval by the Chief.”

14. Article 27. Dismissal for Cause. Amend to create Section 1.j., which shall state: “j. Violation of a drug-free workplace as defined by the Drug-Free Workplace Act of 1988” (T/A)

15. Article 29. Overtime. Amend to strike last sentence of item 2, which states: “All compensatory hours shall be paid on the twenty seven (27) day cycle paycheck.”(T/A)

16. Article 31. Promotion.

a. Amend Section 4., Paragraph 7 to read as follows: “The Village Board or its designee shall fill the vacancy from the list subject to recommendation of the Police and Fire Commission.” (T/A)

b. Add Step-Up Promotional List Lieutenants Memo of Understanding, which is currently Page 48 of the 2021-2022 Contract (T/A)

17. Article 31. Promotion Policy. (T/A)

a. The Village to **PROPOSES** amend Section 3.a to remove the following language: ‘If there is not a minimum of three candidates that pass, then members will be ranked by their test scores and the members with the highest test scores will be added to the list to move in the process to meet the minimum of three candidates to proceed in the process.’

18. Article 32. Protective Equipment. Amend sentence regarding provide equipment to state: “The Village shall furnish and thereafter maintain at no cost to the employee two (2) sets of gloves, helmet, two (2) hoods, protective clothing including coat, bunkers, boots, and suspenders.” (T/A)

19. Article 33. Jury Duty. Amend the first sentence in paragraph two to read: “Any employee who receives notification to serve on jury duty will notify the Chief of the Fire Department or their designee.” (T/A)

20. Article 38. Consolidation, Merger, or Combining Services. The Village PROPOSES amending this Article to match the language in the South Shore Fire Department contract:

“The Village may pursue consolidation, merger or combining of its Fire Department with that of another municipality provided the new fire protection/EMS provider employs all members represented by Local 2740 as non-probationary employees and further provided that the new fire protection/EMS provider agrees to employ all Local 2740 members with the full transfer of seniority and at the rank, or equivalent, Local 2740 members hold at the time of consolidation, merger or combining of Fire Departments. The Village further agrees that it will not modify the fire department rank structure in pursuit of consolidation, merger or combining of its Fire Department with that of another municipality. The Village shall, in the event of such a consolidation, merger or combining of such services, guarantee the wages in effect at that time for a period of twenty-four (24) months, or until the members are covered by a collective bargaining agreement with the new fire protection/EMS provider, whichever occurs first. The Village also guarantees that the members will be allowed to continue in the Village’s health insurance plan under the same terms in effect at the time for a period specified above.” (T/A)

21. Article 23. Leave of Absence.

- a. Section 3., Paragraphs 2, 3, and 4 are amended to read the following:

“All requests for a leave of absence must be submitted in writing to the Fire Chief or their designee at least ten (10) days prior to the day the leave of absence is to begin. The ten (10) day notice will be waived in case of emergency.

Granting of leaves must be approved by the Fire Chief and the Village Administrator. Leaves cannot be granted for seeking or taking other employment.

The maximum period for approved non-FMLA leaves is thirty (30) calendar days. Leaves of absence for personal medical or disability due to accident may be granted for up to three (3) months or 90 calendar days. Approved leaves may be extended with approval of the Village Board if an application for leave is submitted in writing to the Fire Chief stating the reasons an extension is needed. The Chief will submit the written application to the Village Board. A physician's certification of need for continuing a personal medical or disability due to an accident leave must be submitted with the application if the leave was for illness or disability due to accident. A medical leave cannot be extended more than three (3) times, so that the total leave of absence will not exceed one (1) year.” (T/A)

22. Article 42. Lateral Transfers.

- a. The creation of Article 42. Lateral Transfers., which will read as follows:

- “1. The Village has the authority to employ lateral transfers to hire firefighter paramedics. For eligibility as a lateral transfer, a candidate must:
- a. be currently employed as a full-time non-probationary employee with a municipal fire department
 - b. possess, at a minimum, a State of Wisconsin licensure or National Registry certification as an Emergency Medical Technician-Paramedic and Wisconsin State Firefighter Level 2 or equivalent.
 - c. CPAT Certification on date of hire.

- d. The Village and the Police & Fire Commission may establish additional qualifications. Lateral transfers shall follow the same application, eligibility, and onboarding process as all new hires.
2. Lateral transfers shall be evaluated for previous service by the Fire Chief to determine reasonable commensurate pay and vacation recommendations. In consultation with the Fire Chief, the Human Resources Manager shall have the final determination for placement on this Agreement's Wage and Vacation schedule, up to a maximum of five years of service.
3. Rank, longevity, sick leave accrual, current and post-retirement benefits, and probationary period will be in accordance with the guidelines specified for new employees as outlined in this Agreement. The most recent date of hire with the Village shall be utilized to establish seniority.” (T/A)

THIS VILLAGE PROPOSAL IS A PACKAGE PROPOSAL AND WITHOUT ACCEPTANCE OF ALL TERMS, SOME OR ALL OF THE PROPOSALS MAY BE WITHDRAWN.

2023-2025

AGREEMENT BETWEEN

THE VILLAGE OF CALEDONIA

AND

THE VILLAGE OF CALEDONIA

FIREFIGHTERS

LOCAL 2740 OF THE

INTERNATIONAL ASSOCIATION

OF

FIREFIGHTERS

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ARTICLE OF AGREEMENT

This agreement is made and entered into by and between the Village of Caledonia, as a municipal corporation and as a municipal employer (hereinafter referred to as the "Village"), and the Caledonia Firefighters Protective Association Local #2740 of the International Association of Firefighters, as a representative of the employees within the Caledonia Fire Department (hereinafter referred to as the "Association"). Now, Therefore, the parties herewith, to-wit: The Village and Employees do hereby agree as follows:

ARTICLE 1

DURATION OF AGREEMENT

This agreement shall be in full force and effect from January 1, 2023 to December 31, 2025.

ARTICLE 2

NEGOTIATIONS

New contract proposals will be exchanged according to then current Wisconsin State Statutes governing Public Employees.

ARTICLE 3

RECOGNITION

The Village recognizes the Caledonia Firefighters Protective Association, Local #2740 of the International Association of Firefighters as the exclusive bargaining agent for all the employees of the Caledonia Fire Department, Exclusive of the Chief, and the Battalion Chiefs.

ARTICLE 4
MANAGEMENT RIGHTS

The Village alone possesses the right to operate Village government and to manage all departments of the Village. All management rights repose in the Village itself, except as to such rights as are specifically modified by the provisions of this agreement. These management rights include, but are not limited to, the following:

1. To direct all operations of the department.
2. To determine the kind and number of services to be performed.
3. To introduce and/or change the methods or facilities.
4. To maintain efficiency of operations by determining the methods, means and personnel by which such operations are conducted.
5. To determine the number of positions in the department and the classifications thereof.
6. To establish reasonable work rules under which the department shall operate.
7. To establish reasonable schedules of work.
8. To hire, promote, assign and transfer employees.
9. To demote, suspend, discharge or take other disciplinary action.
10. To lay-off employees because of lack of work or funds.
11. To contract for goods and services, other than services that are normally performed by the Fire Department at the time of the execution of this agreement.
12. To take whatever action is necessary under the circumstances to carry out the duties and functions of the Village.
13. The powers, rights and/or authority of the Village hereunder shall not be exercised in a fashion so as to evade any provisions of the Wisconsin Statutes or this agreement to the contrary.

ARTICLE 5
HOURS OF WORK

1. The regular work week shall consist of 56 hours and a regular work schedule of twenty-four (24) hours on duty and forty-eight (48) hours off duty, except that the Chief may "float" the three least senior firefighters/EMTs from each shift not on vacation, holiday or sick leave if no employee volunteers for the float if volunteers are solicited. If the employee is to be floated for more than one shift, then those dates should be given to the employee at the time of notification. This provision is not intended to prevent employees from trading shifts pursuant to Department policies.

Overtime outside of an employee's regular work schedule, required or approved by the Fire Chief shall be compensated at one-and one-half times (1 ½) the employee's regular hourly rate of pay.

2. The hours of work for the line firefighting employees shall be starting at 0700 hours and ending at 0700 the following day.

3. The defined duty day shall be as follows:

(a) Monday through Friday: The standard duty day shall commence at 0700 hours and end at 1630 hours.

- i. A total of one (1) hour will be provided for a breakfast/lunch period;
- ii. House duties will be completed;
- iii. A supper shall be taken after 1630 hours;
- iv. After 1630 hours, the remainder of the shift shall be on standby, exclusive of response to emergency calls, mandatory night time training required for regulatory

agency compliance, and those duties essential to restoring department equipment and property to a proper condition of readiness for emergency conditions and inspections, public education events, and other duties normally performed by firefighters and emergency medical providers. The Fire Chief may order additional night time training between the hours of 1630 and 2200.

