

**VILLAGE BOARD MEETING AGENDA**  
**Monday, November 7, 2022 at 6:00 p.m.**  
**Caledonia Village Hall - 5043 Chester Lane**

1. **Meeting called to order**
2. **Pledge of Allegiance**
3. **Roll Call**
4. **Communications and Announcements**
  
5. **Approval of Minutes**
  - Special Board – October 19, 2022, November 1, 2022
  - Village Board – October 17, 2022
  
6. **Citizens Reports (citizen comments are in-person only)**
  
7. **Committee Reports**
  - A. Finance
    1. Approval of A/P checks
  
8. **Ordinances and Resolutions**
  - A. **Resolution 2022-110** – Resolution Authorizing The Village Of Caledonia To Enter Into A Contract With Clifton Larson Allen LLP For 2022 Audit Services
  - B. **Resolution 2022-111** – Resolution Authorizing An Agreement With The Caledonia Professional Policemen’s Association Local No. 403, For 2021-2022
  - C. **Resolution 2022-112** – Resolution Of The Village Board Of The Village Of Caledonia Approving The Final Plat For Bluffside – NE ¼ And SE ¼ Of The NW ¼ Of Section 25, T4N, R22E, Village Of Caledonia, Racine County, Wisconsin: Bluffside Estates, LLC Owner; Nancy Washburn, Agent Parcel #104-04-22-25-029-000 & 104-0-22-25-027-040
  - D. **Resolution 2022-113** – Resolution Of The Village Board Of The Village Of Caledonia Authorizing The Payment To Bruce Maple For Claim
  
9. **New Business**
  - A. Approval of Side Letter of Agreement Between Village of Caledonia and the Caledonia Professional Policemen’s Association, Local 403
  - B. Revisions to Personnel Policies
  
10. **Report from Village Administrator**
  
11. **Adjournment**

**Special Village Board Meeting  
October 19, 2022**

Board Present: President Dobbs, Trustee Folk, Trustee Stillman, Trustee Weatherston, Trustee Martin.

Excused: Trustee McManus, Trustee Weatherston, and Trustee Wishau

Staff/Others: None.

**1. Call the meeting to order**

President Dobbs called the meeting to order via ZOOM at 12:15 p.m., at the Caledonia Village Hall.

**2. Extended Dates for Hop Heads Hospitality & Events, LLC ‘Class B’ Retail License**

Motion by Trustee Martin to Extended Dates for Hop Heads Hospitality & Events, LLC ‘Class B’ Retail License. Seconded by Trustee Folk. Motion carried unanimously.

**3. An Ordinance To Create Section 10-1-19 (D) (26) And To Amend Section 10-1-19 (F) (11) Of The Code Of Ordinances Of The Village Of Caledonia, Racine County, Wisconsin, Relating To Speed Limits On 4 Mile Road**

Motion by Trustee Martin to approve An Ordinance To Create Section 10-1-19 (D) (26) And To Amend Section 10-1-19 (F) (11) Of The Code Of Ordinances Of The Village Of Caledonia, Racine County, Wisconsin, Relating To Speed Limits On 4 Mile Road. Seconded by Trustee Folk. Motion carried unanimously.

**4. Adjournment**

Motion by Trustee Martin to adjourn. Seconded by Trustee Folk. Motion carried unanimously.

Meeting adjourned at 12:19 p.m.

Respectfully submitted,  
Joslyn Hoeffert, Village Clerk

**Special Village Board Meeting  
November 1, 2022**

Board Present: President Dobbs, Trustee Stillman, Trustee Wishau, Trustee Weatherston, and Trustee McManus.

Absent Trustee Martin and Trustee Folk were excused.

Staff/Others: Administrator Kathy Kasper, HR Manager Michelle Tucker, Finance Director Wayne Krueger, Police Chief Christopher Botsch, and Fire Chief Jeff Henningfeld. Attorney Elaine Ekes was also present.

**1. Call the meeting to order**

President Dobbs called the meeting to order at 5:00 p.m., at the Caledonia Village Hall.

**2. The VILLAGE BOARD will take up a motion to go into CLOSED SESSION, for the following purpose(s): pursuant to s. 19.85(1)(e), Wis. Stat., 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, specifically as it relates to: discussion of contract terms with Mueller Communications.**

Motion by Trustee Weatherston to go into closed session. Seconded by Trustee Wishau.

Trustee Weatherston – aye	Trustee Wishau – aye
Trustee McManus – aye	President Dobbs – aye
Trustee Stillman – aye	

Motion carried unanimously.

**3. The Village Board reserves the right to RECONVENE INTO OPEN SESSION take possible action on the items discussed during the CLOSED SESSION and to move to the remaining item(s) on this agenda.**

Motion by Trustee Weatherston to go into open session. Seconded by Trustee Stillman. Motion carried unanimously.

Motion by Trustee Weatherston to have staff pursue a contract with Mueller Communications and review cost of that service. Seconded by Trustee Stillman.

Trustee Wishau did not support hiring this consultant firm and thought it was something the Village could take on itself.

Trustee Weatherston – aye	Trustee Wishau – nay
Trustee McManus – aye	President Dobbs – aye
Trustee Stillman – aye	

Motion carried, 4/1.

**4. Adjournment**

Motion by Trustee Weatherston to adjourn. Seconded by Trustee McManus. Motion carried unanimously.

Meeting adjourned at 5:30 p.m.

Respectfully submitted,  
Joslyn Hoeffert, Village Clerk

**Village Board Meeting  
October 17, 2022**

**1 - Order**

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

**2 - Pledge of Allegiance**

**3 - Roll Call**

Board: Trustee Stillman, Trustee Weatherston, Trustee Folk, Trustee Martin, Trustee McManus, Trustee Wishau and President Dobbs.

Absent: None.

Staff: Also present were HR Manager Michelle Tucker, Engineer Ryan Schmidt, Finance Director Wayne Krueger, Fire Chief Jeff Henningfeld, Police Chief Christopher Botsch, Administrator Kathy Kasper, and Village Attorney Elaine Ekes.

**4 – Communications and Announcements**

Hop Heads requested to extend their Class B license for this year due to the ‘Best of Racine’ awards. Clerk Hoeffert requested a Special Village Board meeting on Wednesday to address this topic.

**5 – Approval of Minutes**

Special Board – October 4, 2022, & October 5, 2022  
Village Board –October 3, 2022

Motion by Trustee Weatherston to approve the Special Board minutes of the following meeting(s) as printed. Seconded by Trustee Stillman. Motion carried unanimously.

Motion by Trustee Weatherston to approve the Village Board minutes of the following meeting(s) as printed. Seconded by Trustee Stillman. Motion carried unanimously.

**6 – Citizens Reports**

**7 – Committee Report**

**7A - (Approval of A/P checks) -**

Village – \$ 981,700.68  
US Bank – \$ 41,548.37

Motion by Trustee Wishau to approve the A/P checks as presented for \$ 981,700.68.  
Seconded by Trustee Martin. Motion carried unanimously.

Motion by Trustee Wishau to approve the US Bank charges as presented for \$ 41,548.37.  
Seconded by Trustee Martin. Motion carried unanimously.

## **8 – Ordinances and Resolutions**

### **8A – Ordinance 2022-24 – An Ordinance To Create Section 10-1-9 (D) (26) And To Amend Section 10-1-9 (F) (11) Of The Code Of Ordinances Of The Village Of Caledonia, Racine County, Wisconsin, Relating To Speed Limits On 4 Mile Road (Public Works: 10/10/2022 – motion carried, 2/0; Legislative & Licensing Committee: 10/10/2022 – motion carried, 3/0)**

Motion by Trustee Weatherston to approve Ordinance 2022-24 – An Ordinance To Create Section 10-1-9 (D) (26) And To Amend Section 10-1-9 (F) (11) Of The Code Of Ordinances Of The Village Of Caledonia, Racine County, Wisconsin, Relating To Speed Limits On 4 Mile Road (Public Works: 10/10/2022 – motion carried, 2/0; Legislative & Licensing Committee: 10/10/2022 – motion carried, 3/0). Seconded by Trustee Martin. Motion carried unanimously.

### **8B – Ordinance 2022-25 – An Ordinance To Create Section 10-1-12(P) Of The Code Of Ordinances For The Village Of Caledonia, Racine County, Wisconsin Relating To A Prohibited Parking Zone On Button Bush Drive (Public Works: 7/11/2022 – motion carried, 2/0; Legislative & Licensing Committee: 10/10/2022 – motion carried, 3/0)**

Motion by Trustee Weatherston to approve Ordinance 2022-25 – An Ordinance To Create Section 10-1-12(P) Of The Code Of Ordinances For The Village Of Caledonia, Racine County, Wisconsin Relating To A Prohibited Parking Zone On Button Bush Drive (Public Works: 7/11/2022 – motion carried, 2/0; Legislative & Licensing Committee: 10/10/2022 – motion carried, 3/0). Seconded by Trustee Stillman. Motion carried unanimously.

### **8C – Resolution 2022-108 – Resolution Authorizing The Village Of Caledonia To Enter Into A Contract With The Wisconsin Humane Society For Humane Animal Control Services For 2023 (Village Board Only)**

Motion by Trustee Martin to approve Resolution 2022-108 – Resolution Authorizing The Village Of Caledonia To Enter Into A Contract With The Wisconsin Humane Society For Humane Animal Control Services For 2023 (Village Board Only) Seconded by Trustee Stillman. Motion carried unanimously.

### **8D – Resolution 2022-109 – A Resolution Of The Village Board Of The Village Of Caledonia Authorizing The Expenditure Of Impact Fees Not To Exceed \$40,000 For Engineering Services To Prepare A Master Grading And Drainage Plan For Crawford Park (Parks & Recreation Advisory Committee: 10/10/2022 – motion carried, 5/0)**

Motion by Trustee McManus to approve Resolution 2022-109 – A Resolution Of The Village Board Of The Village Of Caledonia Authorizing The Expenditure Of Impact Fees

Not To Exceed \$40,000 For Engineering Services To Prepare A Master Grading And Drainage Plan For Crawford Park (Parks & Recreation Advisory Committee: 10/10/2022 – motion carried, 5/0). Seconded by Trustee Folk. Motion carried unanimously.

### **9 – New Business**

Motion by Trustee Wishau to take the agenda out of order, starting with Item 9B, and move on with the rest of the agenda as posted. Seconded by Trustee Martin. Motion carried unanimously.

### **9B – 2023 Health Plan**

NIS was present to review and recommend Health Insurance plan options for 1/1/2023. The Board discussed the options and how this would affect Village employees.

### **9A – Committee and Commission Structure**

Kasper presented a Committee of the Whole structure to the Board. Kasper also suggested moving the Village Board meetings to Tuesdays on the 2<sup>nd</sup> and 4<sup>th</sup> week of every month.

### **9C – 2023 Proposed Budget**

Krueger reviewed the budget in preparation for the 2023 Proposed Budget public hearing.

Motion by Trustee Martin to Approve the Draft 2023 Budget for the Purpose of Publication for the November 21 Budget Hearing. Seconded by Trustee Weatherston. Motion carried unanimously.

### **10 – Report from Village Administrator**

The Administrator updated the Village Board.

### **11 – Adjournment**

Motion by Trustee Weatherston to adjourn. Seconded by Trustee Stillman. Motion carried unanimously.

Meeting adjourned at 7:53 p.m.

Respectfully submitted,  
Joslyn Hoeffert, Village Clerk

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
<b>ACH - DELTA DENTAL</b>							
General Fund	498	ACH - DELTA DENTAL	603374	10/01/2022 DENTAL PREMIUMS	10/01/2022	7,786.00	100-21534-000 Dental Deductions
General Fund	498	ACH - DELTA DENTAL	603374	10/01/2022 COBRA DENTAL PRE	10/01/2022	88.24	100-21534-000 Dental Deductions
General Fund	498	ACH - DELTA DENTAL	603374	10/01/2022 VISION PREMIUMS	10/01/2022	848.64	100-21536-000 Vision Deductions
General Fund	498	ACH - DELTA DENTAL	603374	10/01/2022 COBRA VISION PRE	10/01/2022	11.52	100-21536-000 Vision Deductions
Total ACH - DELTA DENTAL:						8,734.40	
<b>ACH - JAMES IMAGING</b>							
General Fund	897	ACH - JAMES IMAGING	32684049	VILLAGE COPIER SYSTEM	10/24/2022	1,380.73	100-90-62300 Office Equipment Rental & Main
Total ACH - JAMES IMAGING:						1,380.73	
<b>ACH - QUADIENT FINANCE USA INC</b>							
General Fund	3898	ACH - QUADIENT FINANCE USA	SEPTEMBER 2	SEPTEMBER 2022 POSTAGE	09/30/2022	3,500.00	100-13-64040 Postage & Shipping
Total ACH - QUADIENT FINANCE USA INC:						3,500.00	
<b>ACH - SIMPLIFILE, LC</b>							
General Fund	768	ACH - SIMPLIFILE, LC	FENCE VARIA	E2642527 - FENCE VARIANCE 2	11/03/2022	35.25	100-42-61100 Legal Fees
General Fund	768	ACH - SIMPLIFILE, LC	FENCE VARIA	E2642534 - FENCE VARIANCE 2	11/03/2022	35.25	100-42-61100 Legal Fees
Total ACH - SIMPLIFILE, LC:						70.50	
<b>ACH - SUPERFLEET</b>							
General Fund	1730	ACH - SUPERFLEET	EJ994 101820	FUEL FOR CFD VEHICLES	10/31/2022	1,222.74	100-35-63200 Fuel, Oil, Fluids
General Fund	1730	ACH - SUPERFLEET	EJ994 101820	FUEL FOR HWY VEHICLES	10/31/2022	132.65	100-41-63200 Fuel, Oil, Fluids
Total ACH - SUPERFLEET:						1,355.39	
<b>ACH - TIAA COMMERCIAL FINANCE, INC.</b>							
General Fund	1851	ACH - TIAA COMMERCIAL FINA	9196833	SEPTEMBER 2022 PRINTER LE	10/17/2022	4,470.37	100-90-62300 Office Equipment Rental & Main
Total ACH - TIAA COMMERCIAL FINANCE, INC.:						4,470.37	
<b>ACH - TOSHIBA FINANCIAL SERVICES</b>							
General Fund	1998	ACH - TOSHIBA FINANCIAL SER	32483188	COPIER FOR COURT SYSTEM	09/21/2022	112.60	100-90-62300 Office Equipment Rental & Main
General Fund	1998	ACH - TOSHIBA FINANCIAL SER	32684048	AUG-SEP 2022; COPIER FOR C	10/24/2022	278.22	100-90-62300 Office Equipment Rental & Main
Total ACH - TOSHIBA FINANCIAL SERVICES:						390.82	
<b>ACH - WCA GROUP HEALTH TRUST</b>							
General Fund	9142	ACH - WCA GROUP HEALTH TR	11122	10/28/2022 HEALTH INSURANC	10/27/2022	228,301.90	100-21535-000 Health Insurance Deductions

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total ACH - WCA GROUP HEALTH TRUST:						228,301.90	
<b>ACH - WE ENERGIES</b>							
General Fund	380	ACH - WE ENERGIES	4320729470	BILLING PERIOD 9/2/2022 TO 9/	10/10/2022	1,254.24	100-30-64140 Utilities
General Fund	380	ACH - WE ENERGIES	4320729470	BILLING PERIOD 9/2/2022 TO 9/	10/10/2022	2,067.71	100-35-64140 Utilities
General Fund	380	ACH - WE ENERGIES	4320729470	BILLING PERIOD 9/2/2022 TO 9/	10/10/2022	188.82	100-41-64140 Utilities
General Fund	380	ACH - WE ENERGIES	4320729470	BILLING PERIOD 9/2/2022 TO 9/	10/10/2022	2,689.65	100-43-64140 Utilities
General Fund	380	ACH - WE ENERGIES	4320729470	BILLING PERIOD 9/2/2022 TO 9/	10/10/2022	1,065.53	100-90-64290 Street Lighting
Parks Fund	380	ACH - WE ENERGIES	4320729470	BILLING PERIOD 9/2/2022 TO 9/	10/10/2022	407.99	221-00-64140 Utilities
General Fund	380	ACH - WE ENERGIES	4323411169	STREET LIGHTING PERIOD OF	10/20/2022	10,259.50	100-90-64290 Street Lighting
Parks Fund	380	ACH - WE ENERGIES	4336657282	BILLING PERIOD 9/16/2022 - 10/	10/24/2022	18.97	221-00-64140 Utilities
General Fund	380	ACH - WE ENERGIES	4336657282	BILLING PERIOD 9/16/2022 - 10/	10/24/2022	17.77	100-35-64140 Utilities
Total ACH - WE ENERGIES:						17,970.18	
<b>AERO COMPRESSED GASES</b>							
General Fund	29	AERO COMPRESSED GASES	460129	OXYGEN FOR MEDICAL USE	11/02/2022	47.50	100-35-64280 Medical Supplies
Total AERO COMPRESSED GASES:						47.50	
<b>ALCIVIA</b>							
General Fund	680	ALCIVIA	2646	DIESEL FUEL FOR CFD VEHICL	10/19/2022	141.32	100-35-63200 Fuel, Oil, Fluids
General Fund	680	ALCIVIA	2647	DIESEL FUEL FOR CFD VEHICL	10/19/2022	122.42	100-35-63200 Fuel, Oil, Fluids
General Fund	680	ALCIVIA	2648	DIESEL FUEL FOR CFD VEHICL	10/19/2022	80.00	100-35-63200 Fuel, Oil, Fluids
General Fund	680	ALCIVIA	2679	DIESEL FUEL FOR CFD VEHICL	10/19/2022	152.98	100-35-63200 Fuel, Oil, Fluids
General Fund	680	ALCIVIA	2795	DIESEL FUEL FOR CFD VEHICL	10/27/2022	76.50	100-35-63200 Fuel, Oil, Fluids
General Fund	680	ALCIVIA	2797	DIESEL FUEL FOR CFD VEHICL	10/27/2022	75.73	100-35-63200 Fuel, Oil, Fluids
General Fund	680	ALCIVIA	2878	DIESEL FUEL FOR CFD VEHICL	11/02/2022	102.55	100-35-63200 Fuel, Oil, Fluids
Total ALCIVIA:						751.50	
<b>ARAMARK</b>							
General Fund	128	ARAMARK	6140057221	RUG DELIVERY - POLICE/HWY.	10/19/2022	476.17	100-43-62100 Contracted Services
Total ARAMARK:						476.17	
<b>AURORA HEALTH CARE</b>							
General Fund	155	AURORA HEALTH CARE	515397	BLOOD DRAWS	10/10/2022	25.00	100-30-62100 Contracted Services
General Fund	155	AURORA HEALTH CARE	639911	PREEMPLOYMENT MEDICAL E	10/28/2022	50.00	100-30-51100 Testing/Physicals
Total AURORA HEALTH CARE:						75.00	



Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
<b>BATTERIES PLUS</b>							
Water Utility Fund	176	BATTERIES PLUS	P55022381	SCADA BATTERIES	09/15/2022	38.78	500-00-64240 Building Repairs & Maintenance
Sewer Utility Fund	176	BATTERIES PLUS	P55022381	SCADA BATTERIES	09/15/2022	116.34	501-00-64240 Building Repairs & Maintenance
Total BATTERIES PLUS:						155.12	
<b>BELLE CITY FIRE &amp; SAFETY</b>							
General Fund	196	BELLE CITY FIRE & SAFETY	58240	MISC. FIRST AID KIT SUPPLIES	11/02/2022	301.85	100-43-64070 Work Supplies
Total BELLE CITY FIRE & SAFETY:						301.85	
<b>BUILDING PERMIT REFUND VENDOR</b>							
General Fund	271	BUILDING PERMIT REFUND VE	1000898	4708 CHRIS CT - CLEAN UP BO	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	1001500	5775 STEFANIE WAY - CLEAN U	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	1002000	6315 BLUE RIVER WAY - CLEAN	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	1003580	633 BROOKVIEW CT - CLEAN U	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	2022512	09/07/2022 CONTRACTOR HAD	10/21/2022	64.41	100-00-44370 Heating Permits
General Fund	271	BUILDING PERMIT REFUND VE	2022F109	10/24/2022 - REFUND FENCE P	10/24/2022	115.00	100-00-44390 Fence Permits
General Fund	271	BUILDING PERMIT REFUND VE	22P093	10/21/2022 PERMIT #22-P-093 W	10/21/2022	281.00	100-00-44380 Plumbing Permits
General Fund	271	BUILDING PERMIT REFUND VE	9001992	6410 NATURE DR - CLEAN UP B	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	Multiple Receipt	RECEIPT#6002134 - 812 MARW	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	Multiple Receipt	RECEIPT#6001843 - 825 MARW	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	Multiple Receipt	RECEIPT#5001485 - 902 MARW	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	Multiple Receipt	RECEIPT#1002074 - 911 HORNE	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	Multiple Receipt	RECEIPT#32770 - 926 HORNER	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	Multiple Receipt	RECEIPT#1002459 - 5721 RICH	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	Multiple Receipt	RECEIPT#1002979 - 5803 RICH	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	Multiple Receipt	RECEIPT#32323 - 6344 NATURE	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	271	BUILDING PERMIT REFUND VE	Multiple Receipt	RECEIPT#32325 - 6353 NATURE	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
Total BUILDING PERMIT REFUND VENDOR:						14,460.41	
<b>BUY RIGHT, INC.</b>							
General Fund	273	BUY RIGHT, INC.	14873-380118	DEF	10/27/2022	31.78	100-35-63200 Fuel, Oil, Fluids
General Fund	273	BUY RIGHT, INC.	14873-380119	DEF	10/27/2022	31.78	100-35-63200 Fuel, Oil, Fluids
General Fund	273	BUY RIGHT, INC.	14873-380291	RECEIVER PIN FOR BT-11	10/27/2022	5.49	100-35-63300 Vehicle Repairs & Maintenance
Total BUY RIGHT, INC.:						69.05	
<b>CALEDONIA BASEBALL AND SOFTBALL, INC.</b>							
Parks Fund	9245	CALEDONIA BASEBALL AND SO	2020-22 DEPO	REC 4000500	10/25/2022	1,000.00	221-23163-000 Deposits Payable
Parks Fund	9245	CALEDONIA BASEBALL AND SO	2020-22 DEPO	REC 1005123	10/25/2022	297.00	221-00-46210 Adult Sport Revenue

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total CALEDONIA BASEBALL AND SOFTBALL, INC.:						1,297.00	
<b>COMPLETE OFFICE OF WISCONSIN</b>							
General Fund	392	COMPLETE OFFICE OF WISCO	28030	OFFICE SUPPLIES	10/19/2022	44.32	100-35-64030 Office Supplies
General Fund	392	COMPLETE OFFICE OF WISCO	28030	JANITORIAL SUPPLIES	10/19/2022	106.49	100-35-64100 Janitorial Supplies
General Fund	392	COMPLETE OFFICE OF WISCO	32990	DUSTER REFILL	10/27/2022	14.12	100-35-64100 Janitorial Supplies
General Fund	392	COMPLETE OFFICE OF WISCO	35686	PLAIN WINDOW ENVELOPES	10/28/2022	142.22	100-32-64030 Office Supplies
Total COMPLETE OFFICE OF WISCONSIN:						307.15	
<b>CONSERV FS INC.</b>							
General Fund	3962	CONSERV FS INC.	60052133	12 GAL ANTIFREEZE	10/18/2022	179.28	100-41-63200 Fuel, Oil, Fluids
General Fund	3962	CONSERV FS INC.	65146155	MISC OILS	10/25/2022	1,925.75	100-41-63200 Fuel, Oil, Fluids
Total CONSERV FS INC.:						2,105.03	
<b>DIVERSIFIED BENEFIT SERVICES</b>							
General Fund	525	DIVERSIFIED BENEFIT SERVIC	365329	10/17/2022 FLEXIBLE SPENDIN	10/17/2022	182.00	100-90-62100 Contracted Services
General Fund	525	DIVERSIFIED BENEFIT SERVIC	366037	10/31/2022 FEE TO BUY OUT RE	10/31/2022	2,429.70	100-90-62100 Contracted Services
HRA	525	DIVERSIFIED BENEFIT SERVIC	366386	11/02/2022 NOVEMBER HRA HE	11/02/2022	650.88	278-00-62100 Contracted Services
Retiree Health Insurance	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	280-21930-003 Retiree R Roeder
Retiree Health Insurance	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	280-21930-004 Retiree G Roeder
Retiree Health Insurance	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	280-21930-009 Retiree Rozina
Retiree Health Insurance	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	280-21930-012 Retiree Lewis
Retiree Health Insurance	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	280-21930-013 Retiree Heried
Retiree Health Insurance	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	280-21930-014 Retiree Bosch
Retiree Health Insurance	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	280-21930-015 Retiree Borkowski
Retiree Health Insurance	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	280-21930-016 Retiree D. Roeder
Retiree Health Insurance	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	280-21930-017 Retiree B. Michna
Retiree Health Insurance	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	280-21930-018 Retiree K. Hays
Retiree Health Insurance	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	280-21930-019 Retiree D. Farmer
General Fund	525	DIVERSIFIED BENEFIT SERVIC	366387	11/02/2022 NOVEMBER RETIRE	11/02/2022	8.75	100-90-62100 Contracted Services
Total DIVERSIFIED BENEFIT SERVICES:						3,367.58	
<b>EMERGENCY LIGHTING AND ELECTRONICS</b>							
General Fund	9179	EMERGENCY LIGHTING AND EL	210844	#206 BROKEN LATCH ON CAGE	10/20/2022	71.25	100-30-63300 Vehicle Repairs & Maintenance
Total EMERGENCY LIGHTING AND ELECTRONICS:						71.25	
<b>EMS REFUND VENDORS</b>							
General Fund	9000	EMS REFUND VENDORS	20-0644	11/02/2022 EMS REFUND FOR L	11/02/2022	104.36	100-00-46230 Ambulance/EMS Fees

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
General Fund	9000	EMS REFUND VENDORS	21-0398	11/02/2022 EMS REFUND JULIE	11/02/2022	91.93	100-00-46230 Ambulance/EMS Fees
General Fund	9000	EMS REFUND VENDORS	21-0709	11/02/2022 EMS REFUND DORO	11/02/2022	75.38	100-00-46230 Ambulance/EMS Fees
General Fund	9000	EMS REFUND VENDORS	22-0586	PRIVATE PAY REFUND CALL # 2	10/28/2022	810.10	100-00-46230 Ambulance/EMS Fees
Total EMS REFUND VENDORS:						1,081.77	
<b>EWALDS HARTFORD FORD LLC</b>							
Capital Projects Fund	630	EWALDS HARTFORD FORD LLC	41133	NEW SQUAD PURCHASE	10/27/2022	35,459.50	400-30-65040 Equipment-Vehicles
Total EWALDS HARTFORD FORD LLC:						35,459.50	
<b>FERGUSON WATERWORKS #1476</b>							
Water Utility Fund	1810	FERGUSON WATERWORKS #14	0356241	FIRE HYDRANT PARTS	04/18/2022	298.30	500-00-64240 Building Repairs & Maintenance
Total FERGUSON WATERWORKS #1476:						298.30	
<b>FGM ARCHITECTS</b>							
Capital Projects Fund	652	FGM ARCHITECTS	21-3278.01-12	CALEDONIA PUBLIC SAFETY FA	10/19/2022	13,756.00	400-75-65020 FGM Building Improvements
Total FGM ARCHITECTS:						13,756.00	
<b>FIRE SERVICE INC.</b>							
General Fund	3900	FIRE SERVICE INC.	WI-3259	OUTSIDE DOOR HANDLE FOR	10/27/2022	36.91	100-35-63300 Vehicle Repairs & Maintenance
General Fund	3900	FIRE SERVICE INC.	WI448021	CREDIT FOR WRONG HANDLE	10/27/2022	294.99-	100-35-63300 Vehicle Repairs & Maintenance
General Fund	3900	FIRE SERVICE INC.	WI-45	LATCH FOR E32	10/27/2022	95.44	100-35-63300 Vehicle Repairs & Maintenance
Total FIRE SERVICE INC.:						162.64-	
<b>FOTH INFRASTRUCTURE &amp; ENVIRO, LLC</b>							
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	80510	TID 4 PHASE 4 - HINTZ	10/28/2022	12,296.92	414-00-61000 Professional Services
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	80511	BADGERLAND DEVELOPMENT I	11/01/2022	15,346.53	414-23163-002 Badgerland-Intersections
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	80512	BADGERLAND DEVELOPMENT	10/25/2022	4,670.25	414-23163-001 Badgerland / Zilber Developmen
Storm Water Utility Fund	666	FOTH INFRASTRUCTURE & EN	80514	STH 32 STREAM RESTORATION	10/28/2022	743.25	502-00-65154 HWY 32 Stream Restoration
Storm Water Utility Fund	666	FOTH INFRASTRUCTURE & EN	80515	WESTVIEW VILLAGE STOMWAT	10/28/2022	9,282.64	502-00-65156 Westview Village Storm
Total FOTH INFRASTRUCTURE & ENVIRO, LLC:						42,339.59	
<b>FRANKSVILLE AUTOMOTIVE LLC</b>							
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	13828	#205 OIL CHANGE	10/17/2022	55.62	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	13834	#209 OIL CHANGE	10/18/2022	55.62	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	13896	#208 OIL CHANGE	10/31/2022	55.62	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	13904	#217 CHANGE HEADLAMP	11/01/2022	61.69	100-30-63300 Vehicle Repairs & Maintenance

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total FRANKSVILLE AUTOMOTIVE LLC:						228.55	
<b>G &amp; F EXCAVATING</b>							
Storm Water Utility Fund	687	G & F EXCAVATING	35564	INLET REPAIR	10/14/2022	5,925.00	502-00-64240 Building Repairs & Maintenance
Total G & F EXCAVATING:						5,925.00	
<b>GATEWAY TECHNICAL COLLEGE</b>							
General Fund	703	GATEWAY TECHNICAL COLLEGE	27552	PCS INSTRUCTOR; K.MCDONA	10/21/2022	100.00	100-30-51300 Education/Training/Conferences
Total GATEWAY TECHNICAL COLLEGE:						100.00	
<b>HEAR WISCONSIN</b>							
General Fund	2072	HEAR WISCONSIN	11012022002	AUDIOMETRIC TESTING	11/01/2022	910.00	100-13-51100 Personnel Medical Exams
Water Utility Fund	2072	HEAR WISCONSIN	11012022002	AUDIOMETRIC TESTING	11/01/2022	35.00	500-00-64190 Miscellaneous Expenses
Sewer Utility Fund	2072	HEAR WISCONSIN	11012022002	AUDIOMETRIC TESTING	11/01/2022	35.00	501-00-64190 Miscellaneous Expenses
Total HEAR WISCONSIN:						980.00	
<b>HILLER FORD</b>							
General Fund	9211	HILLER FORD	492706	#209 BATTERY	10/19/2022	186.73	100-30-63300 Vehicle Repairs & Maintenance
General Fund	9211	HILLER FORD	492809	#206 FRONT BRAKES	10/20/2022	497.53	100-30-63300 Vehicle Repairs & Maintenance
Total HILLER FORD:						684.26	
<b>HUSHER AUTOMOTIVE</b>							
Parks Fund	821	HUSHER AUTOMOTIVE	9553	REPLACE DOOR MIRROR (2021	10/21/2022	197.80	221-00-63300 Vehicle Repairs & Maintenance
Parks Fund	821	HUSHER AUTOMOTIVE	9553	REPLACE DOOR MIRROR (2021	10/21/2022	95.00	221-00-63300 Vehicle Repairs & Maintenance
Total HUSHER AUTOMOTIVE:						292.80	
<b>IBD LLC</b>							
General Fund	828	IBD LLC	100691451	VEHICLE BATTERIES	10/19/2022	136.95	100-35-63300 Vehicle Repairs & Maintenance
Total IBD LLC:						136.95	
<b>IMAGE TREND, INC.</b>							
General Fund	836	IMAGE TREND, INC.	138473	2022-2023 FIELD BRIDGE ANNU	10/27/2022	900.00	100-35-62100 Contracted Services
Total IMAGE TREND, INC.:						900.00	

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
<b>IMPERIAL BAG &amp; PAPER CO, LLC DBA KRANZ</b>							
General Fund	1097	IMPERIAL BAG & PAPER CO, LL	1774977-00	MOP & CLEANER	10/27/2022	145.28	100-35-64100 Janitorial Supplies
Total IMPERIAL BAG & PAPER CO, LLC DBA KRANZ:						145.28	
<b>JEFFERSON FIRE &amp; SAFETY, INC.</b>							
General Fund	909	JEFFERSON FIRE & SAFETY, IN	IN145605	REPAIR FOR SCBA	10/27/2022	44.55	100-35-64250 Equipment Repairs & Maintenanc
Total JEFFERSON FIRE & SAFETY, INC.:						44.55	
<b>JOHNS DISPOSAL SERVICE, INC.</b>							
Refuse Fund	967	JOHNS DISPOSAL SERVICE, IN	970258	OCT-22; GARBAGE	10/31/2022	88,266.00	240-00-62100 Contracted Services
Recycling Fund	967	JOHNS DISPOSAL SERVICE, IN	970258	OCT-22; RECYCLING	10/31/2022	43,428.00	241-00-62100 Contracted Services
Total JOHNS DISPOSAL SERVICE, INC.:						131,694.00	
<b>KORNDORFER HOMES INC</b>							
General Fund	1094	KORNDORFER HOMES INC	33575 & 10019	RECEIPT# 33575 - 1004 JOHNS	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
General Fund	1094	KORNDORFER HOMES INC	33575 & 10019	RECEIPT#1001999 - 1027 ELLIS	11/02/2022	1,000.00	100-23160-000 Clean-Up Bonds
Total KORNDORFER HOMES INC:						2,000.00	
<b>KORTENDICK HARDWARE</b>							
Parks Fund	1096	KORTENDICK HARDWARE	153495	13 GAL. CONTAINER	10/24/2022	61.18	221-00-64070 Work Supplies
Parks Fund	1096	KORTENDICK HARDWARE	153495	TRASBAGS & CLEANER	10/24/2022	24.03	221-00-64100 Janitorial Supplies
Cemetery Fund	1096	KORTENDICK HARDWARE	153671	ADJUSTABLE BUNGEE	10/31/2022	10.76	220-00-64070 Work Supplies
Parks Fund	1096	KORTENDICK HARDWARE	153732	CORRUGATED PIPE END CAP	11/02/2022	13.47	221-00-64070 Work Supplies
Cemetery Fund	1096	KORTENDICK HARDWARE	42011	WINTERIZE CALEDONIA MEMO	10/24/2022	140.00	220-00-62700 Grounds Services
Total KORTENDICK HARDWARE:						249.44	
<b>KRIETE GROUP</b>							
Sewer Utility Fund	1098	KRIETE GROUP	R103009622:0	JET RODDER REPAIR	06/25/2022	517.06	501-00-63300 Vehicle Repairs & Maintenance
Sewer Utility Fund	1098	KRIETE GROUP	R103009622:0	JET RODDER REPAIR	06/25/2022	517.06	501-00-63300 Vehicle Repairs & Maintenance
Sewer Utility Fund	1098	KRIETE GROUP	R103009622:0	JET RODDER REPAIR	06/25/2022	517.07	501-00-63300 Vehicle Repairs & Maintenance
Total KRIETE GROUP:						1,551.19	
<b>LASER TECHNOLOGY, INC.</b>							
General Fund	9086	LASER TECHNOLOGY, INC.	187078	REPAIR TO LIDAR	10/27/2022	301.00	100-30-64250 Equipment Repairs & Maintenanc
General Fund	9086	LASER TECHNOLOGY, INC.	187079	REPAIR TO LIDAR	10/27/2022	331.50	100-30-64250 Equipment Repairs & Maintenanc