(b) Saturdays: The standard duty day shall commence at 0700 hours and end at 1200 hours.

- i. A total of one (1) hour will be provided for a breakfast/lunch period;
- ii. House duties will be completed;
- iii. After 1200 hours, the remainder of the shift shall be on standby, exclusive of response to emergency calls, and those duties essential to restoring department equipment and property to a proper condition of readiness for emergency conditions and inspections, public education events, and other duties normally performed by firefighters and emergency medical providers.

(c) Sundays/Holidays: The shift shall be on standby, exclusive of response to emergency calls, exclusive of the house duties and those duties essential to restore department equipment and property to a proper condition of readiness for emergency conditions and inspections, public education events, and other duties normally performed by firefighters and emergency medical providers.

(d) A total of one (1) hour will be provided for optional fitness enhancement during duty days Monday through Saturday. Members participating in

the optional fitness hour will do so at the same time i.e. if two or more members of a station decide work out time is possible they will do so the same hour. This optional time will be dependent on the Lieutenant's or OIC's agenda for each station for that day i.e. training, inspections, equipment checks etc.

4. Work Trade Policy

This policy covers members of the Caledonia Fire Department and all work trades made between those members. It shall be the responsibility of all members making trades and the company officers to enforce this policy. Approval of trades that do not comply with this policy lies solely with the Fire Chief or his designee.

- (a) This policy shall regulate all work trades made between members of the Caledonia Fire Department.
- (b) All trades shall be submitted in the format as required by the Chief before the trade is to take place. The Chief or the Chief's designee shall consider the request and provide notice of authorization.
- (c) Members should make an effort to trade within their stations and position for position, i.e., Lieutenant for Lieutenant. If a trade cannot be made within the member's assigned station or position for position, the member will be allowed to trade with a member outside of the assigned station or not of the same position. In the absence of the Chief, the Officer in Charge can deny a trade that does not comply with this policy. No member will be paid out-of-grade (OOG) premium when an OOG trade occurs.

The employee who fails to cover the traded shift shall be responsible for any extra compensation necessary to cover it. This will be done by deduction of sick credits equal to 1 ½ times the hours of the trade. (For

example, the employee who fails to report will be deducted 36 hours from the sick leave account to cover the shift).

(d) Probationary firefighters shall not be allowed to trade with Lieutenants or Captains.

5. Recruit Training Upon hiring new employees, the training division shall be responsible for providing the employee with a formal recruit class for a minimum of two weeks until the training division has determined the member is qualified to operate within a company. During the recruit class, employees will be subject to a forty to fifty-six (40-56) hour week with workdays being Monday through Saturday. Hours of work will not be before 0700 hours but may start later in the day until the training division has determined the day has ended. New hires will be given a one-hour lunch each day without loss of pay. Employees enrolled in this formal recruit training shall receive their full pay during the training period based on a fifty-six (56) hour work week. Employees shall receive compensation at the rate of time-and-one-half (1 ½) their regular rate of pay for all hours in excess fifty-six (56) hours per week during the recruit training.

After successfully completing the formal recruit training classes, new hires may be subject to a non-floating station and shift assignment for a period of time determined by the training division not to exceed 3 months.

ARTICLE 6

WAGES

Effective January 1, 2023, the wage schedule shall be as follows, with a three and one half percent (3.5%) wage increase for calendar year 2024 and 2025:

	<u>2023</u>	<u>2023</u>	<u>2024</u>	<u>2024</u>	<u>2025</u>	<u>2025</u>
	<u>Per/Hour</u>	<u>Per Annum</u>	<u>Per/hour</u>	<u>Per Annum</u>	<u>Per/Hour</u>	<u>Per Annum</u>
Wage Increase	-	-	3.5%	-	3.5%	-
Start	\$21.00	\$61,152.00	\$21.74	\$63,292.32	\$22.50	\$65,507.55
After 1 yr	\$22.36	\$65,104.75	\$23.14	\$67,383.42	\$23.95	\$69,741.83
2 yr	\$23.71	\$69,057.79	\$24.54	\$71,474.81	\$25.40	\$73,976.43
3 yr	\$25.07	\$73,010.83	\$25.95	\$75,566.21	\$26.86	\$78,211.03
4 yr	\$26.43	\$76,963.58	\$27.35	\$79,657.30	\$28.31	\$82,445.31
5 yr	\$27.79	\$80,916.62	\$28.76	\$83,748.70	\$29.77	\$86,679.90

Start Paramed 5%	\$22.05	\$64,209.60	\$22.82	\$66,456.94	\$23.62	\$68,782.93
After 1 yr 5%	\$23.48	\$68,359.99	\$24.30	\$70,752.59	\$25.15	\$73,228.93
2 yr Paramedic	\$24.90	\$72,510.68	\$25.77	\$75,048.55	\$26.67	\$77,675.25
3 yr Paramedic	\$26.33	\$76,661.37	\$27.25	\$79,344.52	\$28.20	\$82,121.58
4 yr Paramedic	\$27.75	\$80,811.76	\$28.72	\$83,640.17	\$29.73	\$86,567.57
5 yr Paramedic	\$29.18	\$84,962.45	\$30.20	\$87,936.13	\$31.25	\$91,013.90
7 yr Paramedic	\$29.47	\$85,812.07	\$30.50	\$88,815.50	\$31.57	\$91,924.04
Lieutenant	\$30.23	\$88,029.76	\$31.29	\$91,110.80	\$32.38	\$94,299.68
Captain	\$32.19	\$93,737.28	\$33.32	\$97,018.08	\$34.48	\$100,413.72
Lieutenant P 5%	\$31.74	\$92,431.25	\$32.85	\$95,666.34	\$34.00	\$99,014.66
Lieutenant P 6%	\$32.04	\$93,311.55	\$33.17	\$96,577.45	\$34.33	\$99,957.66
Captain P 6%	\$34.12	\$99,361.52	\$35.32	\$102,839.17	\$36.55	\$106,438.54

The mechanic will be paid a premium as follows:

\$4,000.00 per year

The Assistant Mechanic will be paid a premium as follows:

\$2,000.00 per year

The mechanic and assistant mechanics premium will be added to the firefighter's pay each pay period and will be included in all overtime and benefit calculations. The assignment of the Mechanic(s) and Assistant Mechanic(s) can only be filled with bargaining unit members. The Village shall endeavor to post vacancies for Mechanic and Assistant Mechanics within thirty (30) days and shall endeavor to fill vacancies within thirty (30) days of posting.

The Village will have the right to remove the Mechanic and Assistant Mechanic position from the bargaining unit subject to the following:

The Mechanic and Assistant Mechanic will retain their positions as firefighters.

The Mechanic and Assistant Mechanic will be guaranteed the premium pay through the expiration of this contract.

Upon giving sixty (60) days advance notice to the Association, the Village will have the right to remove the Mechanic and Assistant Mechanic duties from the bargaining unit upon the expiration of the notice period.

Prior to the expiration of the notice period the Village will develop a list of maintenance duties that firefighters will still be required to perform, i.e. checking oil, topping off oil, checking tire pressure. If agreement is not reached on the list of maintenance duties, the Association will have the right to grieve the issue pursuant to the grievance procedure.

EMS Assistant – If a Captain position is filled, then the EMS assistant pay goes away. Effective January 1, 2021, the EMS Assistant rate shall be \$1000.00 annualized. Effective January 1, 2022, the EMS Assistant rate shall be \$1500.00 annualized. The Assistant EMS premium will be added to the firefighter's pay each pay period and will be included in all overtime and benefit calculations. The duties and assignments for this position will be addressed in an MOU at the end of this document.

EMS Assistant Duties – Assist with the EMS within the Caledonia Fire Department including the following:

- Assisting in the development of monthly trainings
- Assist with the training of specialized equipment, products, skills and protocols
- Assist with QA review and follow-up
- Assist in the care and maintaining of Caledonia Fire Department training aids such as mannequins, ALS equipment, etc.
- Assist the EMS Battalion Chief with other related duties.

EMS Assistant Vacancies – The Village shall endeavor to post vacancies for Assistant EMS within thirty (30) days and shall endeavor to fill vacancies within thirty (30) days of posting. The Village will determine the number of Assistant EMS personnel needed.

F.L.S.A. payments will be based on the twenty-seven-day cycle and the method of payment will be paid on the next available regular payroll.

No bargaining unit employee shall suffer a loss in wages or benefits as a result of the Fire Chief's assumption of the responsibilities of a bargaining unit position.

Out of Grade Premium; Generally. The senior member who serves and performs the duties of an Officer in Charge ("OIC" as used herein) of any station will receive the difference between a Lieutenant's base hourly rate and the member assigned as the OIC's base hourly rate ("OOG" as used herein). The OOG rate calculation does not include a member's Paramedic premium, if applicable. OOG also applies when the duty OIC is out of service and/or away from the station during normal duty hours for more than six (6) hours. In the absence of a Lieutenant at any station, the senior member will receive OOG premium for functioning in the position of OIC.

When a Lieutenant is assigned to the command car, the senior member assigned as OIC will receive OOG premium. When a senior member is assigned to the command car, that senior member will receive OOG premium, and the senior member assigned as OIC will receive OOG premium.

Out of Grade Premium for OIC of Second Company. Any member assigned to act as the OIC of a second company shall receive 50% of the OOG rate. For the purpose of clarity, South Shore Fire Department's company at Station 10 does not create a Village of Caledonia Fire Department second company.

Lieutenant Out of Grade Premium. When a member is assigned the duty of manning/responding in a command vehicle, that member shall receive a step-up premium of the difference between the base Captain's hourly rate and a base Lieutenant's hourly rate. Training will be provided to a member that steps-up to ensure consistency with department policy, NIMS, or ICS practices. A member who has received or is currently participating in this training will be eligible to be assigned to the command vehicle.

The following chart represents the OOG rates per the above terms:

Out of Grade Calculations			
	2023	2024	2025

	Base rate	OOG premium	Premium rate	Base rate	OOG premium	Premium rate	Base rate	OOG premium	Premium rate
Start	\$21.00	\$9.23	\$30.23	\$21.74	\$9.55	\$31.29	\$22.50	\$9.88	\$32.38
After 1 yr	\$22.36	\$7.87	\$30.23	\$23.14	\$8.15	\$31.29	\$23.95	\$8.43	\$32.38
2 yr	\$23.71	\$6.52	\$30.23	\$24.54	\$6.75	\$31.29	\$25.40	\$6.98	\$32.38
3 yr	\$25.07	\$5.16	\$30.23	\$25.95	\$5.34	\$31.29	\$26.86	\$5.52	\$32.38
4 yr	\$26.43	\$3.80	\$30.23	\$27.35	\$3.94	\$31.29	\$28.31	\$4.07	\$32.38
5 yr	\$27.79	\$2.44	\$30.23	\$28.76	\$2.53	\$31.29	\$29.77	\$2.61	\$32.38
Start Paramed 5%	\$22.05	\$9.23	\$31.28	\$22.82	\$9.55	\$32.37	\$23.62	\$9.88	\$33.50
1 yr Paramedic	\$23.48	\$7.87	\$31.35	\$24.30	\$8.15	\$32.45	\$25.15	\$8.43	\$33.58
2 yr Paramedic	\$24.90	\$6.52	\$31.42	\$25.77	\$6.75	\$32.52	\$26.67	\$6.98	\$33.65
3 yr Paramedic	\$26.33	\$5.16	\$31.49	\$27.25	\$5.34	\$32.59	\$28.20	\$5.52	\$33.72
4 yr Paramedic	\$27.75	\$3.80	\$31.55	\$28.72	\$3.94	\$32.66	\$29.73	\$4.07	\$33.80
5 yr Paramedic	\$29.18	\$2.44	\$31.62	\$30.20	\$2.53	\$32.73	\$31.25	\$2.61	\$33.86
7 yr Paramedic	\$29.47	\$2.44	\$31.91	\$30.50	\$2.53	\$33.03	\$31.57	\$2.61	\$34.18
Lieutenant	\$30.23	\$1.96	\$32.19	\$31.29	\$2.03	\$33.32	\$32.38	\$2.10	\$34.48
Captain	\$32.19			\$33.32			\$34.48		
Lieutenant P 5%	\$31.74	\$1.96	\$33.70	\$32.85	\$2.03	\$34.88	\$34.00	\$2.10	\$36.10
Lieutenant P 6%	\$32.04	\$1.96	\$34.00	\$33.17	\$2.03	\$35.20	\$34.33	\$2.10	\$36.43
Captain P 6%	\$34.12			\$35.32			\$36.55		

Out of Grade Second Company (50% of OOG rate)									
	Base rate	OOG premium	Premium rate	Base rate	OOG premium	Premium rate	Base rate	OOG premium	Premium rate
Start	\$21.00	\$4.62	\$25.62	\$21.74	\$4.78	\$26.52	\$22.50	\$4.94	\$27.44
After 1 yr	\$22.36	\$3.94	\$26.30	\$23.14	\$4.08	\$27.22	\$23.95	\$4.22	\$28.17
2 yr	\$23.71	\$3.26	\$26.97	\$24.54	\$3.38	\$27.92	\$25.40	\$3.49	\$28.89
3 yr	\$25.07	\$2.58	\$27.65	\$25.95	\$2.67	\$28.62	\$26.86	\$2.76	\$29.62
4 yr	\$26.43	\$1.90	\$28.33	\$27.35	\$1.97	\$29.32	\$28.31	\$2.04	\$30.35
5 yr	\$27.79	\$1.22	\$29.01	\$28.76	\$1.27	\$30.03	\$29.77	\$1.31	\$31.08
Start Paramed 5%	\$22.05	\$4.62	\$26.67	\$22.82	\$4.78	\$27.60	\$23.62	\$4.94	\$28.56
1 yr Paramedic	\$23.48	\$3.94	\$27.42	\$24.30	\$4.08	\$28.38	\$25.15	\$4.22	\$29.37
2 yr Paramedic	\$24.90	\$3.26	\$28.16	\$25.77	\$3.38	\$29.15	\$26.67	\$3.49	\$30.16
3 yr Paramedic	\$26.33	\$2.58	\$28.91	\$27.25	\$2.67	\$29.92	\$28.20	\$2.76	\$30.96
4 yr Paramedic	\$27.75	\$1.90	\$29.65	\$28.72	\$1.97	\$30.69	\$29.73	\$2.04	\$31.77
5 yr Paramedic	\$29.18	\$1.22	\$30.40	\$30.20	\$1.27	\$31.47	\$31.25	\$1.31	\$32.56
7 yr Paramedic	\$29.47	\$1.22	\$30.69	\$30.50	\$1.27	\$31.77	\$31.57	\$1.31	\$32.88
Lieutenant	\$30.23			\$31.29			\$32.38		

ARTICLE 7
SENIORITY

1. For the purposes of this agreement, seniority is defined as the amount of accumulated service as a full-time employee in the Fire Department as covered by this agreement from the last date of hire.
2. Provided that the Chief has issued their platoon assignments for the next calendar year, employees shall select their vacations and all Holidays between November 15 and December 15. All Holidays must be confirmed by the Department. These picks will be posted no later than December 30. The right to select vacations shall be determined by the Department seniority consistent with the requirement of the Department. Vacation and holiday selections made between November 15 and December 15 shall take priority over other requests for time off.

The Village agrees to protect the vacation and/or holiday selections of employees due to transfer. This includes the forty-eight (48) hours before and after a vacation and/or holiday.

Employees shall have the right to reschedule holidays after they are posted provided an employee gives at least two (2) weeks notice and such rescheduling does not create overtime.

3. Employees with greater department seniority shall, upon written request, have preferences filling vacated positions created by termination of employment.
4. An employee shall lose all his or her seniority rights for any of the following reasons:
 - a. Voluntary resignation or quitting.
 - b. Discharge for just cause in accordance with Wisconsin State Statute 62.13.

- c. Being on lay off for two (2) entire calendar years.
- d. Refusal or failure to respond for work after lay off within five (5) days of notification by registered letter. For unusual individual circumstances, the Fire Chief may grant a short extension of time.
- e. Unapproved absence from work for three (3) or more days.
- f. Retirement.

6. Seniority shall not accumulate during a leave of absence.

ARTICLE 8

UNIFORM ALLOWANCE

The Village will supply all season squad jackets with replacement at the discretion of the Chief. The Village will supply, maintain, replace and/or clean Class "B" uniforms (shirts, pants and other required items). Employees will provide white or blue T-shirt, sweatshirt, polishable black shoes or boots, a black belt 1¼ to 1½ inches in width, socks and underwear.

ARTICLE 9

LONGEVITY

Longevity pay shall be computed each year on January 2nd based upon each employee's number of completed years of service on that January 2nd and shall be paid in a "lump sum" on the first pay day in January. One half (1/2) of part time service shall count as full-time service used in computing longevity. There shall be no prorated or partial year payments. The following schedule applies to a full-time employee:

- 1. \$ 50.00 after one (1) year of service from date of employment.
- 2. \$250.00 after five (5) years of service from date of employment.
- 3. \$500.00 after ten (10) years of service from date of employment.
- 4. \$750.00 after fifteen (15) years of service from date of employment.