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total LASER TECHNOLOGY, INC.:						632.50	
<b>LINCOLN CONTRACTORS SUPPLY</b>							
Water Utility Fund	1172	LINCOLN CONTRACTORS SUP	121884	DIGGERS HOTLINE MARKING P	10/25/2022	431.28	500-00-64240 Building Repairs & Maintenance
Sewer Utility Fund	1172	LINCOLN CONTRACTORS SUP	121884	DIGGERS HOTLINE MARKING P	10/25/2022	255.78	501-00-64240 Building Repairs & Maintenance
Storm Water Utility Fund	1172	LINCOLN CONTRACTORS SUP	121884	DIGGERS HOTLINE MARKING P	10/25/2022	255.78	502-00-64070 Work Supplies
Total LINCOLN CONTRACTORS SUPPLY:						942.84	
<b>MAYER REPAIR</b>							
General Fund	1260	MAYER REPAIR	18653S	Q12; TRANSMISSION WORK	10/27/2022	141.75	100-35-63300 Vehicle Repairs & Maintenance
Total MAYER REPAIR:						141.75	
<b>MENARDS RACINE</b>							
Parks Fund	1281	MENARDS RACINE	51947	SNOWBRUSH - PARKS	10/12/2022	21.99	221-00-64070 Work Supplies
General Fund	1281	MENARDS RACINE	51947	(35) DRIVEWAY MARKERS - VIL	10/12/2022	34.65	100-43-64070 Work Supplies
Parks Fund	1281	MENARDS RACINE	52327	CLIFTON BRICKS (LIGHT)	10/18/2022	251.28	221-00-64070 Work Supplies
Parks Fund	1281	MENARDS RACINE	52455	POLYCARBONATE SKYDOME, B	10/20/2022	83.20	221-00-64070 Work Supplies
Total MENARDS RACINE:						391.12	
<b>MUNICIPAL COURT REFUNDS</b>							
General Fund	8998	MUNICIPAL COURT REFUNDS	00026006 RFN	MUNI COURT REFUND	11/02/2022	25.00	100-00-45110 Muni Court Fines
General Fund	8998	MUNICIPAL COURT REFUNDS	00026054 RFN	MUNI COURT REFUND	11/02/2022	213.00	100-00-45110 Muni Court Fines
Total MUNICIPAL COURT REFUNDS:						238.00	
<b>NASSCO, INC.</b>							
General Fund	1371	NASSCO, INC.	6221512	TUBE FILTER & EXHAUST FILTE	10/26/2022	45.70	100-43-64070 Work Supplies
Total NASSCO, INC.:						45.70	
<b>NATIONAL PEN</b>							
General Fund	3829	NATIONAL PEN	112871657	PENS FOR PUB ED	10/27/2022	423.40	100-35-64070 Work Supplies
Total NATIONAL PEN:						423.40	
<b>OAK CREEK WATER UTILITY</b>							
Water Utility Fund	1423	OAK CREEK WATER UTILITY	5105	OCT-22; BAC "T" SAMPLES	10/24/2022	365.00	500-00-62560 Water Sampling and Testing

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total OAK CREEK WATER UTILITY:						365.00	
<b>PATS SERVICES INC.</b>							
Parks Fund	1462	PATS SERVICES INC.	A-238952	PORTABLE TOILET - HANDICAP	10/24/2022	307.09	221-00-62100 Contracted Services
Parks Fund	1462	PATS SERVICES INC.	A-238953	PORTABLE TOILET - HANDICAP	10/24/2022	307.09	221-00-62100 Contracted Services
Parks Fund	1462	PATS SERVICES INC.	A-238954	GORNEY - PORTABLE TOILET (	10/24/2022	263.22	221-00-62100 Contracted Services
Parks Fund	1462	PATS SERVICES INC.	A-238954	GORNEY - HANDICAP - PORTAB	10/24/2022	307.09	221-00-62100 Contracted Services
Recycling Fund	1462	PATS SERVICES INC.	A-239261	YARDWASTE SITE - PORTABLE	10/29/2022	120.00	241-00-62100 Contracted Services
Total PATS SERVICES INC.:						1,304.49	
<b>PAYNE &amp; DOLAN, INC.</b>							
General Fund	1474	PAYNE & DOLAN, INC.	1833741	41.00 TN 3/4" TB	10/17/2022	522.75	100-41-64090 Road Maintenance Materials
Capital Projects Fund	1474	PAYNE & DOLAN, INC.	1835136	10.98 TON HOT MIX	10/24/2022	795.51	400-41-65080 Road Improvements
General Fund	1474	PAYNE & DOLAN, INC.	1837107	5 LT 9.5 MM HOT MIX	11/02/2022	121.64	100-41-64090 Road Maintenance Materials
Total PAYNE & DOLAN, INC.:						1,439.90	
<b>PBBS EQUIPMENT CORPORATION</b>							
General Fund	1465	PBBS EQUIPMENT CORPORATI	255641	TRIP CHARGE FOR BOILER ST.	11/02/2022	415.00	100-35-64240 Building Repairs & Maintenance
Total PBBS EQUIPMENT CORPORATION:						415.00	
<b>PRO PHOENIX</b>							
General Fund	1528	PRO PHOENIX	2023006	ANNUAL MAINTENANCE FEE F	10/21/2022	3,810.91	100-30-62100 Contracted Services
Total PRO PHOENIX:						3,810.91	
<b>PRUITT, EKES &amp; GEARY, SC</b>							
General Fund	1534	PRUITT, EKES & GEARY, SC	2967	PUBLIC SAFETY BUILDING CON	11/02/2022	381.80	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	2967	RACINE COUNTY YOUTH DEVE	11/02/2022	66.40	100-23163-060 Racine Co YD & CC
General Fund	1534	PRUITT, EKES & GEARY, SC	2967	WEST JOHNSON AVE ROAD EX	11/02/2022	747.00	100-23163-086 Brisko Newell Road Extension
General Fund	1534	PRUITT, EKES & GEARY, SC	2967	MUNICIPAL PROSECTIONS	11/02/2022	4,731.63	100-90-61110 Attorney - Municipal Court
Storm Water Utility Fund	1534	PRUITT, EKES & GEARY, SC	2967	CSM OR OTHER REIMBURSABL	11/02/2022	66.40	502-00-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	2967	TID 5 - CCM WATER'S EDGE	11/02/2022	66.40	100-23163-033 CARDINAL CAPITAL- CCM/D. LYON
General Fund	1534	PRUITT, EKES & GEARY, SC	2967	TID NO 5 RYDER PARCEL - GLE	11/02/2022	132.80	100-23163-077 Glen At Waters Edge/6020 Erie
General Fund	1534	PRUITT, EKES & GEARY, SC	2967	BLUFFSIDE DR SUBDVISION	11/02/2022	249.00	100-23163-035 Bluffside
General Fund	1534	PRUITT, EKES & GEARY, SC	2967	ORDINANCES, RESOLUTIONS	11/02/2022	3,415.50	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	2967	DEMAND LETTERS AND ORDIN	11/02/2022	166.00	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	2967	GENERAL LITIGATION & HEARI	11/02/2022	365.20	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	2967	OPINIONS, LEGAL INTERPRETA	11/02/2022	1,716.05	100-90-61100 Legal Fees

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total PRUITT, EKES & GEARY, SC:						12,104.18	
<b>PURPOSE CONTRACTING ASPHALT</b>							
Capital Projects Fund	1538	PURPOSE CONTRACTING ASP	22222	HOT PATCH; 5775 STEFANIE	10/23/2022	300.00	400-41-65080 Road Improvements
Capital Projects Fund	1538	PURPOSE CONTRACTING ASP	22222.1	PATCH; 5775 STEFANIE	10/27/2022	1,200.00	400-41-65080 Road Improvements
Total PURPOSE CONTRACTING ASPHALT:						1,500.00	
<b>RACINE COUNTY</b>							
General Fund	1548	RACINE COUNTY	CALEDONIA	4TH QUARTER 2022 COMMUNI	10/20/2022	93,409.25	100-31-62200 Community Dispatch Services
General Fund	1548	RACINE COUNTY	NORTH BAY	4TH QUARTER 2022 COMMUNI	10/20/2022	1,474.75	100-31-62200 Community Dispatch Services
General Fund	1548	RACINE COUNTY	WIND POINT	4TH QUARTER COMMUNITY DI	10/20/2022	8,848.75	100-31-62200 Community Dispatch Services
Total RACINE COUNTY:						103,732.75	
<b>RACINE COUNTY TREASURER</b>							
General Fund	1561	RACINE COUNTY TREASURER	10312022	OCTOBER 2022 COURT FINES	11/02/2022	5,253.59	100-00-45110 Muni Court Fines
Total RACINE COUNTY TREASURER:						5,253.59	
<b>RACINE WATER &amp; WASTEWATER UTILITIES</b>							
Sewer Utility Fund	1574	RACINE WATER & WASTEWATE	WWINV 09030	Q3-22; SEWER TREATMENT	10/21/2022	417,589.87	501-00-62550 Sewer Treatment Charges
Total RACINE WATER & WASTEWATER UTILITIES:						417,589.87	
<b>RAY O'HERRON</b>							
General Fund	9176	RAY O'HERRON	2227786	AMMUNITION	10/19/2022	445.20	100-30-64070 Work Supplies
Total RAY O'HERRON:						445.20	
<b>RDS TRUCK SERVICE INC.</b>							
General Fund	1603	RDS TRUCK SERVICE INC.	00052983	2 OIL CHANGE KITS	10/21/2022	328.22	100-41-63300 Vehicle Repairs & Maintenance
General Fund	1603	RDS TRUCK SERVICE INC.	00053001	MUFFLER BRACKET #40	10/24/2022	275.72	100-41-63300 Vehicle Repairs & Maintenance
General Fund	1603	RDS TRUCK SERVICE INC.	00053013	TRUCK PARTS - VALVE, BUSHIN	11/01/2022	76.52	100-41-63300 Vehicle Repairs & Maintenance
General Fund	1603	RDS TRUCK SERVICE INC.	00053019	CV-PIPE, EXH - REAR	11/01/2022	150.82	100-41-63300 Vehicle Repairs & Maintenance
General Fund	1603	RDS TRUCK SERVICE INC.	00053021	36" HOSE	11/01/2022	14.88	100-41-63300 Vehicle Repairs & Maintenance
General Fund	1603	RDS TRUCK SERVICE INC.	00053028	BATTERY CABLE	11/01/2022	69.77	100-41-63300 Vehicle Repairs & Maintenance
Total RDS TRUCK SERVICE INC.:						915.93	
<b>REMY BATTERY</b>							
General Fund	9017	REMY BATTERY	5457250	BATTERIES	11/02/2022	256.40	100-41-64110 Small Equipment



Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total REMY BATTERY:						256.40	
<b>SCHAUER POWER CENTER</b>							
General Fund	3869	SCHAUER POWER CENTER	10972	ATV OIL/FILTER/PAINT	10/19/2022	682.75	100-30-63300 Vehicle Repairs & Maintenance
Total SCHAUER POWER CENTER:						682.75	
<b>SCHNABEL PRINTING AND INVITATION CENTER</b>							
General Fund	1033	SCHNABEL PRINTING AND INVI	124996	ENVELOPES	10/28/2022	329.40	100-30-64030 Office Supplies
Total SCHNABEL PRINTING AND INVITATION CENTER:						329.40	
<b>SHRED-IT USA</b>							
General Fund	1800	SHRED-IT USA	8002607666	1 -- ON SITE SHRED CONTAINE	10/25/2022	22.53	100-43-62100 Contracted Services
General Fund	1800	SHRED-IT USA	8002607776	SEP-22; SHREDDING SERVICE	10/25/2022	22.53	100-30-62100 Contracted Services
Total SHRED-IT USA:						45.06	
<b>STATE OF WISCONSIN</b>							
General Fund	1861	STATE OF WISCONSIN	10312022	OCTOBER 2022 COURT FINES	11/02/2022	13,737.54	100-00-45110 Muni Court Fines
Total STATE OF WISCONSIN:						13,737.54	
<b>STONEBROOK COATINGS</b>							
Parks Fund	9158	STONEBROOK COATINGS	1514	GORNEY PARK BATHROOM F	10/25/2022	1,200.00	221-00-64240 Building Repairs & Maintenance
Total STONEBROOK COATINGS:						1,200.00	
<b>TELEFLEX</b>							
General Fund	9037	TELEFLEX	9506091781	25MM NEEDLES	10/27/2022	562.50	100-35-64280 Medical Supplies
Total TELEFLEX:						562.50	
<b>TRANSCENDENT TECHNOLOGIES, LLC</b>							
General Fund	2006	TRANSCENDENT TECHNOLOGI	M6091	SOFTWARE MAINTENANCE TA	10/20/2022	2,076.00	100-90-64300 IT Maintenance & Subscriptions
Total TRANSCENDENT TECHNOLOGIES, LLC:						2,076.00	
<b>TYLER TECHNOLOGIES, INC.</b>							
General Fund	2024	TYLER TECHNOLOGIES, INC.	060-113882	SEP-22; BILLING FOR 2022/2023	10/10/2022	3,356.99	100-90-62150 Assessment Services

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total TYLER TECHNOLOGIES, INC.:						3,356.99	
<b>VON BRIESEN &amp; ROPER SC</b>							
TID #5 Fund	2091	VON BRIESEN & ROPER SC	406602	ERIE STREET - SEPTEMBER 30,	10/20/2022	552.50	415-00-61000 Professional Services
TID #4 Fund	2091	VON BRIESEN & ROPER SC	406604	TID 4 - SPECIAL ASSESSMENT -	10/13/2022	1,876.50	414-00-61000 Professional Services
General Fund	2091	VON BRIESEN & ROPER SC	407243	LABOR AND PERSONNEL SERV	10/24/2022	1,678.50	100-90-61100 Legal Fees
Total VON BRIESEN & ROPER SC:						4,107.50	
<b>WAUKESHA COUNTY TECHNICAL COLLEGE</b>							
General Fund	2106	WAUKESHA COUNTY TECHNICAL	s0785291	KAFURA INSTRUCTOR DEVELO	11/02/2022	203.00	100-30-51300 Education/Training/Conferences
Total WAUKESHA COUNTY TECHNICAL COLLEGE:						203.00	
<b>WEST ALLIS BLUEPRINT</b>							
General Fund	2127	WEST ALLIS BLUEPRINT	165788	10/14/2022 CANNON SERVICE C	10/25/2022	88.67	100-43-62100 Contracted Services
Total WEST ALLIS BLUEPRINT:						88.67	
<b>WESTERN CULVERT &amp; SUPPLY INC.</b>							
Capital Projects Fund	2131	WESTERN CULVERT & SUPPLY	067198	CULVERTS	10/25/2022	16,578.00	400-41-65080 Road Improvements
Total WESTERN CULVERT & SUPPLY INC.:						16,578.00	
<b>WI DEPT OF JUSTICE-TIME</b>							
General Fund	2142	WI DEPT OF JUSTICE-TIME	455TIME-0000	TIME CHARGES W/OFFICER SU	10/10/2022	613.50	100-30-62100 Contracted Services
Total WI DEPT OF JUSTICE-TIME:						613.50	
Grand Totals:						<u>1,122,892.88</u>	

**RESOLUTION NO. 2022-110**

**RESOLUTION AUTHORIZING THE VILLAGE OF CALEDONIA TO ENTER INTO A CONTRACT WITH CLIFTON LARSON ALLEN LLP FOR 2022 AUDIT SERVICES**

**WHEREAS**, the Village of Caledonia believes that it would be in the best interests of the Village to contract with Clifton Larson Allen LLP., for these audit services as they have been providing audit services for the village for a number of years.

**WHEREAS**, the Village of Caledonia intends to transition to internally preparing financial statements rather than have the auditors prepare the statements as has been done in the past.

**WHEREAS**, the Village of Caledonia believes that internal preparation of financial statements without continuity of the current audit firm would not be feasible.

**WHEREAS**, the Village of Caledonia fully intends to release a request for proposal in 2023 for audit services for future years.

**WHEREAS**, the Village Finance Committee has reviewed this request and recommends that the Village Board authorize the Village to contract with Clifton Larson Allen LLP., for audit services as relates to the 2022 fiscal year.

**NOW, THEREFORE, BE IT RESOLVED** by the Caledonia Village Board that a contract between the Village of Caledonia and Clifton Larson Allen LLP for audit services as described in the proposal set forth in Exhibit A which is attached hereto and incorporated herein, is authorized and approved and the Village President and Village Clerk are authorized to execute said contract.

**BE IT FURTHER RESOLVED THAT** all Village officials, officers, and employees are authorized and directed to take such steps as are lawful and necessary in furtherance of the Agreement.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_\_ day of November, 2022.

VILLAGE OF CALEDONIA

By: \_\_\_\_\_  
Jim Dobbs, Village President

Attest: \_\_\_\_\_  
Joslyn Hoeffert, Village Clerk



## Statement of Work - Audit Services

October 26, 2022

This document constitutes a statement of work ("SOW") under the master service agreement ("MSA") dated October 26, 2022, or superseding MSA, made by and between CliftonLarsonAllen LLP ("CLA," "we," "us," and "our") and Village of Caledonia ("you," "your," or "the entity"). We are pleased to confirm our understanding of the terms and objectives of our engagement and the nature and limitations of the services CLA will provide for the entity as of and for the year ended December 31, 2022.

Jordan Boehm, CPA is responsible for the performance of the audit engagement.

### **Scope of audit services**

We will audit the financial statements of the government activities, the business-type activities, each major fund, and the aggregate remaining fund information, which collectively comprise the basic financial statements of Village of Caledonia, and the related notes to the financial statements.

The Governmental Accounting Standards Board (GASB) provides for certain required supplementary information (RSI) to accompany the entity's basic financial statements.

The RSI will be subjected to certain limited procedures, but will not be audited.

We will also evaluate and report on the presentation of the supplementary information other than RSI accompanying the financial statements in relation to the financial statements as a whole.

### **Nonaudit services**

We will also provide the following nonaudit services:

- Preparation of your financial statements and the related notes.
- Preparation of the required supplementary information (RSI).
- Preparation of the supplementary information.
- Preparation of audit adjustments, as needed

### **Audit objectives**

The objectives of our audit of the financial statements are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to

issue an auditors' report that includes our opinion about whether your financial statements are fairly presented, in all material respects, in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP). Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America (U.S. GAAS) will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

Our audit will be conducted in accordance with U.S. GAAS and the standards for financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require us to be independent of the entity and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. Our audit will include tests of your accounting records and other procedures we consider necessary to enable us to express such an opinions.

We will apply certain limited procedures to the RSI in accordance with U.S. GAAS. However, we will not express an opinion or provide any assurance on the RSI because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance. We will also perform procedures to enable us to express an opinion on whether the supplementary information (as identified above) other than RSI accompanying the financial statements is fairly stated, in all material respects, in relation to the financial statements as a whole.