ARTICLE 10
EDUCATIONAL BENEFITS

Each full-time Employee shall receive as additional compensation for college credits accumulated by him from an accredited institution, computed on an annual basis, the following amounts:

1.	15 to 19 credits	\$100.00
2.	20 to 54 credits	\$200.00
3.	55 or more credits	\$350.00
4.	An Associate Degree in Fire & Rescue	\$450.00
5.	A Bachelor's Degree in Fire & Rescue	\$525.00

Such educational benefits shall be computed as of December 1 (from December 1 of the previous year through November 30 of the current year) and shall be paid by December 15 of that year in a "Lump Sum". This education benefit payment shall be prorated based on full months employed during the computed year. Anyone hired after February 1, 2024, shall not be eligible for payments under Steps 1, 2, and 3 of this Article.

ARTICLE 11
HOLIDAY PAY

There shall be ten (10) paid holidays per year for each regular full-time employee. These shall include:

- **NEW YEAR'S DAY**
- **GOOD FRIDAY**
- **MEMORIAL DAY**
- **INDEPENDENCE DAY**
- **LABOR DAY**
- **THANKSGIVING DAY**

- **THE DAY FOLLOWING THANKSGIVING DAY**
- **CHRISTMAS DAY**
- **THE LAST FULL WORKING DAY PRECEDING DEC. 25**
- **THE FIRST FULL WORKING DAY PRECEDING JANUARY 1.**

Employees who are unable to take holiday time off because of work schedules can elect from the following options:

1. One-half holiday per year will be accumulative over two (2) years;
2. One day's pay at the regular rate for up to a maximum of four (4) days per year:
or
3. The right to take holidays in advance.

In the event of death or termination, the Employee shall be paid for the days accrued.

Holidays are accrued when one of the following conditions are satisfied:

- The employee works a scheduled shift immediately before, on, or after a Holiday as identified in this agreement. When Holidays occur on two consecutive days, it shall only be necessary to work on one of the above days to satisfy this requirement.
- An approved trade with another employee.
- The employee uses previously scheduled Vacation or Holiday Time.
- The employee is on approved FMLA.
- The employee is receiving salary continuation from the Village under Article 14, or the employee is on light duty following a work-related injury.
- Absence approved by the Chief, or Human Resources Manager, in limited situations including acute illness/ injury requiring a visit to urgent care with a written doctor's excuse.

If a Holiday is scheduled and utilized prior to accrual under this Section, the employee may elect one of the following options to reimburse the Village:

- The employee will forfeit a future Holiday within the same calendar year if scheduling permits. If not, the employee will forfeit a Holiday in the following year.
- The employee will directly compensate the Village.
- The employee will have their paycheck reduced to cover the overpayment.

ARTICLE 12

VACATIONS

The following paid vacation schedule shall apply and shall be computed:

1. After one (1) year of service from date of employment, one (1) week of vacation.
2. After two (2) years of service from date of employment, two (2) weeks of vacation.
3. After eight (8) years of service from date of employment, three (3) weeks of vacation.
4. After thirteen (13) years of service from date of employment, four (4) weeks of vacation.
5. After twenty (20) years of service from date of employment, five (5) weeks of vacation.

For purposes of this agreement, one week of vacation shall consist of a minimum of seven (7) consecutive calendar days without loss of pay. The vacation weeks shall be scheduled to even out a three-day (72-hour) work week. In the event of death or termination, the employee will be paid for the unused vacation. Vacation accrual is pro-rated while on an unpaid leave of absence or an employee is out on Worker's Compensation and has refused light duty assignment

Vacation pay will be prorated if the employee starts employment mid-year or leaves employment before the end of the year. Vacation proration does not apply to employees

retiring at any point during the year. Vacation pay will not accrue in specific circumstances, including:

1. The employee is out on Workers Compensation and has refused light duty assignment;
2. The employee is on an unpaid leave of absence;
3. For sick leave, except as otherwise required as a continuation of benefits under state and/or federal FMLA rules, at the start of the third calendar month following the date upon which an employee on sick leave reaches the end of the maximum allowable FMLA leave period, such employee continuing on sick leave will not continue to accrue additional sick leave until returning to work. (Example: If FMLA expires April 10, sick leave benefits cease accruing July. Employees receiving salary continuation benefits from the Village under Article 14 and employees on approved FMLA leave will continue to accrue paid time off based on contractual language.

ARTICLE 13

SICK LEAVE

1. All full-time employees shall earn twelve (12) days of twenty (20) hours each of sick leave during each year. Sick leave shall be accumulated from year to year, including accumulations from prior years, up to a maximum of 3120 Hours. Sick leave is a paid time off benefit to be used solely by the employee when sick or injured and unable to come to work unless the Chief, or their designee, grants an exception. Sick time is not intended for the care of sick or ill family members unless defined as in federal and state Family Medical Leave Act.
2. Doctor's Certificate: Members absent seventy-two (72) consecutive hours (3 consecutive shifts) or more because of sickness or injury herein described must bring in a doctor's certificate unless excused by the Fire Chief. The Village may require a physician's

certificate to substantiate the illness of an employee at any time if there is documentation and proof of abuse of sick leave benefits by the employee.

3. Any holiday, regular off-duty day, or vacation day falling during a member of the Department's absence due to a condition for which sick leave credit would be granted shall not be considered a chargeable day of sick leave.

Sick leave will not accrue in specific circumstances, including:

- a. The employee is out on Workers Compensation and has refused light duty assignment;
- b. The employee is on an unpaid leave of absence;
- c. For sick leave, except as otherwise required as a continuation of benefits under state and/or federal FMLA rules, at the start of the third calendar month following the date upon which an employee on sick leave reaches the end of the maximum allowable FMLA leave period, such employee continuing on sick leave will not continue to accrue additional sick leave until returning to work. (Example: If FMLA expires April 10, sick leave benefits cease accruing July.) Employees receiving salary continuation benefits from the Village under Article 14 and employees on approved FMLA leave will continue to accrue sick leave based on contractual language.”

Upon voluntary termination an employee shall, for each twelve (12) hours of accumulated and unused sick leave credit, receive fifteen dollars (\$15.00) in a deferred compensation contribution, and if the employee does not have a deferred compensation plan, he/she will not receive any benefit from unused sick leave credit.

Upon retirement, an employee shall receive sixty percent (60%) of the total accumulated hours of sick leave at the hourly rate of pay in existence at the time of retirement. This money shall be transferred to a retirement health reimbursement account. Upon the death of the retiree or employee, a spouse who is enrolled in the Village insurance plan will be

allowed to continue the coverage as specified in Article 16 (4) (a) and use the HRA for required premiums on the same terms as the retiree or employee until reaching the full age of Medicare eligibility by paying the full premium. Employees hired as full-time firefighters after May 31, 2019 shall not be eligible for benefits under this Section.

ARTICLE 14

INJURY IN LINE OF DUTY

All employees who sustain an injury while performing within the scope of their employment as provided by Chapter 102 of the Wisconsin Statutes (Worker's Compensation Act) shall receive full salary in lieu of worker's compensation payments for the period of time he is temporarily totally or temporarily partially disabled because of said injury or for nine (9) months, whichever is shorter, provided the employee cooperates with the Village's temporary modified duty assignments program, which shall govern the employee's work schedule while on temporary modified duty assignment.

When the Village shall have made any such payment and the employee makes claim for damages against any third party or their insurer, the Village shall be entitled to recover from any damages recovered by such employee, reimbursement for such wages paid in the same proportion as provided by Section 102.59, Wisconsin Statutes, for Worker's Compensation payments.

The employee shall remit to the Village his or her worker's compensation check and receive his or her regular check unless the check is made payable to the Village by the insurer.

An employee sustaining a compensable injury resulting in permanent total disability shall continue to receive full salary until a determination is made that the injury is a permanently disabling injury and a ruling is made in accordance with the Wisconsin Worker's Compensation Act or for nine (9) months, whichever is shorter, provided the employee cooperates with the Village's temporary modified duty assignments program, which shall govern the employee's work schedule while on temporary modified duty assignment.

Such injury must be reported to the Village Administrator by the injured employee's supervisor within twenty-four (24) hours or if occurring on a weekend or a holiday, during the next Village Hall working day.

Upon written application by a disabled employee to extend the period of full payment under this Article, the Village Administrator shall review the case and may determine whether or not to extend the period of full payment under these paragraphs, and may determine the terms and conditions upon which any such extension shall be granted.