We will issue a written report upon completion of our audit of your financial statements.

Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinions, add an emphasis-of-matter or other-matter paragraph to our auditors' report, or if necessary, withdraw from the engagement. If our opinions are other than unmodified, we will discuss the reasons with you in advance. If circumstances occur related to the condition of your records, the availability of sufficient, appropriate audit evidence, or the existence of a significant risk of material misstatement of the financial statements caused by error, fraudulent financial reporting, or misappropriation of assets, which in our professional judgment prevent us from completing the audit or forming opinions on the financial statements, we retain the right to take any course of action permitted by professional standards, including declining to express opinions or issue a report, or withdrawing from the engagement.

We will also provide a report (which does not include an opinion) on internal control over financial reporting and on compliance with the provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a material effect on the financial statements, as required by Government Auditing Standards. The report on internal control over financial reporting and on compliance and other matters will include a paragraph that states (1) that the purpose of the report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance, and (2) that the report is an integral part of an audit performed in accordance with Government Auditing Standards in considering the entity's internal control and compliance. The paragraph will also state that the report is not suitable for any other purpose. If during our audit we become aware that the entity is subject to an audit requirement

that is not encompassed in the terms of this engagement, we will communicate to management and those charged with governance that an audit conducted in accordance with U.S. GAAS and the standards for financial audits contained in Government Auditing Standards may not satisfy the relevant legal, regulatory, or contractual requirements.

### **Auditor responsibilities, procedures, and limitations**

We will conduct our audit in accordance with U.S. GAAS and the standards for financial audits contained in *Government Auditing Standards*.

Those standards require that we exercise professional judgment and maintain professional skepticism throughout the planning and performance of the audit. As part of our audit, we will:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and evaluate whether audit evidence obtained is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. However, we will communicate to you in writing any significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we have identified during the audit.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements, including the amounts and disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Conclude, based on our evaluation of audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the entity's ability to continue as a going concern for a reasonable period of time.

Although our audit planning has not been concluded and modifications may be made, we have identified the following significant risk(s) of material misstatement as part of our audit planning:

- Revenue Recognition
- Management Override of Controls

There is an unavoidable risk, because of the inherent limitations of an audit, together with the inherent limitations of internal control, that some material misstatements may not be detected, even though the audit is properly planned and performed in accordance with U.S. GAAS and Government Auditing Standards. Because we will not perform a detailed examination of all transactions, material misstatements, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations

of laws or governmental regulations that are attributable to the entity or to acts by management or employees acting on behalf of the entity, may not be detected. Because the determination of waste and abuse is subjective, Government Auditing Standards do not require auditors to perform specific procedures to detect waste or abuse in financial audits nor do they expect auditors to provide reasonable assurance of detecting waste or abuse.

In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements. However, we will inform the appropriate level of management and those charged with governance of any material errors, fraudulent financial reporting, or misappropriation of assets that come to our attention. We will also inform the appropriate level of management and those charged with governance of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential.

Tests of controls may be performed to test the effectiveness of certain controls that we consider relevant to preventing and detecting fraud or errors that are material to the financial statements and to preventing and detecting misstatements resulting from noncompliance with provisions of laws, regulations, contracts, and grant agreements that have a material effect on the financial statements. Our tests, if performed, will be less in scope than would be necessary to render an opinion on internal control and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to *Government Auditing Standards*. An audit is not designed to provide assurance on internal control or to identify deficiencies, significant deficiencies, or material weaknesses in internal control. However, we will communicate to you in writing significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we identify during the audit that are required to be communicated under AICPA professional standards and *Government Auditing Standards*.

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of the entity's compliance with the provisions of laws, regulations, contracts, and grant agreements that have a material effect on the financial statements. However, the objective of our audit will not be to provide an opinion on overall compliance and we will not express such an opinion in our report on compliance issued pursuant to Government Auditing Standards.

We will include in our report on internal control over financial reporting and on compliance relevant information about any identified or suspected instances of fraud and any identified or suspected noncompliance with provisions of laws, regulations, contracts, or grant agreements that may have occurred that are required to be communicated under Government Auditing Standards.

Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

### **Management responsibilities**

Our audit will be conducted on the basis that you (management and, when appropriate, those charged with governance) acknowledge and understand that you have certain responsibilities that are fundamental to the conduct of an audit.

You are responsible for the preparation and fair presentation of the financial statements and RSI in accordance with U.S. GAAP.

Management's responsibilities include the selection and application of accounting principles; recording and reflecting all transactions in the financial statements; determining the reasonableness of significant accounting estimates included in the financial statements; adjusting the financial statements to correct material misstatements; and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements taken as a whole. In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the entity's ability to continue as a going concern for 12 months beyond the financial statement date.

You are responsible for the design, implementation, and maintenance of effective internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, including evaluating and monitoring ongoing activities and safeguarding assets to help ensure that appropriate goals and objectives are met. You are responsible for the design, implementation, and maintenance of internal controls to prevent and detect fraud; assessing the risk that the financial statements may be materially misstated as a result of fraud; and for informing us about all known or suspected fraud affecting the entity involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the entity received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for implementing systems designed to achieve compliance with applicable laws and regulations and the provisions of contracts and grant agreements; identifying and ensuring that the entity complies with applicable laws, regulations, contracts, and grant agreements; and informing us of all instances of identified or suspected noncompliance whose effects on the financial statements should be considered. You are responsible for taking timely and appropriate steps to remedy any fraud and noncompliance with provisions of laws, regulations, contracts, and grant agreements that we may report.

You are responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, including amounts and disclosures, such as records, documentation, identification of all related parties and all related-party relationships and transactions, and other matters, and for the accuracy and completeness of that information (including information from within and outside of the general and subsidiary ledgers); (2) additional information that we may request for the purpose of the audit; and (3) unrestricted access to persons within the entity from whom we determine it necessary to obtain audit evidence.

You agree to inform us of events occurring or facts discovered subsequent to the date of the financial statements that may affect the financial statements.

Management is responsible for the preparation of the supplementary information in accordance with U.S. GAAP. You agree to include our report on the supplementary information in any document that contains, and indicates that we have reported on, the supplementary information. You also agree to include the



audited financial statements with any presentation of the supplementary information that includes our report thereon or make the audited financial statements readily available to users of the supplementary information no later than the date the supplementary information is issued with our report thereon. You agree to provide us written representations related to the presentation of the supplementary information.

Management is responsible for providing us with a written confirmation concerning representations made by you and your staff to us in connection with the audit and the presentation of the basic financial statements and RSI. During our engagement, we will request information and explanations from you regarding, among other matters, the entity's activities, internal control, future plans, specific transactions, and accounting systems and procedures. The procedures we will perform during our engagement and the conclusions we reach as a basis for our report will be heavily influenced by the representations that we receive in the representation letter and otherwise from you. Accordingly, inaccurate, incomplete, or false representations could cause us to expend unnecessary effort or could cause a material fraud or error to go undetected by our procedures. In view of the foregoing, you agree that we shall not be responsible for any misstatements in the entity's financial statements that we may fail to detect as a result of misrepresentations made to us by you.

Management is responsible for establishing and maintaining a process for tracking the status of audit findings and recommendations. Management is also responsible for identifying and providing report copies to us of previous financial audits, attestation engagements, performance audits, or other studies related to the objectives discussed in the "Audit objectives" section of this letter. This responsibility includes relaying to us corrective actions taken to address significant findings and recommendations resulting from those audits, attestation engagements, performance audits, or other engagements or studies. You are also responsible for providing management's views on our current findings, conclusions, and recommendations, as well as your planned corrective actions for the report, and for the timing and format for providing that information.

### **Responsibilities and limitations related to nonaudit services**

For all nonaudit services we may provide to you, management agrees to assume all management responsibilities; oversee the services by designating an individual, preferably within senior management, who possesses suitable skill, knowledge, and/or experience to understand and oversee the services; evaluate the adequacy and results of the services; and accept responsibility for the results of the services. Management is also responsible for ensuring that your data and records are complete and that you have received sufficient information to oversee the services.

### **Use of financial statements**

Should you decide to include or incorporate by reference these financial statements and our auditors' report(s) thereon in a future private placement or other offering of equity or debt securities, you agree that we are under no obligation to re-issue our report or provide consent for the use of our report in such a registration or offering document. We will determine, at our sole discretion, whether we will re-issue our report or provide consent for the use of our report only after we have performed the procedures we consider necessary in the circumstances. If we decide to re-issue our report or consent to the use of our report, we will be required to perform certain procedures including, but not limited to, (a) reading other information incorporated by reference in the registration statement or other offering document and (b) subsequent

event procedures. These procedures will be considered an engagement separate and distinct from our audit engagement, and we will bill you separately. If we decide to re-issue our report or consent to the use of our report, you agree that we will be included on each distribution of draft offering materials and we will receive a complete set of final documents. If we decide not to re-issue our report or decide to withhold our consent to the use of our report, you may be required to engage another firm to audit periods covered by our audit reports, and that firm will likely bill you for its services. While the successor auditor may request access to our workpapers for those periods, we are under no obligation to permit such access.

If the parties (i.e., you and CLA) agree that CLA will not be involved with your official statements related to municipal securities filings or other offering documents, we will require that any official statements or other offering documents issued by you with which we are not involved clearly indicate that CLA is not involved with the contents of such documents. Such disclosure should read as follows:

CliftonLarsonAllen LLP, our independent auditor, has not been engaged to perform and has not performed, since the date of its report included herein, any procedures on the financial statements addressed in that report. CliftonLarsonAllen LLP also has not performed any procedures relating to this offering document.

With regard to the electronic dissemination of audited financial statements, including financial statements published electronically on your website or submitted on a regulator website, you understand that electronic sites are a means to distribute information and, therefore, we are not required to read the information contained in those sites or to consider the consistency of other information in the electronic site with the original document.

We may issue preliminary draft financial statements to you for your review. Any preliminary draft financial statements should not be relied on or distributed.

### **Engagement administration and other matters**

We understand that your employees will prepare all confirmations, account analyses, and audit schedules we request and will locate any documents or invoices selected by us for testing. A list of information we expect to need for our audit and the dates required will be provided in a separate communication.

We will provide copies of our reports to the entity; however, management is responsible for distribution of the reports and the financial statements. Unless restricted by law or regulation, or containing confidential or sensitive information, copies of our reports are to be made available for public inspection.

The audit documentation for this engagement is the sole and exclusive property of CLA and constitutes confidential and proprietary information. However, subject to applicable laws and regulations, audit documentation and appropriate individuals will be made available upon request and in a timely manner to State of Wisconsin, or its designee, a federal agency providing direct or indirect funding, or the U.S. Government Accountability Office for purposes of a quality review of the audit, to resolve audit findings, or to carry out oversight responsibilities. We will notify you of any such request. If requested, access to such audit documentation will be provided under the supervision of CLA personnel. Furthermore, upon request, we may provide copies or electronic versions of selected audit documentation to the aforementioned

parties. These parties may intend, or decide, to distribute the copies or information contained therein to others, including other governmental agencies.

The audit documentation for this engagement will be retained for a minimum of seven years after the report release date or for any additional period requested by the State of Wisconsin. If we are aware that a federal or state awarding agency, pass-through entity, or auditee is contesting an audit finding, we will contact the party(ies) contesting the audit finding for guidance prior to destroying the audit documentation.

Professional standards require us to be independent with respect to you in the performance of these services. Any discussion that you have with our personnel regarding potential employment with you could impair our independence with respect to this engagement. Therefore, we request that you inform us prior to any such discussions so that we can implement appropriate safeguards to maintain our independence and objectivity. Further, any employment offers to any staff members working on this engagement without our prior knowledge may require substantial additional procedures to ensure our independence. You will be responsible for any additional costs incurred to perform these procedures.

Our audit engagement ends on delivery of our signed report. Any additional services that might be requested will be a separate, new engagement. The terms and conditions of that new engagement will be governed by a new, specific SOW for that service.

Government Auditing Standards require that we make our most recent external peer review report publicly available. The report is posted on our website at [www.CLAconnect.com/Aboutus/](http://www.CLAconnect.com/Aboutus/).

### **Fees**

Our professional fees are detailed in the table below. We will also bill for expenses (including travel, internal and administrative charges) plus a technology and client support fee of five percent (5%) of all professional fees billed. This estimate is based on anticipated cooperation from your personnel and their assistance with locating requested documents and preparing requested schedules. If the requested items are not available on the dates required or are not accurate, the fees and expenses will likely be higher. Our invoices, including applicable state and local taxes, will be rendered each month as work progresses and are payable on presentation. **Service**

<b>Service</b>	<b>Professional Fee</b>
Financial Statement Audit	\$45,320
Technology Fee (5%)	\$2,266
Total	\$47,586

### **Unexpected circumstances**

We will advise you if unexpected circumstances require significant additional procedures resulting in a substantial increase in the fee estimate.

### **Changes in accounting and audit standards**

Standard setters and regulators continue to evaluate and modify standards. Such changes may result in new

or revised financial reporting and disclosure requirements or expand the nature, timing, and scope of the activities we are required to perform. To the extent that the amount of time required to provide the services described in the SOW increases due to such changes, our fee may need to be adjusted. We will discuss such circumstances with you prior to performing the additional work.

**Agreement**

We appreciate the opportunity to provide to you the services described in this SOW under the MSA and believe this SOW accurately summarizes the significant terms of our audit engagement. This SOW and the MSA constitute the entire agreement regarding these services and supersedes all prior agreements (whether oral or written), understandings, negotiations, and discussions between you and CLA related to audit services. If you have any questions, please let us know. Please sign, date, and return this SOW to us to indicate your acknowledgment and understanding of, and agreement with, the arrangements for our audit of your financial statements including the terms of our engagement and the parties' respective responsibilities.

Sincerely,

**CliftonLarsonAllen LLP**

**Response:**

This letter correctly sets forth the understanding of Village of Caledonia.

**CLA**  
CliftonLarsonAllen

*Jordan R. Boehm*

---

Jordan R. Boehm, Principal

**Client**  
Village of Caledonia

SIGN:

---

Kathy Kasper, Village Administrator

DATE:

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**RESOLUTION NO. 2022-111**

**RESOLUTION AUTHORIZING AN AGREEMENT WITH THE CALEDONIA PROFESSIONAL POLICEMEN'S ASSOCIATION LOCAL No. 403, FOR 2021-2022**

**WHEREAS**, the Village of Caledonia has reached a tentative agreement with the Caledonia Professional Policemen's Association Local 403; and

**WHEREAS**, there is a need to ratify said agreement.

**NOW, THEREFORE, BE IT RESOLVED** by the Caledonia Village Board that the tentative agreement with the Caledonia Professional Policemen's Association Local 403 for 2021-2022 as set forth in Exhibit A which is attached hereto and incorporated herein is 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 contracts or other documents necessary to implement this resolution.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_ day of November, 2022.

VILLAGE OF CALEDONIA

By: \_\_\_\_\_  
James R. Dobbs, Village President

Attest: \_\_\_\_\_  
Joslyn Hoeffert, Village Clerk

**AGREEMENT**  
BETWEEN THE  
**VILLAGE OF CALEDONIA**  
AND  
**THE CALEDONIA PROFESSIONAL  
POLICEMEN'S ASSOCIATION**  
**LOCAL NO. 403**

**2021-2022**

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**VILLAGE OF CALEDONIA**  
**POLICE DEPARTMENT 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 Village of Caledonia Professional Policemen's Association, as representative of sworn employees within the bargaining unit, hereinafter referred to as the "Association".

**ARTICLE I - RECOGNITION**

**Section 1.01:** The Village recognizes the Caledonia Professional Policemen's Association as the bargaining agent for the employees in the bargaining unit for the purpose of engaging in negotiations to establish wages, hours, conditions of employment and other benefits.

**ARTICLE II - BARGAINING UNIT**

**Section 2.01:** The bargaining unit is defined as all regular full-time law enforcement officers with powers of arrest in the Village of Caledonia (Police Department) excluding sergeants rank and above, civilian employees, confidential, supervisory, and managerial employees.

**ARTICLE III- DURATION**

**Section 3.01:** This agreement shall become effective January 1, ~~2021~~ and shall remain in full force and effect until and including December 31, ~~2022~~. In the event the parties do not reach a written successor agreement to this agreement by the expiration date, the provisions of the agreement shall remain in full force and effect during the pendency of negotiations and until a successor agreement is executed. Either party wishing to open negotiations for a successor agreement shall notify the other party in writing prior to September 1st in the last year of the agreement. Thereafter the parties

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shall establish a date to mutually exchange proposals.

**ARTICLE IV- NON-DISCRIMINATION**

**Section 4.01:** All references to employees in the male or female gender shall be interchangeable where applicable.

**ARTICLE V - MANAGEMENT RIGHTS**

**Section 5.01:** 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:

- a. To direct all operations of the department.
- b. To determine the kinds and number of services to be performed.
- c. To introduce and/or to change the methods or facilities.
- d. To maintain efficiency of operation by determining the methods, means and personnel by which such operations are conducted.
- e. To determine the number of positions in the department and the classifications thereof.
- f. To establish reasonable work rules under which the department shall operate.
- g. To establish reasonable schedules of work.
- h. To hire, promote, assign and transfer employees.
- i. To demote, suspend, discharge or take other disciplinary action for just cause, for non-probationary employees.
- j. To lay off employees because of lack of work or funds.
- k. To contract for goods and services. The Village may consolidate, merge or combine its services with a new or existing law enforcement services provider. For those Local 403 nonprobationary employees employed by this other provider as a result of the

consolidation, merger or combining of such services, the Village shall pay the difference of the employee's base wage between the Village and the provider for the hours worked with the provider, if the base wage is less with the provider than was in effect at that time the employment with the Village ends, for a period of up to twenty four (24) months or until the employee is no longer employed by the new provider, whichever occurs first.

l. To take whatever action is necessary to comply with State or Federal law.

m. 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 VI - RESIDENCY**

**Section 6.01:** The availability of police department personnel affects the safety and well-being of Village citizens and property. Therefore, it is agreed that all personnel of the Caledonia Police Department shall maintain legal, primary and practical residency within the following area:

A thirty (30) mile radius from Fire Station #10, but not to include the area outside of the State of Wisconsin.

#### **ARTICLE VII - PROBATION**

**Section 7.01:** A new employee in the police department shall be on probation until he or she has accumulated eighteen (18) months of service. Upon recommendation of the Chief of Police the Fire and Police Commission may shorten this probation period for a specific employee because of exceptional ability and/or experience. For an employee who needs to attend the Academy or who is not certified, the probationary period shall be extended to include the full period of time the officer is not certified, serving in the Academy, and prior to completion of certification so that the officer serves a full eighteen month probationary period following the completion of certification. During such time prior to completion of certification, the Chief of Police shall set the

hours of work for the employee, and said hours worked shall only be eligible for overtime if they exceed 171 hours worked in a 28 day work period and the employee may not be eligible to use any leave under this Agreement prior to completion of certification.

**Section 7.02:** Upon being accepted as a regular employee, an employee's seniority shall be retroactive to ~~the employee's~~ entry in the department.

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#### **ARTICLE VIII - SENIORITY**

##### **Section 8.01 - Definition:**

A. **Departmental Seniority:** Departmental seniority shall be defined as the length of consecutive service as a member of the Police Department (both as a civilian and a sworn officer). Departmental seniority would be used to determine the number of sick days accrued, number of vacation days that the employee is entitled to, and the longevity benefits that the employee is entitled to.

Vacation selection seniority (i.e., the amount of time spent in the bargaining unit from the date of appointment as a police officer) shall be used to determine the choice of vacation.

B. **Classification Seniority:** Classification seniority is defined as the length of time spent in a rank covered under the Collective Bargaining Agreement, i.e. ~~police officer or~~ Detective. Classification seniority shall be used to determine shift selection.

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C. **Vacation Selection Seniority:** Vacation selection seniority shall be determined by all time spent within the bargaining unit regardless of rank.

**Section 8.02:** The right to select vacation during the annual vacation picks shall be determined by vacation selection seniority only within the shift assignment of the officer and consistent with the staffing requirements of the department, as determined by the Police Chief.

**Section 8.03:** Where practical and consistent with the requirements of the department, as determined by the Police Chief, employees with greater classification

seniority within the employee's rank shall, upon written request, have preference filling vacancies on the various shifts within that classification.

**Section 8.04:** An annual opportunity shall be given to employees to change their shift assignments. Employees with greater classification seniority in their position shall have preference in selecting shift assignments. If any such shift changes are not consistent with the requirements of the Police Department, as determined by the Chief of Police, the Chief of Police may overrule said change or changes. Shift assignments of probationary employees shall be determined by the Chief of Police. Shift assignment preference sheets shall be circulated among the employees in September, and the Chief of Police shall render his or her decision on shift assignments on or before November 30, to take effect on the following January 1.

**Section 8.05:** An employee shall lose all seniority rights for any of the following reasons:

- a. Voluntary resignation or quitting.
- b. Discharge for just cause.
- c. Being on lay off 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 personnel committee may grant a short extension of time.
- e. Unapproved absence from work for three (3) or more consecutive work days.
- f. Retirement.

**Section 8.06:** Upon involuntary layoff of employment with the Village, an employee shall receive one-half (1/2) of the employee's regular wages, based upon a regular daily work period, for a period of four (4) weeks, then three-fourths (3/4) of the employee's pay for the next four (4) weeks following termination of the employee's

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employment with the Village or until such time as the employee shall otherwise find employment, whichever shall be the 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.

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#### **ARTICLE IX - DISCIPLINE**

**Section 9.01:** The right to dismiss or discipline is hereby acknowledged, but any non-probationary employee may be dismissed or disciplined only for just cause.

**Section 9.02:** An employee who is dismissed or discharged for just cause shall be paid for all accrued vacation rights and accrued comp time.

**Section 9.03:** An employee who is dismissed or discharged for just cause shall forfeit all sick leave credits.

#### **ARTICLE X - HOURS OF WORK**

**Section 10.01:** The normal work day shall consist of eight (8) hours.

**Section 10.02:** The normal work week for officers covered by this Agreement shall be alternately five (5) work days of eight (8) hours and two (2) off days, and then five (5) work days of eight (8) hours and three (3) days off, according to the work schedules to be put into effect in the Caledonia Police Department.

For Detectives and other specialty positions (for example, DARE, Metro Drug, Crime Prevention) the Chief may establish a Monday through Friday schedule. Such positions will receive the twelve paid holidays per year scheduled as off time, with no additional time off to compensate for the difference in hours from the 5/2 - 5/3 schedule. Such specialty positions created after January 1, 1996 will be posted for bidding by qualified employees.

**Section 10.03:** The normal pay week shall start at the beginning of the first shift on Sunday and shall end at the completion of the last shift on Saturday.

**Section 10.04:** It shall be the responsibility of the Chief of Police to establish and maintain a schedule in accord with the normal work week described in Section 10.02. Unworked paid time shall include paid holidays, sick time, vacation time, funeral time, paid days off, and compensation time, if any. If an Officer has his/her chosen shift assignment changed, he/she shall be paid \$1.00 per hour for each hour of the changed shift. This premium payment will not apply to any shift that is worked as overtime and will not apply to any shift change that is scheduled to be in effect for more than one month. Detectives will not be eligible for the premium for a changed shift. This provision shall not limit movement of officers needed to cover compensatory time off and vacation time.

**Section 10.05:** Paid time is rounded to the nearest 1/4 of an hour.

**Section 10.06:** Any reduction of the daily or weekly work periods must be renegotiated.

**Section 10.07:** An individual member of the Police Association may be allowed to exchange days off with a fellow member of the Police Association who is qualified to perform the job assignment of the member of the Police Association seeking to exchange days off, provided that both members of the Police Association obtain the consent of the Chief of Police prior to the date of the exchange.

#### **ARTICLE XI - WAGES**

**Section 11.01:** The salaries for employees covered by this Agreement shall be as set forth below:



\*\*The agreed upon percentage wage adjustments below occur during the first full pay period beginning on or after the identified adjustment date:

	<u>1/1/2021</u> <u>(1.0%)</u>	<u>7/1/2021</u> <u>(1.0%)</u>	<u>1/1/2022</u> <u>(1.0%)</u>	<u>7/1/2022</u> <u>(1.0%)</u>
<b>POLICE OFFICER</b>				
<u>Academy rate</u>	<u>23.14</u>	<u>23.37</u>	<u>23.60</u>	<u>23.84</u>
<u>Recruit</u>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
<u>Certified Law Enforcement Officer Probation rate</u>	<u>30.85</u>	<u>31.16</u>	<u>31.47</u>	<u>31.78</u>
<u>Police Officer III: After One Year rate</u>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>
<u>Completion of Probation rate</u>	<u>33.92</u>	<u>34.26</u>	<u>34.60</u>	<u>34.95</u>
<u>Police Officer II: After Two Years rate</u>	<u>34.56</u>	<u>34.91</u>	<u>35.26</u>	<u>35.61</u>
<u>Police Officer I: After Three Years rate</u>	<u>35.35</u>	<u>35.70</u>	<u>36.06</u>	<u>36.42</u>
<u>Detective rate</u>	<u>37.73</u>	<u>38.11</u>	<u>38.49</u>	<u>38.87</u>

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(3.0%) (3.0%) (2.0%) (2.0%) (2.0%)  
POLICE OFFICER-  
Academy rate: --N/A-- \$21.59 \$22.02 \$22.46 \$22.91  
Recruit \$27.94 --N/A-- --N/A-- --N/A-- --N/A--  
Certified Law Enforcement  
Officer Probation rate: --N/A-- \$28.78 \$29.35 \$29.94 \$30.54  
Police Officer III "After one year" rate \$30.72 --N/A-- --N/A-- --N/A--  
Completion of Probation rate: --N/A--  
\$31.64 \$32.27 \$32.92 \$33.58  
Police Officer II: After Two Years rate:  
\$31.31 \$32.25 \$32.89 \$33.55 \$34.22  
Police Officer I: After Three Years  
rate: \$32.02 \$32.98 \$33.64 \$34.31 \$35.00  
Detective rate: \$34.18 \$35.21 \$35.91 \$36.63 \$37.36  
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**Section 11.02:** Shift Commander will fulfill the Shift Commander duties completely. When the senior police officer of a shift is required to act as Shift Commander because of the absence or unavailability of a Shift Commander or his or her replacement, the police officer shall be compensated as follows:

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\*\*The agreed upon percentage wage adjustments below occur during the first full pay period beginning on or after the identified adjustment date:

<u>1/1/2021</u> <u>(1.0%)</u>	<u>7/1/2021</u> <u>(1.0%)</u>	<u>1/1/2022</u> <u>(1.0%)</u>	<u>7/1/2022</u> <u>(1.0%)</u>
<u>37.26</u>	<u>37.63</u>	<u>38.01</u>	<u>38.39</u>

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\$33.75 \$34.76 \$35.46 \$36.17 \$36.89

**Section 11.03:** Wages shall be paid in bi-weekly pay periods assigned by the Village.

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**Section 11.04:** To allow for proper computation, paychecks shall not include the

calendar week prior to payday.

**Section 11.05:** Lateral Hiring. The Village may hire external certified experienced applicants and set initial compensation and vacation accrual at a higher step than the lowest rate, as determined in the discretion of the Village Administrator, but such amounts shall not exceed the applicant's actual prior years of full-time law enforcement service or the existing schedule in the applicable current collective bargaining agreement. The Village shall determine the amount of vacation due the applicant. The lateral hire's start date with the Village as a sworn law enforcement officer shall be used for determining bargaining unit seniority.

#### **ARTICLE XII - OVERTIME**

**Section 12.01:** For all work in excess of eight (8) hours per day or in excess of forty (40) hours per week, employees shall be paid at the rate of one and one-half times (1 1/2) their normal rate of pay.

**Section 12.02:**

a. "Call-in" shall be defined as being situations where due to an emergency or other exigent circumstance, as determined by the Chief of Police or his **or her** designee, an officer is called in to work outside of normal working hours. An officer called in after the end of his/her normal shift shall be paid a minimum of two (2) hours wages for such call-in at the rate of time and one-half (1 1/2). An officer called in prior to his/her normal shift shall be paid a minimum of one-half (1/2) hour wages for such call-in at the rate of time and one-half (1 1/2). Extensions of shift shall not qualify for this minimum guarantee.

b. "Extension of shift" shall be defined as an increase in the normal work day occurring either before or after the normally scheduled tour of duty, provided that in the case a shift extended **before** normal duty hours, eight (8) hours advance notice shall be given the affected officer.

c. Where extensions of shift are required before normal working hours, notice may be given verbally, either in person or by telephone, but a written time-stamped notice shall be placed in the affected officer's departmental mailbox to preclude any dispute as to whether or not eight (8) hours advance notice has been given.

**Section 12.03:** An officer who must appear in court on his or her off-duty time shall be paid at the rate of one and one-half (1 1/2) times his or her normal rate of pay. He or she shall be guaranteed a minimum of two (2) hours, unless the court appearance is an extension of his or her shift. Extension of shifts for court appearances do not require advance notice as provided in par. 2(b). The officer shall contact the prosecuting attorney's office or their designee within fifteen hours to ensure the officer's appearance has not been cancelled or postponed. An officer who reports for court but fails to contact the prosecuting attorney's office shall not be eligible for pay or the premium stipend if the officer's appearance was cancelled or postponed.

**Section 12.04:** An employee who fails to cover a traded shift shall be responsible for any extra compensation necessary to cover it.

**Section 12.05:** Call-in time and overtime shall be by classification seniority and at the rate of one and one-half (1 1/2) times the employee's normal rate of pay, except as otherwise provided in Section 12.13. If the vacancy can not be filled within classification the Chief may call in police officers to fill the vacancy.

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**Section 12.06:** An employee's bank of compensatory time shall not exceed eighty (80) hours of compensatory time. An employee may use only up to one hundred sixty (160) hours of compensatory time during the year. An employee may carry a maximum of eighty (80) hours of compensatory time into a new year. For employees hired after February 19, 2021, during the first year of employment the following shall apply: A new employee hired between January 1 and May 31 shall receive 16 hours of contractual compensatory time. A new employee hired between June 1 and September 30 shall

receive 8 hours of contractual compensatory time.

**Section 12.07:** Overtime shall be paid to employees in compensatory time, unless the employee elects to be paid in wages. The election must be in writing.

**Section 12.08:** Compensatory time may be taken with the prior approval of the Chief of Police or his or her designee.

**Section 12.09:** All employees shall be available on off-duty hours for police work.

**Section 12.10:** Any outside employment must have prior written approval of the Chief of Police.

**Section 12.11:** In case of emergency, employees shall be required to work overtime as required within the definitions of call-in or shift extension, as may be applicable.

**Section 12.12:** It is the intent of the provisions of this agreement relating to the 5-2, 5-3 schedule and overtime as follows:

a. Under the 5-2, 5-3 schedule, the average regular hours of an officer shall be 1,942.67 hours, exclusive of holidays and paid-off days (referred to as "D days"). It is the intent that an officer be paid on the basis of 2,080 hours, including holidays and D days incorporated into the schedule as the third day in the three day-off cycles. In computing the hourly rate, the differential between hours worked and paid was taken into account.

b. In the event an officer is called in to work on any such holiday or D day in his or her schedule, with the consent of the officer, the holiday or D day may be rescheduled to another day. In the event it is not rescheduled, the officer shall be paid the regular straight time for such holiday or D day and in addition thereto paid for the hours worked at the regular rate of pay, unless the officer has already worked or been otherwise credited with forty (40) hours of work for that work week, in which event the excess

hours shall be paid at one and one-half times (1 1/2) the regular rate of pay. In determining the hours worked or credited, any holiday or D day hours credited during the pay week shall be included in computation of hours.

**Section 12.13:** The provisions of this article are subject to any overriding provisions of the Fair Labor Standards Act and regulations adopted pursuant thereto.

**Section 12.14:** The hourly rate for overtime shall be determined by taking the annual salary (hourly rate times 2,080) plus longevity, and any educational benefit, dividing the sum of these by 2,080 and multiplying the quotient by 1.5.

#### **ARTICLE XIII - CLOTHING ALLOWANCE**

**Section 13.01:** ~~For 2021 and 2022, each police officer shall receive an annual clothing allowance of Five Hundred Dollars (\$500.00) and plain clothes officers shall receive Five Hundred Twenty-Five Dollars (\$525.00). Clothing allowances shall be paid for the preceding calendar year in January. Effective beginning on December 31, 2022, all bargaining unit members shall receive an annual clothing allowance of Six Hundred Dollars (\$600.00).~~

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**Section 13.02:** New employees shall be provided with Four Hundred Dollars (\$400.00) to purchase the department prescribed uniform as set forth in Section 13.05. Department equipment as documented in 13.04 shall be provided by the Village.

**Section 13.03:** New employees shall have their clothing allowance prorated in the first year of their employment and shall receive the normal allotment as prescribed in Section 13.01 each year thereafter.

**Section 13.04:** Handguns, police shields, handcuffs, service belt, handcuff pouch, ammunition carrier, helmet and holster shall be furnished by the Village and shall always be Village property.

**Section 13.05:** All clothing and gear ~~purchased from the employee's clothing allowance, except handguns, shields, handcuffs, service belt, handcuff pouch,~~

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ammunition carrier, helmet and holster are ~~shall be~~ the property of the officer, and shall be purchased from his or her clothing allowance. These shall include the following minimum required items:

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One service cap	Four shirts (two winter and two summer)	Two trousers
Two ties	One raincoat One jacket	One belt

Officers shall maintain all clothing and gear in acceptable condition.

**Section 13.06:** During the process of an apprehension and/or arrest clothing and equipment damaged shall be replaced or repaired by the Village. This shall include watches, not to exceed \$15.00. Prior to replacement, request shall be submitted in writing to Police Chief for his ~~or her~~ recommendation, forwarded to Village Administrator for final action by Village Board. Excluded from this article are rings and other items that are considered jewelry.

**Section 13.07:** During the process of an apprehension and/or arrest in which an officer's eyeglasses are damaged beyond repair, the Village of Caledonia shall compensate the officer in the following manner:

1. Provide for 50% payment on clear safety lenses and frames. Effective January 1, 2013, the payment by the Village shall not exceed \$150.
2. 50% on eye exam (if necessary). If an eye exam is necessary, the exam will be by a Village designated optometrist. Prior to the exam or lens replacement, the Chief of Police shall submit his ~~or her~~ written recommendation to the Village Administrator. Excluded from this article are contacts.

**Section 13.08:** ~~For body armor and carriers purchased after February 19, 2021, the Village will provide the initial issue body armor at threat level IIIA and carrier authorized by the Village and replace the authorized body armor according to the manufacturer's replacement schedule. If the original purchase price of the issue of body armor and carrier is less than \$1000.00, then the employee may use the residual balance for up to the~~

maximum of \$1000.00 to purchase additional body armor and carrier accoutrements selected by the employee and authorized by the Chief. An employee who needs body armor or the carrier replaced prior to the manufacturer's replacement schedule, except if the body armor or carrier is destroyed due to on-the-job reasons, shall replace the body armor or carrier at his or her cost with armor or a carrier authorized by the Chief of Police. The body armor and carrier are the property of the Village.

#### **ARTICLE XIV - LONGEVITY**

**Section 14.01:** Commencing in 2006, longevity pay shall be computed each year on January 2<sup>nd</sup> based upon each employee's number of completed years of service on that January 2<sup>nd</sup> and shall be paid in a "lump sum" on the first payday in January. Also there shall be no prorated or partial year payment.

**Section 14.02:** The following schedule shall apply to all full time employees.

- a. \$50 after one (1) full year of service.
- b. \$250 after five (5) full years of service.
- c. \$500 after ten (10) full years of service.
- d. \$750 after fifteen (15) full years of service.

(Effective 1/1/2011) e. \$1000 after twenty (20) full years of service.