ARTICLE 15

BEREAVEMENT LEAVE

Bereavement leave may be taken from the time of death up to 30 days after death unless extenuating circumstances exist and subject to approval of the Chief. An employee will be entitled to two (2) work days, with full pay in the event of death in the employee's immediate family. In addition to an employee's spouse, "Immediate Family" shall include the employee's and his or her spouse's Children, Parents, Step-parents, Stepchildren, Grandparents, Brothers, Sisters, Brothers-in-law, or Sisters-in-law.

ARTICLE 16

INSURANCE

1. Life insurance coverage for full-time employees shall be pursuant to the plan made available through the State of Wisconsin effective January 11, 1971, and shall be paid by the Village.
2. Employee contributions for health insurance shall be made by payroll deduction. Employees shall pay fifteen percent (15%) of the premium for the plan provided to the employees.

3. Dental insurance will be carried by all full-time employees. The Village will pay 50% of dental insurance premium per month toward any plan elected by a majority of Village employees from all Village departments combined.
4.
 - (a.) Upon the death of an employee who has been enrolled in the Village's group health insurance plan, the employee's survivors who were also enrolled in the plan at the time of the employee's death will continue to receive such group health insurance coverage for a period of six (6) months following the employee's death, at no cost to the survivors. After the six (6) month period, the survivors shall be allowed to remain under the health insurance plan until reaching the full age of Medicare eligibility, or are eligible for and receive insurance from another employer or new spouse, provided that the Village will not be responsible for any of the premium. Employees hired as full-time employees after May 31, 2019 shall not be eligible for benefits under this Section.
 - (b.) Upon the death of an employee in the line of duty who has been enrolled in the Village's group health insurance plan, the employee's survivors who were enrolled in the plan at the time of the employee's death will continue to receive such group health insurance coverage. The Village shall pay 100% of the premium for said medical coverage for survivors for twenty-four (24) months. The spouse may use the HRA benefit pursuant to Article 13 (1)(b) of this agreement.
5. A regular full-time employee who retires from the Village Fire Department shall have the right to continue under the Village's medical insurance plan until he or she reaches the full age of Medicare eligibility; provided that except as herein provided, he or she shall pay for the entire cost of such coverage. For the purpose of this paragraph, retirement shall be defined as that term is defined and applies to such employee under the Wisconsin Retirement System. The Village shall pay toward a retired employee's health insurance hereunder between the ages of 53 and the full age of Medicare eligibility, fifty (50%) of the amount paid by the

Village as Premium for health insurance provided that the employee has been employed for a period of twenty (20) years or more prior to retirement and provided further that the employee is not otherwise employed by an employer who furnishes employees medical insurance coverage.

Employees hired as full-time employees after May 31, 2019 shall not be eligible for benefits under this Section.

6. In the event of a layoff, the employee shall be carried under the Village's medical insurance plan at the Village's expense for one hundred twenty (120) days after layoff.
7. Employees may elect short- and long-term disability through Northwestern Mutual (or a different provider if the Village engages with a different provider) subject to the following conditions.
 - a The plan will cover non-duty related illnesses/injuries.
 - b The Association must provide the minimum number of enrollees required by Northwestern Mutual or other insurance disability plan.
 - c The premium for the plan will be paid entirely by each employee via payroll deduction.
 - d If plan provisions allow the usage of sick time credits to supplement insurance disability benefits to provide 100% of wages, the Village agrees to the use of sick time credits to supplement the benefit payout to provide full pay.”

ARTICLE 17

PENSIONS

The employee shall pay the cost of the employee's share of the pension plan in the Wisconsin Retirement Fund according to the following schedule.

Effective January 1, 2015, the employee shall contribute the full percentage amount required of non-police officer/firefighter employees.

ARTICLE 18

RESIDENCY

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ARTICLE 19

MANDATORY TRAINING

All off-duty employees who are ordered by the Fire Chief or Battalion Chief to attend additional training shall be paid at the rate of one (1) and one-half ($\frac{1}{2}$) times their regular rate of pay for such time actually worked. Off-duty employees who attend training required to fulfill a condition of employment shall be compensated at one (1) and onehalf ($\frac{1}{2}$) times the employee's regular rate of pay. Off-duty attendance at training required to fulfill a condition of employment will require the approval of the Fire Chief or their designee and approval will be given when such training cannot be scheduled while the employee is on-duty.

ARTICLE 20

JOB RELATED APPEARANCES

Except as otherwise provided herein or by law, any job related appearance required on behalf of the employer during employee's normal off duty day shall be paid at one-and-one-half ($1 \frac{1}{2}$) times their regular rate of pay. Actual time shall include travel when necessary and approved by the Chief.

ARTICLE 21

UNEMPLOYMENT COMPENSATION

Except for dismissal for just cause, upon layoff by the Village, an employee shall receive one-half ($\frac{1}{2}$) of their regular wages, based upon a regular daily work period, for a period of four (4) weeks, then three-fourths ($\frac{3}{4}$) of their pay for the next four (4) weeks following termination of their employment with the Village or until such time as they shall otherwise find employment, whichever shall be shorter. Wisconsin Employment Standards relating to unemployment compensation will apply, and the Village shall be credited with any sums it is required to pay such employee under the Wisconsin Unemployment Compensation law.

ARTICLE 22

PROBATION

1. For Employees hired on or after 1/1/2021, a new fire department employee shall be placed on probation until he or she has accumulated eighteen months of service as a full-time firefighter with the Village.
2. Upon being accepted as a regular full-time employee, an employee's seniority shall be retroactive to his or her entry in the department as a full-time firefighter with the Village.
3. Probationary firefighters shall not be allowed to trade with Lieutenants or Captains.
4. Probationary employees who fail to complete the requirements of probation within the probationary period are subject to termination.

ARTICLE 23

LEAVE OF ABSENCE

1. It is recognized that leaves of absence may be necessary because of emergencies. Leaves of absence for problems for compelling personal reasons shall be considered fairly.

2. Leave of absences shall not be granted for the purpose of exploring or venturing into other fields or endeavors.
3. The Village recognized the need for an employee to be absent for an approved cause, for extended periods of time, and to be able to return to the active employment status held prior to the absence. Pursuant to State Statute 103.10-Wisconsin Family and Medical Leave Act, employees are eligible for unpaid leaves of absence. In addition, the policy stated herein allows for leaves of greater duration in certain circumstances. All requests for a leave of absence must be in writing and must specify whether the leave is personal, medical or pursuant to State Statute 103-10.

All requests for a leave of absence must be submitted in writing to the Fire Chief or their designee at least ten (10) days prior to the day the leave of absence is to begin. The ten (10) day notice will be waived in case of emergency.

Granting of leaves must be approved by the Fire Chief and the Village Administrator. Leaves cannot be granted for seeking or taking other employment.

The maximum period for approved non-FMLA leaves is thirty (30) calendar days. Leaves of absence for personal medical or disability due to accident may be granted for up to three (3) months or 90 calendar days. Approved leaves may be extended with approval of the Village Board if an application for leave is submitted in writing to the Fire Chief stating the reasons an extension is needed. The Chief will submit the written application to the Village Board. A physician's certification of need for continuing a personal medical or disability due to an accident leave must be submitted with the application if the leave was for illness or disability due to accident. A medical leave cannot be extended more than three (3) times, so that the total leave of absence will not exceed one (1) year.

All approved leaves of absence are without pay. Seniority accrues as described in the seniority section of this contract. The Village will continue your insurance coverages as

required by State Statute 103-10. However, the employee will be required to pay for insurance coverages for leaves of greater duration than specified in the Statute or for reasons not covered by the Statute.

All employees returning from illness or disability leaves must present a physician's statement that they are ready and able to return to their duties to the Village Administrator at least three (3) days prior to the scheduled date of return to work.

The Village may require an employee returning from an illness or disability leave to be examined by a physician designated by the Village. If this is necessary, the Village will incur the expense of the examination.

If the employee fails to return from a leave of absence, the Village will assume employment has been voluntarily terminated.

ARTICLE 24

GRIEVANCE PROCEDURE

1. **Definition of a Grievance.** A grievance shall mean a dispute concerning the interpretation or application of this agreement.
2. **Subject Matter.** Only one subject matter shall be covered in any one grievance. A written grievance shall contain the name and position of the grievant, a clear and concise statement of the grievance, the issue involved, the relief sought, the date the incident or violation took place, the specific section of the agreement alleged to have been violated, and the signature of the grievant and the date.
3. **Time Limitations.** If it is impossible to comply with the time limits specified in the procedure because of work schedules, illness, vacations, etc., these limits may be extended in writing by mutual consent.

4. **Settlement of Grievance.** Any grievance shall be considered settled at the completion of any step in the procedure, if all parties concerned are satisfied.
Dissatisfaction is implied in recourse from one step to the next.