**Section 14.03:** One half (1/2) of part time service shall count as full time service used in computing longevity.

#### **ARTICLE XV - EDUCATIONAL BENEFITS**

**Section 15.01:** Employees hired on or after March 1, 1990, who have or who achieve an Associate Degree or a Bachelors Degree in Police Science, Criminal Justice, Sociology, Psychology, or Political Science, shall receive \$450.00 for the Associate's degree or \$525.00 for the Bachelor's degree. Employee's hired on or after February 1,

**Deleted:** The Village shall provide a minimum "threat level 2A" body armor to officers who request it. Officers will purchase the vest and the Village shall pay up to five hundred dollars (\$500) towards the cost of the body armor after the officer provides proof of purchase. Effective January 1, 2013 the Village shall pay up to one thousand dollars (\$1000) towards the cost of the body armor after the officer provides proof of purchase. An officer's current body armor will be replaced with new "threat level 2A" body armor when it reaches the manufacturer's recommended replacement date.¶  
All officers who are supplied with body armor shall be required to use it or be subject to discipline unless the Chief of Police determines that use of the vest is not necessary. The body armor shall be the property of the Village and the Chief may authorize replacement due to duty related damage.¶  
For newly hired officers the Village will provide the body armor reimbursement within the above specified maximums, unless there are available vests with time remaining until the manufacturer's recommended replacement date.¶

1994, and who have or who achieve a Bachelors Degree in Police Science, Criminal Justice, Sociology, Psychology, or Political Science, shall receive \$275.

**Section 15.02:** An employee qualified for one of the above categories shall receive his or her educational benefits on the first pay day in December, or pro-rated portion thereof. The employee qualified for the full allotment must have held the required credits for at least twelve (12) months prior to December 1st of any given year.

**Section 15.03:** Any educational benefits may be granted by the Village Board upon recommendation by the Chief of Police.

#### **ARTICLE XVI - USE OF PERSONAL AUTO**

**Section 16.01:** Members of the bargaining unit shall receive mileage for use of their personal car when authorized by the Police Chief or his/her designee, at the rate established by the Village Board. Requests for a department car shall be given to the Police Chief at least three days in advance.

#### **ARTICLE XVII - DUTY INCURRED DISABILITY PAY**

**Section 17.01:** 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 **or she** 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 his **or her** 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 XVIII - INSURANCE**

**Section 18.01:** Life Insurance coverage for 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.

**Section 18.02:** Employees shall pay fifteen percent (15%) of the premium for the plan provided to the employees. Employee contributions for health insurance shall be made by payroll deduction.

**Section 18.03:** Dental insurance will be carried by all employees. Effective April 1, 2005, the Village will pay 50% toward the premium for any plan elected by a majority of Village employees from all Village departments combined.

**Section 18.04:** Upon the death of an employee or retiree, who at the time of death is enrolled in the Village's group health insurance plan and has qualified beneficiaries who are also enrolled in the Village's health insurance plan at the time of death, such qualified beneficiaries will continue to receive the same health insurance coverage for a period of six (6) months following the death, at no cost to the qualified beneficiaries. After the six (6) month period, the qualified beneficiaries 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 portion of the premium, except as provided in Article 22.05. Employees hired as full-time law enforcement officers after June 1, 2018 shall not be eligible for benefits in this paragraph.

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 qualified beneficiaries 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 qualified beneficiaries for twenty-four (24) months. An Employee hired as a full-time law enforcement officer after June 1, 2018 remains eligible for this benefit in this paragraph.

**Section 18.05:** A regular full-time Employee who retires from the Village Police 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 thereunder 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 medical insurance coverage. An employee who receives a duty disability benefit pursuant to State Statute 40.65 as a result of his/her employment with the Caledonia Police Department shall be eligible for the above retirement insurance benefit without meeting the twenty (20) year employment requirement. In addition, the employee will be eligible for the sick leave benefit specified in Section 22.05 of this Agreement. An employee whose application for a Section 40.65 disability retirement is pending shall not be entitled to drop employer provided health insurance coverage for purposes of electing coverage under another plan, and thus the employee would lose eligibility for this benefit. Employees hired as full-time law enforcement officers after June 1, 2018 shall not be eligible for benefits under this Section

**Deleted:** through that employee's spouse. Should the employee lose health insurance coverage through his/her spouse during the pendency of the application, the employee is entitled to return to the employer sponsored plan. Once the 40.65 disability retirement determination has been made, the employee can either stay on the spouse's plan or return to the employer sponsored plan, but that decision is final...

#### ARTICLE XIX - PENSION

**Section 19.01:** The employee shall pay the cost of the employee's share of the pension plan in the Wisconsin Retirement Plan and shall contribute the full percentage amount required of non-police officer/firefighter employees.

#### ARTICLE XX - VACATION

**Section 20.01:** The following paid vacation schedule shall apply to all full time officers:

- a. Upon completion of one (1) full year of service, an employee shall be entitled to one (1) week of paid vacation (40 hours).
- b. Upon completion of two (2) full years of service, an employee shall be entitled

to two (2) weeks of paid vacation (80 hours).

c. Each year starting with the completion of five full years of service, an employee shall receive one (1) additional day of paid vacation up to a maximum of twenty-five (25) days (200 hours) in accord with the following schedule.

After 5 years - 11 days	After 13 years - 19 days
After 6 years - 12 days	After 14 years - 20 days
After 7 years - 13 days	After 15 years - 21 days
After 8 years - 14 days	After 16 years - 22 days
After 9 years - 15 days	After 17 years - 23 days
After 10 years - 16 days	After 18 years - 24 days
After 11 years - 17 days	After 19 years - 25 days
After 12 years - 18 days	After 20 years - 25 days

d. 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 or compensatory time leave, an employee who is on sick leave for more than ten work days 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.

**Section 20.02:** Vacation credits shall be computed as of January 1 of each year.

**Section 20.03:** Vacation credits may not be carried over into another calendar year.

**Section 20.04:** Vacations shall be selected by seniority [i.e.: the amount of time spent in the bargaining unit from the date of appointment as a police officer]. Police

officers may select one [1] two [2] week period or two [2] one week periods until all officers have made a selection. Officers may elect to pass up their first selection or select only a one [1] week period if they choose to select single days at a later time. Vacations shall be selected at the discretion of the Chief of Police and all schedules shall be submitted to the Chief of Police prior to April 1<sup>st</sup>.

**Section 20.05:** In the event of death or termination, an employee (or his or her estate) shall be paid for all vacation rights accrued.

**Section 20.06:** Vacation compensation shall be at the regular compensation of the individual entitled thereto.

#### **ARTICLE XXI - HOLIDAYS**

**Section 21.01:** The holidays are included within the work schedule provided for in Article X hereof, being twelve (12) paid holidays.

#### **ARTICLE XXII - SICK LEAVE**

**Section 22.01:** Each full time regular employee shall be eligible for twelve (12) days [eight (8) hours each] of sick leave per year of continuous full time service to offset loss of income in case personal illness or other health problem prevents said employee from working. An employee shall not be eligible for sick leave for any period during which he or she is receiving any other type of compensation. Sick leave is earned over the course of the year at the rate of up to one day per 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 or compensatory time leave, an employee who is on sick leave for more than ten 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.

**Section 22.02:** Abuse of sick leave constitutes fraud and shall result in

disciplinary action, including discharge in the event of serious abuse.

**Section 22.03:** There shall be an accumulation of sick leave credits from year to year, including prior accumulations, to a limit of one hundred sixty (160) days.

**Section 22.04:** An employee absent from work for three (3) or more consecutive days because of health or accident related reasons (including sick leave) shall, as a condition of returning to work, obtain at his or her own cost and time, a doctor's statement attesting to his or her illness and/or problem and to his or her present fitness.

**Section 22.05:** 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 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 law enforcement officers after June 1, 2018 shall not be eligible for benefits under this Section.

**Deleted:** held by the Village to pay for the retiree's share of health insurance premiums until the fund is depleted. Upon the death of

**Deleted:** sick leave fund

**Deleted:** If the fund is depleted prior to the spouse reaching the full age of Medicare eligibility, he/she will be allowed to continue the coverage until reaching the full age of Medicare eligibility by

**Section 22.06:** An employee who terminates his **or her** service without cause, will receive fifteen (\$15.00) dollars for each day of accumulated and unused sick leave credit.

**Section 22.07:** A new employee, after sixty (60) days, shall be eligible for paid sick leave during his **or her** probationary period, not to exceed ten (10) days, and if the employee leaves the Police Department for any reason prior to completing probation and has used sick leave, the employee shall repay the Village for all sick leave used.

**Section 22.08:** All accrued sick leave credits shall be forfeited in case of termination for cause.

**Section 22.09: Sick Leave Incentive Program:** Effective January 1, 2016, the Village and Association will no longer participate in this program. All credits earned

prior to January 1, 2016 will be frozen and dispersed in the retiree medical bank as described in 22.05. The Village will provide all members vested a printout upon request listing the money in the incentive bank.

Deleted: in accordance to this agreement

**ARTICLE XXIII - FUNERAL LEAVE**

**Section 23.01:** In the event of a death of an employee's father, mother, husband, wife, brother, sister, son, daughter, step-parent, step-child, father-in-law, or mother-in-law, such employee may be granted straight time wages for time lost from scheduled work not to exceed three (3) consecutive scheduled work days falling between the day of death and the date of the funeral, both inclusive, if necessary as determined by the Chief of Police or his or her designee, to allow him to arrange and/or attend the funeral.

**Section 23.02:** In the event of a death of an employee's brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, grandchild, such employee may be granted straight time wages for time lost from scheduled work not to exceed one (1) scheduled work day falling between the date of death and the date of the funeral, both inclusive, if necessary as determined by the Chief of Police or his her designee, to allow him to arrange and/or attend the funeral.

**Section 23.03:** All paid funeral leaves will be reviewed by the Village Administrator periodically.

**ARTICLE XXIV - LEAVES OF ABSENCE**

**Section 24.01:** It is recognized that leaves of absence may be necessary because of emergencies. Leaves of absence for problems not of emergency condition shall be considered fairly.

**Section 24.02:** Leaves of absence shall not be granted for the purpose of exploring or venturing into other fields of endeavor.

**Section 24.03:** No salary or other benefits shall accumulate during a leave of absence.

**Section 24.04:** Any request for a leave of absence shall be made in writing endorsed by the department head and granted by the Village Board through the personnel committee.

#### **ARTICLE XXV - JURY DUTY**

**Section 25.01:** Employees shall be granted time off with full pay on regularly scheduled workdays for reporting for jury duty and/or for jury duty service upon presentation of satisfactory evidence. Any employee engaged in jury duty shall be considered working the day shift (6:00 a.m. to 2:00 p.m.) and if the employee is excused from jury duty prior to 2:00 p.m. shall report for work for the remainder of the shift to qualify for full pay. Any compensation received for such jury duty exclusive of meals and travel pay, shall be turned over to the Employer. However, if the jury duty occurs on a regularly scheduled off day, all compensation shall remain with the employee.

#### **ARTICLE XXVI - MILITARY LEAVE**

**Section 26.01:-** 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 his/her position without loss of pay for a period not to exceed ten working days 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 his/her daily military pay and his/her normal daily wage by continuing to pay the employee his or her normal daily wage for scheduled Village work hours missed by the employee during the training period, and the employee remitting to the Village his or her military pay received for the training period up to the amount of the Village provided pay with the employee keeping the residual above 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 his/her orders with the Department Head at least two weeks after such



orders are received by the employee, or two weeks after the employee is made aware of the orders.

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**Section 26.02:** Military Leave: A permanent, full time employee who leaves the service of the Village to join the military forces of the United States shall be granted a military leave without pay, such leave to extend through a date ninety days after he/she is relieved from such service. Proof must be filed with the Village Administrator. Such employee shall be restored to the position which he/she vacated or to a comparable position with full rights and without loss of seniority or benefits accrued and not taken while serving in the position occupied at the time the leave was granted, provided that application is made to the Village Administrator fifteen days after rejection for service, and the employee is physically and mentally capable of performing the work of his/her former position. Failure of an employee to notify the Village within this time period of his/her intention to return to work shall be considered as a termination of employment.

#### **ARTICLE XXVII - DEATH OF AN EMPLOYEE**

**Section 27.01:** In case of the death of an active employee covered by this agreement, the Village will check the following items and make appropriate settlement to the deceased's estate of any credits due him or her:

- a. Life insurance
- b. Regular wages
- c. Accrued compensation time
- d. Accrued vacation credits
- e. Accrued holiday credits
- f. Accrued sick leave credits at the rate of \$15 per day
- g. Clothing allowance (prorated)
- h. Wisconsin Retirement System
- i. Educational benefits (prorated)

## **ARTICLE XXVIII - GRIEVANCE PROCEDURE**

**Section 28.01: Definition of a Grievance.** A grievance shall mean a dispute regarding any matter concerning the interpretation or application of any provision of this agreement.

**Section 28.02:** Only one subject matter shall be covered in any one grievance and shall be signed by the grievant. The grievant may be any person covered under this Agreement or the Association if two or more members are affected. The written grievance shall contain a statement of the grievance, the issues involved, and the relief sought by the grievant.

**Section 28.03: 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.

**Section 28.04: Settlement of Grievance.** Any grievance shall be considered settled at the completion of any step in the procedure, if all parties concerned are mutually satisfied. Dissatisfaction is implied in recourse from one step to the next.

### **Section 28.05: Steps in Procedure.**

**Step 1:** If an employee or the Association has a grievance, the grievance shall be reduced to writing and signed by the grievant and presented to the Chief of Police or his **or her** designee within ten (10) calendar days from the date of the act or condition complained of occurred, or the grievant, with reasonable diligence, could have known of the act or condition complained of. The Chief of Police or his **or her** designee will investigate the grievance and submit his **or her** decision to the grievant in writing within the ten (10) calendar days from the date that he **or she** received the grievance.

**Step 2:** If the grievance is not settled at the first step, the employee or Association representative may appeal the grievance in writing to the personnel committee or its designee within five (5) calendar days after receipt of the written

decision of the Chief of Police. The personnel committee shall discuss the grievance with the employee, and the Association representative shall be afforded the opportunity to be present at this conference. Following said conference, the personnel committee shall respond within twenty (20) calendar days in writing.

Step 3: Arbitration

3a. For grievances that allege a violation of the interpretation or application of one or more of the provisions of this agreement and do not involve discipline, suspension, demotion, or discharge, a grievance shall be considered settled in Step 2 unless within ten (10) working days of receiving the answer in Step 2, or within ten (10) working days from the date that the answer in Step 2 was due, the Association notifies the Personnel Committee in writing of its intent to process the grievance through the arbitration process.

3b. For grievances which arise out of the discipline, suspension, demotion, or discharge of a non-probationary employee, the grievance shall be considered settled in Step 2 unless within ten (10) working days from the date of the findings of the Police and Fire Commission, the Association notifies the Personnel Committee in writing of its intent to appeal the actions of the Police and Fire Commission to an arbitrator.

For grievances which arise out of an oral or written reprimand of a non-probationary employee, the discipline imposed shall be considered settled in Step 2 unless within ten (10) working days from the date of the findings of the Personnel Committee or its designees, or within ten (10) working days from the date that the answer in Step 2 was due, the Association notifies the Personnel Committee, in writing, of its intent to process the grievance through the arbitration process.

3c. Arbitrator: In any grievance which can not be settled through the above procedures may be selected upon mutual agreement between the Village and the

Association. 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 will strike one name alternately until one arbitrator remains, with the filing party being the first to strike. The remaining arbitrator on the slate after the strikes shall be notified of this selection as arbitrator in a joint statement from the Village and the Association.

3d. 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 shall render a decision to both the Village and the Association, which shall be binding upon both parties.

3e. Costs. Both parties shall share equally the costs and expenses of the arbitration proceedings, including transcript fees and fees of the arbitrator. Each party, however, shall bear its own costs for its witnesses and all other out-of-pocket expenses, including possible attorney's fees. Testimony or other participation of employees shall not be paid by the Village. The arbitration hearing shall be conducted in one of the Village's municipal buildings.

3f. Transcript. A transcript will be prepared upon the written consent of the Association and the Village.

3g. Decision of the Arbitrator. The decision of the arbitrator shall be final and binding upon the parties, subject to Chapter 788 Wis. Stats. The powers of the arbitrator are limited to the scope of the evidence presented at the hearing and the arbitrator shall not add to, subtract from, or modify any of the terms of the collective bargaining agreement.

#### **ARTICLE XXIX - NO STRIKE CLAUSE**

**Section 29.01**: Neither the Association nor any of its officers, agents, nor any

Village employees will instigate, promote, encourage, sponsor, engage in or condone any strike, slowdown, concerted work stoppage or any other intentional interruption of work during the term of this agreement.

**Section 29.02:** Upon notification by the Village to the Association that certain of its members are engaged in a violation of this provision, the Association shall immediately in writing order such members to return to work, provide the Village with a copy of such an order, and a responsible official of the Association shall publicly order them to return to work. In the event that a strike or other violation not authorized by the Association occurs, the Association agrees to take all reasonable, effective, and affirmative action to secure the members, return to work as promptly as possible. Failure of the Association to issue the orders and take the action required herein shall be considered in determining whether or not the Association caused or authorized the strike.

**ARTICLE XXX – DUES DEDUCTION**

**Section 30.01:** 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

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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.

No employee shall be required to join the Association, but membership in the Association shall be made available to all employees in the bargaining unit who apply consistently with the either the Association Constitution and By-Laws. The Village agrees to notify the Association office in writing of the name of any new hire into the bargaining unit. No employee shall be denied membership because of race, creed, color, sex or other legally protected class status.

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 with this agreement.

**ARTICLE XXXI - PROMOTIONAL POLICY**

**Section 31.01 Purpose:** This policy is set forth to provide for fair and equitable evaluation of police personnel for promotional career advancement within, and consistent with the needs of the Caledonia Police Department and the Village of Caledonia. To the extent permitted by law, nothing in Article XXXII shall restrict the Police and Fire Commission from modifying the promotional process identified herein or establishing a new process.

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**Section 31.02 Promotion:** What Constitutes: Promotion includes any advancement in rank and pay grade encompassing any rank within the bargaining unit, regardless of title, with the exception of ~~Police Officer I~~, and ~~Police Officer II~~, whose advancement from ~~Police Officer III~~ are set forth by contract. Special duty categories shall not be considered promotional unless the assignment is full-time (over 50% of duty time is devoted to the assignment during the year.) and/or carries with the assignment a pay or rank increase above that of the officer so assigned. E.g: evidence technicians,

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court officers, special duty detectives, etc.

**Section 31.03 Posting of Positions:** A vacancy for promotion for which promotional testing will be administered shall be posted at least 10 days prior to commencement of such tests.