5. **Steps in Procedure.**

Step 1. If any employee has a grievance, the grievance shall be reduced to writing and signed by the employee and presented to the Chief of the Fire Department within twenty (20) calendar days from the date the act or condition complained of occurred, or the employee with reasonable diligence could have known of the act or condition complained of. The Chief shall give his or her answer in writing five (5) calendar days from the receipt of the written grievance. In the event of a grievance, the employee shall perform his or her assigned work task and grieve his or her complaint on other than assigned work hours.

Step 2. If a grievance is not settled at the first step, the employee and/or his or her representative may appeal the written grievance to the Human Resources Manager within five (5) calendar days after receipt of written decision of the Chief of the Fire Department. The Human Resources Manager will investigate the grievance and submit his decision to the employee and/or his or her representative in writing within five (5) calendar days after receiving written notice of the grievance.

Step 3. If the grievance is not settled at the second step, the employee or his or her representative may appeal the written grievance to the personnel committee or its designee within five (5) calendar days after receipt of the written decision of the Fire Chief. The personnel committee shall meet with and discuss the grievance with the employee within twenty (20) calendar days after receipt of the appeal, and the Association representative shall be afforded the opportunity to be present at this conference. Following said conference, the personnel committee shall respond within fifteen (15) calendar days in writing.

Step 4. **Arbitration.**

- a. **Time Limit:** If a satisfactory settlement is not reached in Step 3, the Association must notify the Personnel Committee in writing within ten (10) calendar days that it intends to process the grievance through arbitration.
- b. **Arbitrator:** In any grievance which cannot be settled through the above procedures an arbitrator may be selected upon mutual agreement between the Village and the Association. Mutual agreement of an arbitrator shall be within ten (10) normal Village business days. If mutual agreement cannot be reached, the arbitrator shall be selected in the following manner. Either party may request the Wisconsin Employment Relations Commission to prepare a list of five (5) impartial arbitrators. Each party to strike one name alternatively until one arbitrator remains. The remaining arbitrator on the slate after the strikes shall then be notified of this selection as arbitrator in a joint statement from the Village and the Association.
- c. **Arbitration Hearing.** The arbitrator selected or appointed shall meet with the parties at a mutually agreeable date to review the evidence and hear testimony relating to the grievance. Upon completion of this review and hearing, the arbitrator will render a decision to both the Village and Association, which shall be binding upon both parties.
- d. **Costs.** Both parties shall share equally the costs and expenses of the arbitrator proceedings, including transcripts fees and fees of the arbitrator. Each party, however, shall bear its own costs for witnesses and all other out of pocket expenses, including possible attorney's fees. Testimony or other participation of employee shall not be paid by the Village. The arbitration hearing shall be conducted in one of the Village's municipal buildings.
- e. **Transcripts.** A transcript will be prepared upon the written consent of the Association and the Village.

- f. Decision of the Arbitrator. The decision of the arbitrator shall be final and binding upon the parties. The powers of the arbitrators are limited as follows: his function is limited to that of interpreting and applying the provisions of this agreement; he shall have no power to add to, subtract from, or modify any of the terms of this agreement

ARTICLE 25

CALL-IN

Full-time firefighters will receive one (1) and one-half (½) their regular rate of pay for a minimum of one (1) hour when answering fire and rescue calls while off-duty.

ARTICLE 26

MILEAGE ALLOWANCE AND MEAL REIMBURSEMENT

Personnel from the fire department will receive mileage for the use of personal car at current IRS approved rate, when authorized by the Fire Chief or their designee, provided a Village vehicle is not available. Personnel traveling for training or authorized business may be reimbursed for meal expenses based on IRS per diem rates and subject to approval by the Chief.”

ARTICLE 27

DISMISSAL FOR CAUSE

1. The right to dismiss or discipline by the Village is hereby acknowledged, but any non-probationary employee may be dismissed or disciplined only in a fair and impartial manner and for good and sufficient cause which shall include, but shall not be limited, by reason of enumeration, the following:
 - a. Reporting to work intoxicated
 - b. Drinking intoxicants during the work day

- c. Dishonesty or theft
 - d. Willful destruction or damage to property
 - e. Neglect of Village equipment or property
 - f. Fighting on the job
 - g. Disregarding the reasonable orders of the Fire Officer in charge
 - h. Unapproved absence from work for more than three (3) days
 - i. Conduct leading to serious discredit to the Village
 - j. Violation of a drug-free workplace as defined by the Drug-Free Workplace Act of 1988
2. An employee who is dismissed or discharged for cause shall be paid for all accrued vacation rights and accrued compensation time.
3. An employee who is dismissed or discharged for cause shall forfeit all sick leave credits.

ARTICLE 28

VOLUNTARY SEPARATIONS OR DEATH OF AN EMPLOYEE

In the event of the voluntary separation or death of an employee, the following, to the extent then due and payable, shall be paid to the employee, or his or her beneficiary in the event of death.

- a. Life Insurance.
- b. Regular Wages.
- c. Accrued compensation credits.
- d. Accrued vacation credits.
- e. Accrued holiday credits.
- f. Accrued sick leave credits at the rate specified in Article 13.
- g. Separation Benefit. A separation benefit, in accordance with the following schedule, shall be paid out for each completed full month of service during the then

current calendar year provided; however, no benefit shall be paid in a case of termination for just cause. An employee may qualify in only one category.

If the employee has at least fifteen full years of service \$50.00 per month

If the employee has at least ten full years of service \$33.50 per month

If the employee has at least five full years of service \$16.50 per month

If the employee has at least one full year of service \$ 4.00 per month

h. Educational benefits (prorated).

ARTICLE 29

OVERTIME

The Village agrees to pay employees at the following rate for overtime:

1. Full-time employees who are ordered in by the Fire Chief or the Battalion Chief outside their normal duty hours shall be paid at the rate of one and one-half ($1\frac{1}{2}$) times their normal pay for a minimum of two (2) hours, except that the minimum hours shall not apply to the normal twelve (12) monthly drills.
2. Employees who are not released at their regular quitting time and are required to work overtime, shall be paid at the rate of one and one-half ($1\frac{1}{2}$) times their regular hourly rate for such time actually worked to the next one-quarter ($\frac{1}{4}$) of an hour.

ARTICLE 30

DUES DEDUCTIONS

The Village agrees to deduct monthly dues in the amount certified by the Association from the pay of employees who individually sign a dues deduction authorization form provided

by the Village where the Employee is knowingly and affirmatively consenting to the deduction of dues from the employee's paycheck which the employee has authorized to be deducted.

It shall be the employee's responsibility to sign the dues deduction authorization form and provide the signed form to the Employer and Association no less than 30 days' prior to the date in which dues deductions are to commence.

The Employer shall deduct the dues amount biweekly for each employee requesting such deduction, upon receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted to the Association.

Authorization of dues deduction by a member may be revoked upon notice in writing to the Employer or the Association and with the understanding that the deduction will cease as reasonably as practical after receipt of written notice of revocation.

Hold Harmless. The collective bargaining representative shall indemnify and save the Employer harmless against any and all claims, demands, suits, orders, judgments or other forms of liability against the Employer that arise out of the Employer's compliance

ARTICLE 31

PROMOTIONAL POLICY

1. **Eligibility.** All personnel with five (5) years of full-time firefighting experience with the Village of Caledonia shall be eligible to take the test for eligibility for promotion when a vacancy occurs. In the event that no employee qualifies for a promotion pursuant to this article, applications for the vacant position may be taken and the position filled with others in a manner consistent with this Article. No candidate who has been disciplined within one year of the commencement of the promotional process shall be eligible to participate in the process; except that one verbal write-up in the previous year will not disqualify an otherwise eligible applicant from participation in the promotional process.

2. Notification. When a vacancy occurs and there is no eligibility list in effect, the Fire Chief shall post a notice requesting the names of all interested applicants for the available position at least thirty (30) days prior to the deadline date fixed in the notice for the submission of applications. The applicant shall submit to the Chief a cover letter and resume in order to participate in the promotional process.
3. Evaluation. The following steps shall be followed:
 - a. Written Examination. Each applicant shall take a written examination that shall be prepared and administered by a recognized testing agency. The test is based on Caledonia Standard Operating Procedures, tactical decisions, emergency medical responsibilities, and other criteria established by the Chief. The examination shall be graded on a scale of one hundred (100) points. A passing grade shall be a minimum of seventy-five (75) and is necessary to move on to the next phases of the process.
 - b. Oral Examination. Each applicant shall be objectively and fairly interviewed individually and graded on a scale of one hundred (100) points. Interview questions shall be standardized and commensurate with fire and EMS service operations and reasonably related to the position applied for.
 - c. Past Performance. Past performance of each applicant shall be objectively and fairly reviewed, including the past five years of performance evaluations and review of personnel records. Each applicant shall be graded by the Chief on a scale of one hundred (100) points on the basis of their past performance.
 - d. Assessment Center. Each applicant shall participate in an assessment center addressing fire-based scenarios, personnel supervision, clerical and report writing, and questions from an interview panel. The Chief shall apply an objective point scale of one hundred (100) total points based on the performance review of each individual applicant.