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**Section 31.04 Eligibility:** To be eligible to compete for promotional advancement, candidates must have completed their probationary period as a police officer with the Village of Caledonia and reach the rank of Police Officer I, and have a minimum of three years police experience.

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**Section 31.05 Promotional Evaluation:** The Chief of Police will base his or her selection on factors that shall include the job performance, education, skills, abilities, qualifications, seniority and professional competency of the officer candidate and the needs of the Village.

Deleted: Patrolman

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**Deleted:** Seniority consideration shall be given to each eligible candidate for every full year of service as a police officer for the Village of Caledonia from the date of appointment as a police officer to the anniversary date prior to the commencement of promotional testing for the position in question. Officer candidates who, in addition, have prior service as a police dispatcher for the Village of Caledonia shall be given consideration for each full year of service as a Village of Caledonia dispatcher.¶  
¶ The Police Chief shall recommend the selected candidate to the Police and Fire Commission for confirmation. If either of the two rejected candidates requests a meeting with the Chief, the Chief of Police shall meet and advise that the candidate as to why he/she was passed over. In the event the candidate is rejected, the Police Chief shall recommend one of the other candidates for confirmation.¶  
¶ The Chief of Police shall review the work record of the candidate successfully completing the interview process. The

Appointment of the successful candidate shall be made consistent with the needs of the Police Department as determined by the Chief of Police. An officer promoted under this procedure shall serve a probationary period of one year following the date of the promotion. During this probationary period the officer shall be entitled if he/she so desires to return to his/her former position at his/her former rate of pay, or if in the judgment of the Chief of Police, the officer is not sufficiently qualified in the position to which he/she was promoted, he/she may be returned to his/her former position at his/her former rate of pay. The Village may be required to show reasonableness of such action through the grievance procedure. In the event that an officer returns to his/her former position and former rate of pay under the terms of this section, the officer who filled the position from which he/she was promoted shall automatically return to his/her former position and former rate of pay.

**ARTICLE XXXII - AMENDMENTS**

**Section 33.01:** This agreement may be amended by mutual consent of the parties.

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Such amendment shall be in writing. The waiver of any breach of this agreement shall not constitute a precedent against the future enforcement of the provisions of this agreement.

**ARTICLE XXXIII - SEVERABILITY OF PROVISIONS**

**Section 34.01:** If a section of this agreement or any part thereof should be held

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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 immediately collective bargaining negotiations for the purposes of arriving at a mutually satisfactory replacement of such article or section.

**ARTICLE XXXIV - EMPLOYEE HANDBOOK**

**Section 35.01:** Employees covered under this Collective Bargaining Agreement

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are not subject to the terms and conditions set forth in the Village's Employee Manual.

**ARTICLE XXXV - SEPARATION BENEFIT**

Upon retirement, death or termination of employment, a separation benefit in accordance with the following schedule shall be paid out for each completed full month of service during the then 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 15 full years of service \$62.50

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If the employee has at least 10 full years of service \$41.50

If the employee has at least 5 full years of service \$21.00

If the employee has at least 1 full year of service \$4.50

**ARTICLE XXXVI - DISABILITY**

The Village agrees to administer a voluntary non-duty disability plan.

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-The plan will be paid entirely by the employee.

Deleted: , selected by the Association



-The Association agrees to provide the minimum number of enrollees required by the Plan.

-The Village shall administer payroll deductions from employees to cover premium cost.

Employees may only participate in the Northwestern Mutual Life Insurance plan.

1) .

If the plan allows the usage of accrued sick time to supplement insurance benefits to provide 100% of wages, the Village agrees to supplement pay with accrued sick time to provide full pay.

**Deleted:** -The City and Association have 2 options to choose from:  
[Northwestern Mutual Insurance Company]  
AFLAC

**ARTICLE XXXVII – VOLUNTARY CONTRIBUTION PLAN**

The Village agrees to administer, including payroll deductions, a voluntary contribution plan (VEBA or similar plan) selected by the Association. The plan, including all employee contributions, will be paid entirely by the employee. The Association agrees to provide the minimum number of enrollees required by the plan.

IN WITNESS WHEREOF, the parties hereto have executed this agreement by  
these duly authorized officers or agents this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

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Deleted: 2018

VILLAGE OF CALEDONIA  
PROFESSIONAL POLICEMEN'S  
ASSOCIATION

VILLAGE OF CALEDONIA

By: \_\_\_\_\_  
Association President

By: \_\_\_\_\_  
Village President

By: \_\_\_\_\_  
Association Member

By: \_\_\_\_\_  
Village Clerk

**RESOLUTION NO. 2022-112**

**RESOLUTION OF THE VILLAGE BOARD OF THE VILLAGE OF CALEDONIA  
APPROVING THE FINAL PLAT FOR BLUFFSIDE – NE ¼ AND SE ¼ OF THE NW ¼  
OF SECTION 25, T4N, R22E, VILLAGE OF CALEDONIA, RACINE COUNTY,  
WISCONSIN: BLUFFSIDE ESTATES, LLC OWNER; NANCY WASHBURN, AGENT  
PARCEL # 104-04-22-25-029-000 & 104-0-22-25-027-040**

**WHEREAS**, Bluffside Estates LLC, has submitted a Subdivision Final Plat in accordance with Title 14 Chapter 3 of the Village’s Code of Ordinances. The Final Plat for Bluffside is attached as **Exhibit A**. The Final Plat creates 19 lots located within the Sanitary Sewer and Water Service Area, 5 Outlots, and is specifically located in the NE ¼ and SE ¼ of the NW ¼ of Section 25, T4N, R22E, in the Village of Caledonia, Racine County, Wisconsin.

**WHEREAS**, on March 15, 2021, the Village Board approved Resolution 2021-36 for approval of the Preliminary Plat of Bluffside Subdivision.

**WHEREAS**, on July 6, 2021, the Village Board approved Resolution 2021-75 for approval of the Final Plat subject to the conditions outlined in the Public Works Director’s Memo dated June 22, 2021

**WHEREAS**, on July 20, 2022, Village Staff approved construction plans for the installation and extension of utilities and construction of a storm water pond for the 19 Lot Expansion.

**WHEREAS**, on September, 6, 2022, the Village Board approved Resolution 2022-85 for approval of a Development Agreement for the 19 Lots Subdivision of Bluffside.

**WHEREAS**, on October 31, 2022, the Village Plan Commission recommended approval of the Subdivision Final Plat of Bluffside subject to conditions outlined in the Village Engineer’s Memo dated October 26, 2022 and attached as **Exhibit B**.

**WHEREAS**, the Owner and Mortgagee for Bluffside need to execute the Final Plat.

**WHEREAS**, the Clerk and Finance Director of the Village of Caledonia need to execute the Final Plat in order to allow it to be recorded.

**NOW, THEREFORE, BE IT RESOLVED** by the Caledonia Village Board that the Subdivision Final Plat entitled Bluffside as set forth in **Exhibit A**, which is attached hereto and incorporated herein by reference, is approved and that the Village Clerk and Finance Director are authorized to execute said Final Plat.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_\_ day of November, 2022.

VILLAGE OF CALEDONIA

By: \_\_\_\_\_  
James R Dobbs, Village President

Attest: \_\_\_\_\_  
Joslyn Hoeffert, Village Clerk

# MEMORANDUM

**Date:** October 26, 2022

**To:** Plan Commission  
Utility District  
Village Board

**From:** Ryan Schmidt, PE  
Village Engineer



**Re:** Final Subdivision Plat – Bluffside

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The Engineering Department received a Subdivision Final Plat for Bluffside on October 20, 2022. The Bluffside subdivision is located south of 4 Mile Road and along Bluffside Drive. This subdivision is proposed to add 19 lots within the existing subdivision on multiple public roadways (Old Orchard Boulevard, Park Ridge Drive, and Bluffside Drive). The Bluffside subdivision is within the sewer service area. This Final Plat was originally brought to the Plan Commission in June of 2021 for review and approval while the Preliminary Plat was approved in March of 2021.

The Final Plat includes 5 Outlots. A proposed storm water pond will be constructed upon Outlot 3. The developer will be required to provide a separate storm water easement and a liability and maintenance agreement for the proposed storm water feature to ensure it is installed and maintained properly. Outlot 4 and Outlot 5 were created within the Primary Environmental Corridor and wetland areas along the Root River to meet the 40% Open Space Requirement.

The property has an R-2S Zoning Classification, which requires 50 foot street yard and rear yard setbacks as well as 15 foot side yard setbacks. The proposed minimum lot size is required to be 40,000 square feet with 150 feet of frontage. The Villages 2035 Land Use Plan shows the property shall be Low Density Residential. The Final Plat meets or exceeds these requirements.

Construction Plans were approved to extend the water main within Village Right-of-Way or Easements. Sanitary Sewer main is already on-site and sewer laterals will be installed to each of the proposed lots. All of the new lots will be required to connect to the Sanitary Sewer and Water Services. Existing properties along Bluffside Drive and Park Ridge Drive will receive a water lateral to the property line from the Developer. The Developer will be allowed to request a 10 year cost recovery in accordance with Wisconsin PSC rules.

A Development Agreement is in the process of being finalized pending some minor changes. Once the agreement is signed, it shall be brought to the Village Board for Approval prior to the recording of the Final Plat. The Developer shall follow all requirements of said Development Agreement with the approval of this Plat.

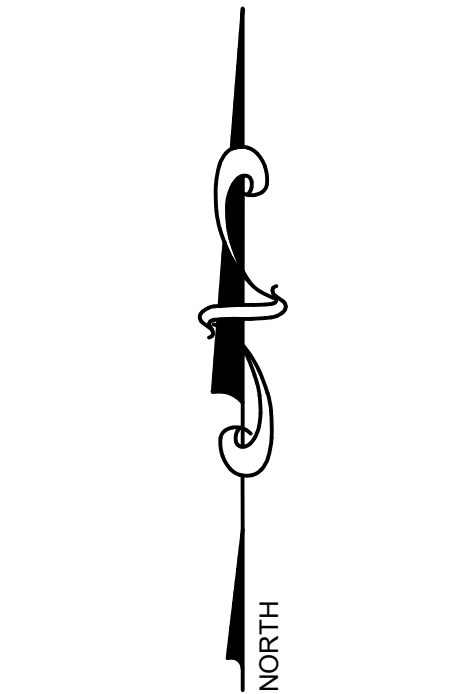
If the Plan Commission, Utility District, and Village Board are willing to support the Final Plat, the following motion is recommended:

**Move to approve the Final Bluffside Subdivision Plat subject to the following:**

- **Final Plat is updated to include a 20' water main easement parallel to the existing 20' sanitary sewer easement that runs between Bel-Mar Avenue and Park Ridge Drive. The water main easement shall run parallel along the southwest side of the existing sewer easement.**
- **The Developer shall execute a separate Storm Water Easement and Liability and Maintenance Agreement for Outlot 3.**
- **Access Easement for Lot 1 and Lot 2 is spelled out on the Final Plat prior to recording.**
- **The Development Agreement is signed and approved at the Village Board prior to final recording of the Plat.**
- **Final Plat must conform to all Ordinances in Title 9,14, and 18 as necessary.**
- **Final Plat is subject to Land Division per Lot Fee.**

# BLUFFSIDE

Being a part of Parcel 4 of Certified Survey Map No. 1879 and additional lands in the Northeast 1/4 and Southeast 1/4 of the Northwest 1/4 Section 25, Township 4 North, Range 23 East, Village of Caledonia, Racine County, Wisconsin.



GRAPHICAL SCALE (FEET)

0 1" = 100' 200'

Bearings referenced to the Wisconsin State Plane Coordinate System, South Zone (N.A.D. 1983/2011). The north line of the Northwest 1/4 of Section 25, Township 4 North, Range 23 East has a bearing of S89°47'58"W.

**R-2S BUILDING SETBACKS:**  
STREET SETBACK = 50 FEET  
REAR YARD = 50 FEET  
SIDEYARD = 15 FEET

LINE NO.	BEARING	DISTANCE
L1	S89°47'58"W	66.00'
L2	S00°12'02"E	66.00'
L3	S00°35'22"W	105.00'
L4	N22°05'02"W	77.08'
L5	N66°15'06"E	91.03'
L6	S89°47'58"W	83.00'
L7	S66°15'06"W	91.03'
L8	S29°07'20"W	66.19'

PREPARED FOR:  
Bluffside Estates, LLC  
8338 Corporate Drive, Suite 300  
Mount Pleasant, WI 53406  
262-898-7777

Prepared by:  
**PINNACLE ENGINEERING GROUP**  
20725 WATERTOWN ROAD | SUITE 100  
BROOKFIELD, WI 53186  
OFFICE: (262) 754-8888

- LEGEND:**
- - Denotes Found 1" Iron Pipe
  - - Denotes Found 2" Iron Pipe
  - - Denotes Found 3/4" Iron Rod
  - SF - Denotes "Square Foot"
  - (R) - Denotes "Recorded As"
  - ||||| - Denotes No Access

All other corners are marked by a 3/4" X 18" Iron Rebar, 15 LBS./FT.

There are no objections to this plat with respect to Secs. 236.15, 236.16, 236.20 and 236.21(1) and (2), Wis. Stats. as provided by s. 236.12, Wis. Stats.

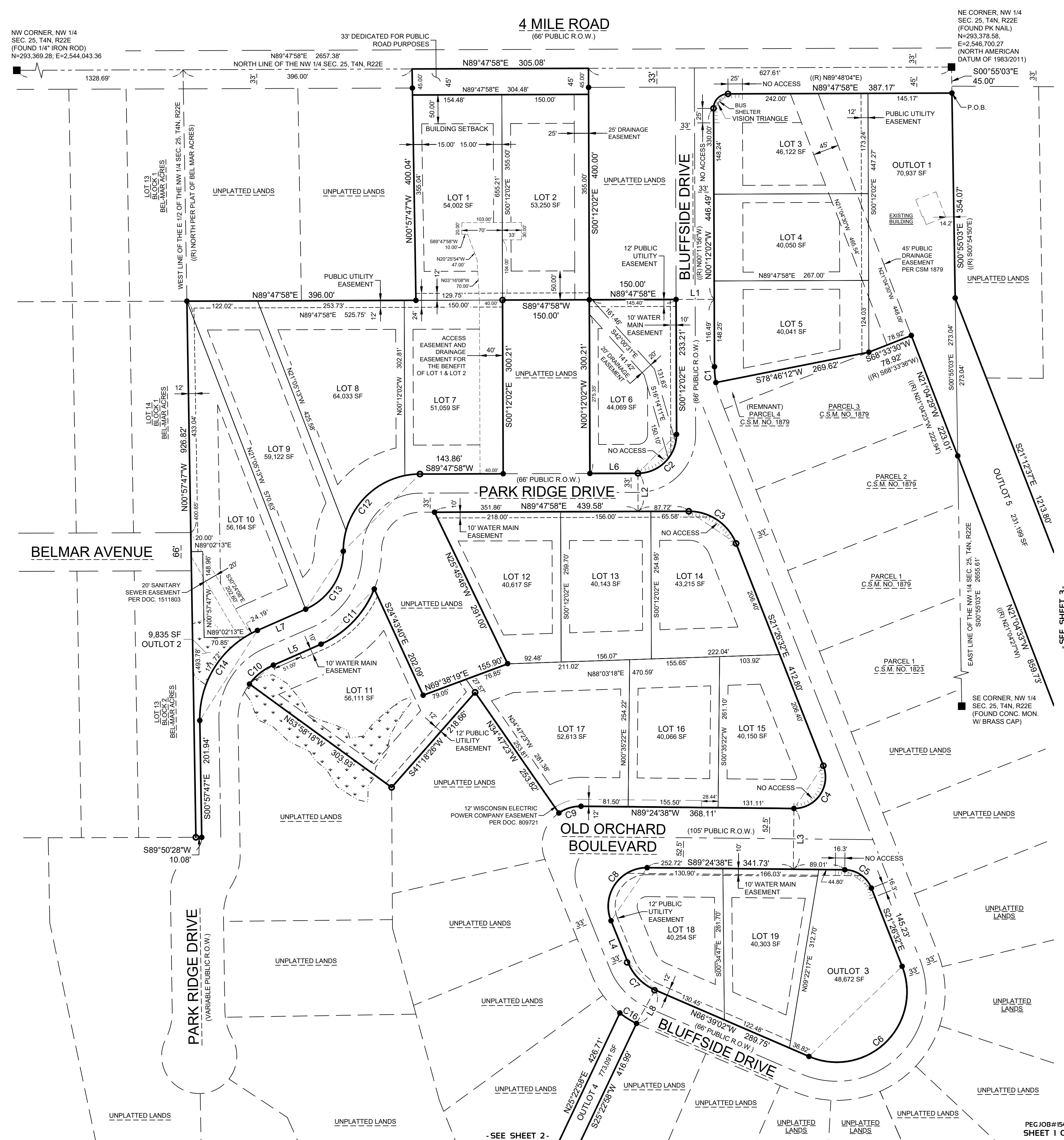
Certified \_\_\_\_\_, 20\_\_\_\_

Department of Administration



OCTOBER 11, 2022

This instrument drafted by John P. Konopacki, PLS-Registration No. S-2461  
**PINNACLE ENGINEERING GROUP**



www.pinnacle-engr.com

- SEE SHEET 3 -

- SEE SHEET 2 -

# BLUFFSIDE

Being a part of Parcel 4 of Certified Survey Map No. 1879 and additional lands in the Northeast 1/4 and Southeast 1/4 of the Northwest 1/4 Section 25, Township 4 North, Range 23 East, Village of Caledonia, Racine County, Wisconsin.