4. Selection. Applicants shall be ranked on an eligibility list for the vacancy in the order of total score giving the following weights:

WRITTEN EXAMINATION	40%
PAST PERFORMANCE	30%
ASSESSMENT CENTER	15%
ORAL EXAMINATION	15%

EDUCATION

5 points for each Associate, Bachelor, Masters and Doctoral degrees that are directly related to the position and are not a requirement for promotion.

SENIORITY

1/2 additional point for each full of service in the bargaining unit up to a maximum of 10 pts.

The eligibility list will be valid for a period of two (2) years from the date of the posting of the list by the Chief. Promotions for a vacancy within the two (2) year period will be made from this eligibility list.

The Fire Chief will post on the bulletin board the evaluation scores of each candidate who passes the written test.

In the event a grade of less than seventy-five (75) is given on either the oral examination or the past performance evaluation, written reasons will be provided upon request explaining the grade.

The Village Board or its designee shall fill the vacancy from the list subject to recommendation of the Police and Fire Commission.

Every applicant receiving promotion shall be subject to a probationary period with regard to such promotion for a period not to exceed one year from the date of promotion. The selected probationary candidate shall be subject to six-month and eleven-month peer and chief officer level reviews. An employee who does not complete the probationary period satisfactorily shall be returned to their former position at their former rate of pay. In the event the Chief determines that the employee is not qualified to fill the position, the Chief reserves the right to return this employee to their former position at their former rate of pay in that position.

To the extent permitted by law, nothing in Article 31 shall restrict the Police and Fire Commission from modifying the promotional process identified herein or establishing a new process when such modifications involve permissive subjects of bargaining, provided however the union reserves its right to negotiate the impact of such modifications upon employees' wages, hours and conditions of employment.

LIEUTENANTS STEP-UP PROMOTIONAL LIST

A candidate on the promotional list will be moved to the position of OIC when an OIC/Lieutenant's position is vacant due to vacation, holidays or extended leave (FMLA, workers comp) provided the following are met:

1. Staffing needs will not be affected.
2. The candidate has notified BC/Chief at least 1 week ahead of time of the vacancy and other shift members that may be affected by the move.

The daily staffing needs of the shift will be at the discretion of the BC despite the language in this MOU i.e., emergency fill, sick fill, major incidents etc.

The candidate moving to the position of OIC will get Out Of Grade regardless of seniority when assigned to this position, the senior member (if assigned with the candidate) will not receive out of grade pay. The candidate will complete the work expected of an OIC/Lieutenant.

Should a shift have more than one Lieutenant Candidate on the promotional list, the stepup position will be filled in accordance with the ranking on the promotional list.

ARTICLE 32

PROTECTIVE CLOTHING & EQUIPMENT REQUIRED FOR FIRE FIGHTING

The employer shall furnish and thereafter maintain at no cost to the employee two (2) sets of gloves, helmet, two (2) hoods, protective clothing including coat, bunkers, boots, and suspenders. All protective clothing and equipment which is determined to be unserviceable by commanding officers shall be replaced with clothing that meets or exceeds current N.F.P.A. requirements.

ARTICLE 33

JURY DUTY

The Village recognizes that an employee may be called upon to serve as a juror. This is a responsibility that employees as citizens should fulfill. If an employee is selected for jury duty, the employee will receive their normal daily wage per day served for a maximum of three (3) weeks in a calendar year, or as mandated by law, provided the employee endorses over to the Village his or her jury pay.

Any employee who receives notification to serve on jury duty will notify the Chief of the Fire Department or their designee. An employee shall return to his or her duty assignment within two (2) hours of being released from jury duty.

ARTICLE 34

SUBORDINATION OF AGREEMENT TO LAW

If a section of this agreement or any part thereof should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance be restrained by such tribunal, the remainder of this agreement shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such article or section.

ARTICLE 35
AMENDMENTS

This agreement may be amended by mutual consent of both parties. Such amendments shall be in writing.

ARTICLE 36
VILLAGE PERSONNEL POLICIES

The parties agree to meet and identify specific policies within the personnel manual that they agree apply to the bargaining unit, with or without amendment to the applicable Village policy, and to set forth a listing of such policies.

ARTICLE 37
WORK RULES

The Association recognizes the right of the Village to establish reasonable work rules regarding departmental operations provided such rules are not in conflict with this agreement. Copies of newly established work rules or amendments to existing rules will be furnished to an Executive Committee member of the Association prior to the effective date of the rule. The parties recognize the Association's right to grieve the reasonableness of any Work rule.

ARTICLE 38

CONSOLIDATION, MERGER, OR COMBINING SERVICES

The Village may pursue consolidation, merger or combining of its Fire Department with that of another municipality provided the new fire protection/EMS provider employs all members represented by Local 2740 as non-probationary employees and further provided that the new fire protection/EMS provider agrees to employ all Local 2740 members with the full transfer of seniority and at the rank, or equivalent, Local 2740 members hold at the time of consolidation, merger or combining of Fire Departments. The Village further agrees that it will not modify the fire department rank structure in pursuit of consolidation, merger or combining of its Fire Department with that of another municipality. The Village shall, in the event of such a consolidation, merger or combining of such services, guarantee the wages in effect at that time for a period of twenty-four (24) months, or until the members are covered by a collective bargaining agreement with the new fire protection/EMS provider, whichever occurs first. The Village also guarantees that the members will be allowed to continue in the Village's health insurance plan under the same terms in effect at the time for a period specified above.

ARTICLE 39

PARAMEDIC

1. Bargaining unit members shall be assigned to vacant paramedic positions according to seniority, with the first vacancy given to the most senior bargaining unit member volunteering for such an assignment. If there are insufficient volunteers to meet the Village's paramedic staffing needs, the Village may order bargaining unit members to attend paramedic training and accept a paramedic assignment on the basis of inverse seniority, with the least senior bargaining unit member first ordered to attend training.

In the event there are vacancies within the paramedic program, such vacancies shall be filled by first offering senior bargaining unit members the opportunity to qualify to fill the vacancy by attending paramedic training, before such vacancies are filled by individuals who are less senior or who are not bargaining unit members at the time the vacancy arises. Firefighters hired prior to January 1, 2007 will continue to be offered the opportunity to fill vacant paramedic positions based upon seniority. However, a Firefighter hired prior to January 1, 2007 will have the right to permanently reject consideration for future paramedic positions by so indicating in writing to the Chief. Such a rejection will also apply to a forced assignment for the least senior Firefighter. If a Firefighter exercises the option to reject future paramedic positions, the decision will be permanent and irrevocable. Firefighters hired on, or after, January 1, 2007 will not be entitled to vacant paramedic positions but may be required to fill such a position based upon seniority if there are insufficient volunteers to meet the Village's paramedic staffing needs.

Except as otherwise provided herein, bargaining unit members shall be enrolled in the paramedic training program and assigned to a paramedic position on a voluntary basis.

2. The Village shall pay all educational and licensing costs required for initial, remedial and refresher paramedic training, as approved and scheduled by the Fire Chief or their designee, including but not limited to tuition, books, testing fees and licensure fees.
3. Bargaining unit members shall not suffer a loss of leave time or pay as a consequence of their participation in the paramedic training program. Employees shall be compensated at time-and-one-half (1 ½) their regular rate of pay for all hours in excess of fifty-six (56) hours per week that are devoted to the actual classroom, clinical, preceptor and testing portions of a initial and/or refresher paramedic training program.

Employees shall be compensated at the rate of time-and-one-half (1 ½) their regular rate of pay for all off-duty hours devoted to actual classroom, clinical, preceptor and testing portions of a paramedic training program required to maintain paramedic licensure. To the extent practical, such training and testing shall be scheduled to take place on-duty.

4. In the discretion of the Chief, employees enrolled in the classroom and clinical portion of an initial paramedic training program that is based on a forty (40) hour work week shall be relieved of the obligation to report to duty during the training period. Employees may be required to report to duty during the preceptor training portion of their initial paramedic training program if preceptor training is provided through the Village and takes place “on-shift”. Employee enrolled in a paramedic training program shall receive their full pay during the training period, based on a fifty-six (56) hour work week, provided all training time is attended and completed.
5. Employees who fail to successfully complete the paramedic training program shall have the right to return to their former position without penalty.
6. An employee who no longer wishes to continue service as a paramedic may relinquish their paramedic assignment by providing the Fire Chief notice in writing. The Fire Chief shall honor the employee’s request as soon as a replacement has been trained and certified.
 - g. If an employee voluntarily terminates employment with the Village within two (2) years after completion of the employee’s initial paramedic training program and the training was paid by the Village, said employee is obligated to reimburse the Village for associated educational and licensing costs paid by the Village, according to the following schedule:

Reimbursement (% of Village’s Employment Period-Post Enrollment educational and licensing costs)

Less than one (1) year	100%
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More than one (1) year but less than two (2) years	50%
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The above provision shall not obligate employees to reimburse the Village for any wages or premium pay they have earned.

7. Premium pay shall be a percentage amount above the paramedic's base wage. Paramedics shall receive premium pay according to the following schedule:

Completion of State license examination	5%
Effective July 1, 2006, after seven (7) years as a Caledonia paramedic	6%

In addition to the above, paramedics who act as preceptors shall receive an additional two percentage premium, (2%) above their base wage for the period of time they are assigned to act as preceptors for non-village personnel. If there is no volunteer to act as preceptor, one will be assigned. Premium pay shall be paid on a bi-weekly basis.

All firefighters hired, trained and/or educated with Paramedic licensure, affiliated with Racine County EMS, and practicing under the current/future Medical Director's License for the Village of Caledonia shall be compensated with the Paramedic premium under this article.

A Paramedic who fails the annual EMS Protocol Test on the first attempt must retake the test within 2 weeks. If the Paramedic fails the second test, the Paramedic will not receive the Paramedic premium pay until he/she passes the required tests.

8. With the exception of instructors who provide paramedic training and paramedics who operate under a mutual aid provision with the Village, Local 2740 members shall be utilized to provide paramedic services to the Village.

9. All required vaccinations, boosters and medical tests will be provided by the Village prior to an employee's assignment to the paramedic program and annually thereafter. Costs associated with such services shall be paid by the Village.
10. Paramedics shall be allowed to make time trades with non-paramedics, provided the trade will not result in fewer than six (6) paramedics on duty per shift, stipulated there are at least nine (9) paramedics assigned to that shift at the time of the platoon assignments. Shifts with less than nine (9) paramedic assigned during platoon assignments will be allowed to drop on duty paramedics below six (6) but not to drop below (4). Trades between two paramedics shall not be subject to this restriction.

ARTICLE 40

EXPOSURE PROVISION

The Village will be required to provide testing, treatment and care to all Fire/EMS personnel represented by the Association when a medical facility notifies the Fire Department or Village that the Association member has been significantly exposed to a blood borne or airborne pathogen. Association members who have been significantly exposed to a blood borne or airborne pathogen shall be entitled to immediate testing, treatment and care on the duty day of exposure, to the extent practicable. In the event immediate testing, treatment and care on the duty day of exposure is impracticable, or if the Association member is notified of their exposure while they are off duty, the Association member remains entitled to immediate testing, treatment and care, and shall receive one-and-one-half (1 ½) times their regular rate of pay for all off-duty time spent in obtaining such testing, treatment and care. The one-and-one-half (1 ½) times pay portion of this provision does not apply to employees who are off-duty on worker's compensation leave

ARTICLE 41

MILITARY LEAVE

Military Reserve Leave: An employee who is a member of the National Guard or United States Military Reserve, and is under orders to attend a training or encampment, will be granted time off from their position without loss of pay for a period not to exceed two weeks (maximum of 112 standard paid hours, encompassing five or four shifts) in any calendar year. It is intended that this will be done without financial penalty to the employee and therefore, the Village will pay the employee for this time lost in an amount equaling the difference between the members daily military pay and the members normal daily wage by continuing to pay the employee their normal wage for scheduled Village work hours missed by the employee during the training period for a maximum of 112 hours, and the employee remitting to the Village their military pay received for the training period up to the amount of the Village provided pay. The Village will not supplement military pay for any weekend training. To receive the leave and pay, the employee must file a copy of their orders with the Department Head at least two weeks after such orders are received by the employee, or two weeks after they are made aware of the orders.

ARTICLE 42

LATERAL TRANSFERS

1. The Village has the authority to employ lateral transfers to hire firefighter paramedics. For eligibility as a lateral transfer, a candidate must:
 - a. be currently employed as a full-time non-probationary employee with a municipal fire department
 - b. possess, at a minimum, a State of Wisconsin licensure or National Registry certification as an Emergency Medical Technician-Paramedic and Wisconsin State Firefighter Level 2 or equivalent.
 - c. CPAT Certification on date of hire.
 - d. The Village and the Police & Fire Commission may establish additional qualifications. Lateral transfers shall follow the same application, eligibility, and onboarding process as all new hires.

2. Lateral transfers shall be evaluated for previous service by the Fire Chief to determine reasonable commensurate pay and vacation recommendations. In consultation with the Fire Chief, the Human Resources Manager shall have the final determination for placement on this Agreement's Wage and Vacation schedule, up to a maximum of five years of service.
3. Rank, longevity, sick leave accrual, current and post-retirement benefits, and probationary period will be in accordance with the guidelines specified for new employees as outlined in this Agreement. The most recent date of hire with the Village shall be utilized to establish seniority.

ARTICLE 43

SICK LEAVE INCENTIVE PROGRAM

Effective 01-01-03, until December 31, 2015 a sick leave incentive program shall be put into effect. Employees shall receive a credit based upon the amount of sick leave hours used during each calendar year.

- i. Employees shall begin to accrue their sick leave incentive credit during their first full calendar year of employment. New employees who do not commence employment on January 1st will not receive credit for the partial calendar year.
- ii. Sick Leave Incentive Bank: Employees shall be credited an amount of money to a sick leave incentive bank based upon the number of hours to be credited (per "iii" below) multiplied by the employee's hourly rate on December 31st of the year for which the hours were accrued. By February 15 of each year, the Village shall provide a printout to each employee identifying the amount of money in the employee's sick leave incentive bank.

- iii. Credit Schedule: Employees shall receive a credit in hours based upon the amount of sick leave hours used during the calendar year in accordance with the following schedule:

Sick Leave Usage	Hours Credited toward Calculation
0.00-12.00	36.00
12.01-24.00	24.00
24.01-32.00	12.00
32.01-44.00	6.00
44.01-54.00	3.00

Sick leave usage shall apply to any event for which an employee uses sick leave during the year including, but not limited to, state and federal FMLA leaves of absence. In the final year of employment, when an employee terminates employment or retires, the employee will receive a prorated credit based upon the portion of the calendar year worked prior to the termination or retirement date.

iv. Vesting and Distribution:

- a. Vesting. Employees shall be vested after five (5) full calendar years of creditable employment. An employee separating employment for any reason prior to achieving five (5) full calendar years of creditable employment shall have no right to the amounts accrued and such amounts shall be forfeited.
- b. Separation Prior to Retirement and Prior to Qualifying for Article 16 (6) Benefits. After being vested, employees who leave the employment of the Village for any reason prior to retiring under the Wisconsin Retirement System (WRS) and qualifying for Article 16 (6) benefits will have the amount accumulated in their sick leave incentive bank paid out as a

deferred compensation contribution, and if the employee does not have a deferred compensation plan, he/she will not receive any benefit from unused sick leave credit. This amount will be in addition to the sick leave credit provided for in Article 13 (a) of this Article.

- c. Separation at Retirement when Qualifying for Article 16 (6) Benefits.
After being vested, employees who retire under the WRS and qualify for Article 16 (6) benefits will have the amount accumulated in their sick leave incentive bank incorporated into the fund established for the employee by Article 13 (1)(b). The amount shall be administered in the same manner as the funds authorized in Article 13 (1)(b). This benefit will be in addition to the benefit set forth in Article 16 (6). The employee will not have an option or right to have the amount accumulated in their sick leave incentive bank paid out as a separation benefit.
- d. Retroactivity. The Village agrees to review the sick leave records for calendar years 1998 through 2002 and provide a credit, based on the number of sick days used and utilizing the methodology set forth above, to those members employed during that time and employed at any point during this contract.
- e. Any employee out on workers compensation for more than 30 workdays in a calendar year shall have their benefit under this article prorated.
- f. Effective January 1, 2016, the Village and the Association will no longer participate in the sick leave incentive program. All credits earned prior to January 1, 2016, will be frozen and dispersed in accordance to this agreement as it would have been prior to January 1, 2016. The village will provide all members vested a printout identifying money that is in the incentive bank on request.

VILLAGE OF CALEDONIA

BY: _____

ATTEST: _____

DATE: _____

**CALEDONIA FIREFIGHTERS PROTECTIVE ASSOCIATION
LOCAL # 2740 OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS**

BY: _____

ATTEST: _____

DATE: _____