## SURVEYOR'S CERTIFICATE

STATE OF WISCONSIN  
WAUKESHA COUNTY) SS

I, John P. Konopacki, Professional Land Surveyor, do hereby certify:

That I have surveyed, mapped and divided a part of Parcel 4 of Certified Survey Map No. 1879, as recorded in the Register of Deeds office for Racine County as Document No. 1550236, and additional lands in the Northwest 1/4 and Southwest 1/4 of the Northeast 1/4 AND the Northeast 1/4 and Southeast 1/4 of the Northwest 1/4 Section 25, Township 4 North, Range 23 East, Village of Caledonia, Racine County, Wisconsin, described as follows:

Commencing at the northeast corner of the Northwest 1/4 of said Section 25; Thence South 00°55'03" East along the east line of said Northwest 1/4, 45.00 feet to the south right of way line of Four Mile Road and the Point of Beginning;

Thence continuing South 00°55'03" East along said east line, 354.07 feet; Thence South 21°12'37" East, 1213.80 feet; Thence North 68°47'23" East, 50.00 feet; Thence South 21°12'37" E, 413.50 feet to a Meander Line of the Root River; Thence South 33°49'09" West along said Meander Line, 305.08 feet; Thence South 89°54'32" West, 80.92 feet; Thence North 05°59'32" West, 681.07 feet; Thence North 21°04'33" West and then along the northeasterly line of Certified Survey Map No. 1879, 859.73 feet to the aforesaid east line of the Northwest 1/4; Thence North 21°04'29" West along the northeasterly line of said Certified Survey Map No. 1879, 223.01 feet to the north line of said Certified Survey Map; Thence South 68°33'30" West along said north line, 78.92 feet; Thence South 78°46'12" West, 269.62 feet to the east right of way line of Bluffs Drive; Thence northerly 27.50 feet along the arc of said curve to the right, whose radius is 160.00 feet and whose chord bears North 05°07'28" West, 27.47 feet; Thence North 00°12'02" West along said east right of way line, 116.49 feet to a tie line;

Thence South 89°47'58" West along said tie line, 66.00 feet to the west right of way line of said Bluffs Drive; Thence South 00°12'02" East along said west right of way line, 233.21 feet to a point of curvature; Thence southwesterly 105.24 feet along said west right of way line and the arc of said curve to the right, whose radius is 67.00 feet and whose chord bears South 44°47'58" West, 94.75 feet to a tie line;

Thence South 00°12'02" East along said tie line, 66.00 feet to the south right of way line of Park Ridge Drive; Thence North 89°47'58" East along said south right of way line, 87.72 feet to a point of curvature; Thence southeasterly 105.03 feet along said south right of way line and the arc of said curve to the right, whose radius is 87.52 feet and whose chord bears South 55°49'17" East, 98.84 feet; Thence South 21°26'32" East along the aforesaid west right of way line of Bluffs Drive, 412.80 feet to a point of curvature; Thence southwesterly 105.74 feet along said west right of way line and the arc of said curve to the right, whose radius is 54.08 feet and whose chord bears S34°34'25" West, 69.69 feet to a tie line;

Thence South 00°35'22" West along said tie line, 105.00 feet to the south right of way line Old Orchard Boulevard; Thence South 89°24'38" East along said south right of way line, 89.01 feet to a point of curvature; Thence southeasterly 59.31 feet along aforesaid west right of way line of Bluffs Drive and the arc of said curve to the right, whose radius is 50.00 feet and whose chord bears South 55°29'35" East, 55.90 feet; Thence South 21°26'32" East along said west right of way line of Bluffs Drive, 145.23 feet to a point of curvature; Thence southwesterly 285.45 feet along said west right of way line and the arc of said curve to the right, whose radius is 121.34 feet and whose chord bears South 45°57'13" West, 224.04 feet; Thence North 66°39'02" West along the north right of way line of said Bluffs Drive, 289.75 feet to a point of curvature and a tie line;

Thence South 29°07'20" West along said tie line, 66.19 feet to the south right of way line of Bluffs Drive; Thence South 25°22'58" West, 416.99 feet; Thence South 07°23'02" East along the south line of the parcel described in Warranty Deed No. 800291, 85.00 feet; Thence South 84°01'26" East along said south line, 139.60 feet; Thence North 31°34'32" East along said south line, 21.90 feet; Thence North 64°24'02" East along said south line, 160.33 feet to a Found 1" Iron Pipe; Thence South 73°38'02" East along the south line of the parcel described in Warranty Deed No. 800434, 192.14 feet; Thence South 07°14'03" East along the south line of the parcel described in Warranty Deed No. 961505, 146.28 feet; Thence North 75°54'29" East along said south line, 257.42 feet to the aforesaid east line of the Northwest 1/4 of Section 25; Thence South 00°55'03" East along said east line, 478.15 feet to the southeast corner of said Northwest 1/4; Thence South 89°52'59" West along the south line of said Northwest 1/4, 1326.60 feet to the west line of the East 1/2 of the Northwest 1/4 and the east line of Overlook Acres, a recorded subdivision; Thence North 00°57'47" West along said east line, 588.87 feet to a Found 1" Iron Pipe; Thence North 75°02'50" East, 164.11 feet to a Found 1" Iron Pipe; Thence North 86°59'41" East, 339.10 feet; Thence South 74°17'42" East, 42.03 feet; Thence South 25°22'58" East, 426.71 feet to the aforesaid south right of way line of Bluffs Drive and a point on a curve; Thence southeasterly 34.01 feet along said south right of way line and the arc of said curve to the left, whose radius is 155.01 feet and whose chord bears South 57°54'11" East, 33.94 feet to the aforesaid tie line;

Thence North 29°07'20" East along said tie line, 66.19 feet to the north right of way line of said Bluffs Drive and a point of curvature; Thence northwesterly 69.24 feet along said north right of way line and the arc of said curve to the right, whose radius is 89.01 feet and whose chord bears North 44°22'02" West, 67.50 feet; Thence North 22°05'02" West along said north right of way line, 77.08 feet to a point of curvature; Thence northeasterly 130.99 feet along said north right of way line and the arc of said curve to the right, whose radius is 66.61 feet and whose chord bears North 34°15'01" East, 110.88 feet to the aforesaid south right of way line of Old Orchard Boulevard; Thence South 89°24'38" East along said south right of way line, 252.72 feet to a tie line;

Thence North 00°35'22" East along said tie line, 105.00 feet to the north right of way line of said Old Orchard Boulevard; Thence North 89°24'38" West along said north right of way line, 368.11 feet to a point of curvature; Thence southwesterly 40.64 feet along the arc of said curve to the left, whose radius is 66.61 feet and whose chord bears South 73°06'44" West, 40.01 feet; Thence North 34°47'23" West, 253.82 feet; Thence South 41°18'26" West, 218.66 feet; Thence North 53°58'18" West, 303.93 feet to the south right of way line of Park Ridge Drive and a point on a curve; Thence northeasterly 52.19 feet along said south right of way line and the arc of said curve to the right, whose radius is 101.00 feet and whose chord bears North 51°26'53" East, 51.61 feet; Thence North 66°15'06" East along said south right of way line, 91.03 feet to a point of curvature; Thence northeasterly 135.95 feet along said south right of way line and the arc of said curve to the left, whose radius is 175.00 feet and whose chord bears North 43°59'48" East, 132.55 feet; Thence South 24°43'40" East, 202.00 feet; Thence North 69°38'19" East, 155.90 feet; Thence North 25°45'46" West, 291.00 feet to the aforesaid south right of way line of Park Ridge Drive; Thence North 89°47'58" East along said south right of way line, 439.58 feet to a tie line;

Thence North 00°12'02" West along said tie line, 66.00 feet to the north right of way line of said Park Ridge Drive; Thence South 89°47'58" West along said north right of way line, 83.00 feet; Thence North 00°12'02" West, 300.21 feet; Thence South 89°47'58" West, 150.00 feet; Thence South 00°12'02" East, 300.21 feet to the aforesaid north right of way line of Park Ridge Drive; Thence South 89°47'58" West along said north right of way line, 143.86 feet to a point of curvature; Thence southwesterly 208.92 feet along said north right of way line and the arc of said curve to the left, whose radius is 133.00 feet and whose chord bears South 44°47'58" West, 188.09 feet to a point of reverse curve; Thence southwesterly 126.42 feet along said north right of way line and the arc of said reverse curve to the right, whose radius is 109.00 feet and whose chord bears South 33°01'32" West, 119.45 feet; Thence South 66°15'06" West along said north right of way line, 91.03 feet to a point of curvature; Thence southwesterly 195.91 feet along said north right of way line and the arc of said curve to the left, whose radius is 167.00 feet and whose chord bears South 32°38'39" West, 184.87 feet; Thence South 00°57'47" East along the west right of way line of the aforesaid Park Ridge Drive, 201.94 feet; Thence South 89°50'28" West, 10.08 feet to the east line of Bel-Mar Acres; Thence North 00°57'47" West along said east line, 926.82 feet; Thence North 89°47'58" East, 396.00 feet; Thence North 00°57'47" West, 400.04 feet to the north line of the aforesaid Northwest 1/4; Thence North 89°47'58" East along said north line, 305.08 feet; Thence South 00°12'02" East, 400.00 feet; Thence North 89°47'58" East, 150.00 feet to the aforesaid west right of way line Bluffs Drive and a tie line;

Thence North 89°47'58" West along said tie line, 66.00 feet to the aforesaid east right of way line of Bluffs Drive; Thence North 00°12'02" West along said east right of way line, 330.00 feet to a point of curvature; Thence northeasterly 39.27 feet along said east right of way line and the arc of said curve to the right, whose radius is 25.00 feet and whose chord bears North 44°47'58" East, 35.36 feet to the south right of way line of the aforesaid Four Mile Road; Thence North 89°47'58" East along said south right of way line, 387.17 feet to the Point of Beginning.

Including the said land between the Meander Line and the Center Line of the Root River.

Dedicating the Northerly portion of subject property as graphically shown for public right of way purposes.

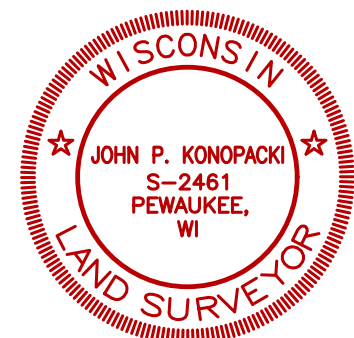
Containing 2,071,005 square feet (47.5437 acres) Gross to the centerline of the Root River. Net land area is 2,035,118 square feet (46.7198 acres) to the Meander Line of the Root River, more or less.

That I have made such survey, land division and map by the direction of Bluffs Estates, LLC, owner of said land.

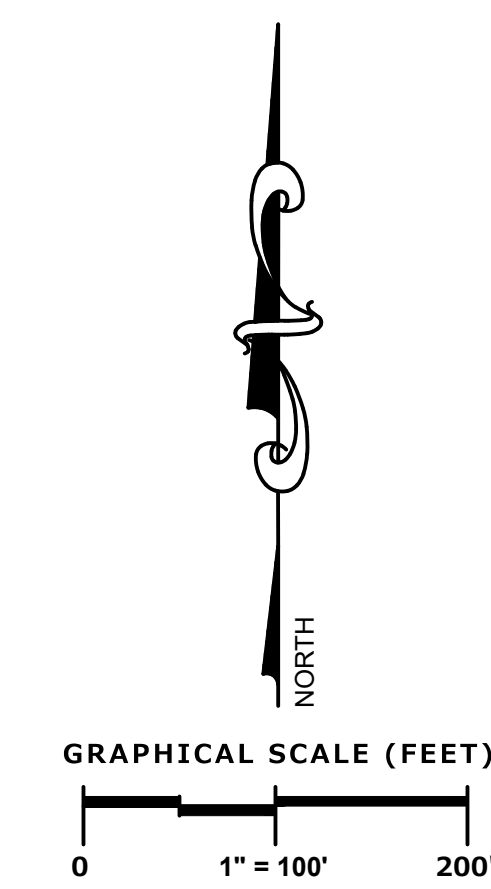
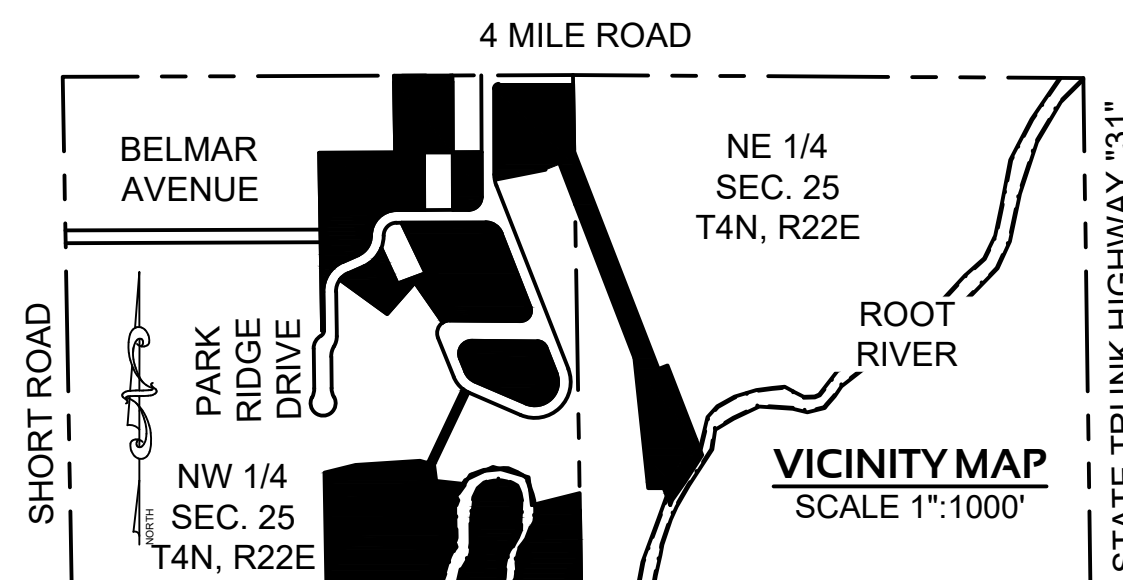
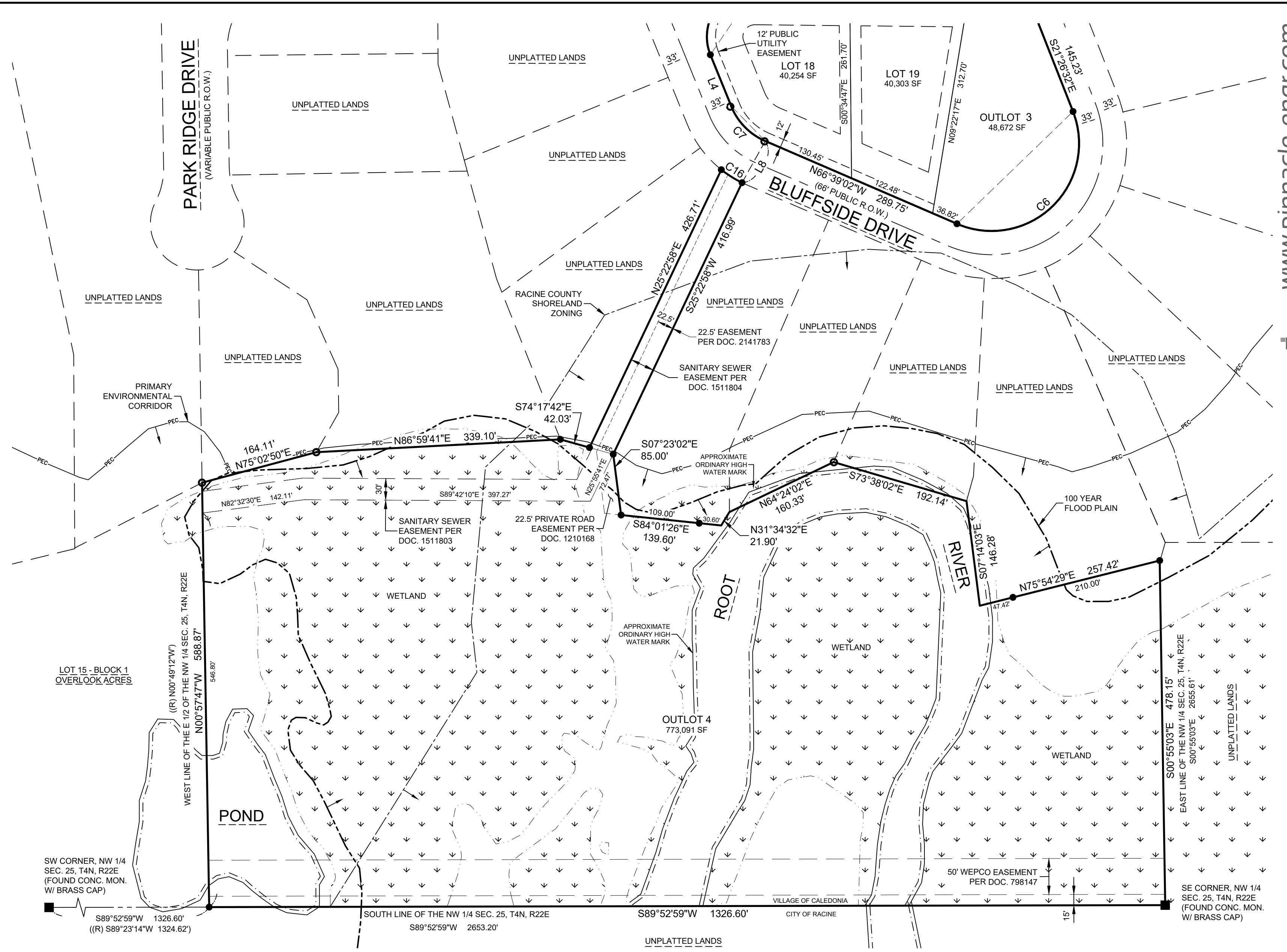
That such map is a correct representation of all the exterior boundaries of the land surveyed and the land division thereof made.

That I have fully complied with the requirements of Chapter 236 of the Wisconsin State Statutes and the Village of Caledonia Land Division Ordinance in surveying, mapping and dividing the land within the subdivision.

Date: OCTOBER 11, 2022



John P. Konopacki  
Professional Land Surveyor S-2461



**LEGEND:**  
 ○ Denotes Found 1" Iron Pipe  
 ● Denotes Found 2" Iron Pipe  
 ● Denotes Found 3/4" Iron Rod  
 SF Denotes "Square Foot"  
 (R) Denotes "Recorded As"  
 All other corners are marked by a 3/4" X 18" Iron Rebar, 15 LBS./FT.

There are no objections to this plat with respect to Secs. 236.15, 236.16, 236.20 and 236.21(1) and (2), Wis. Stats. as provided by s. 236.12, Wis. Stats.  
 Certified \_\_\_\_\_, 20\_\_\_\_  
 Department of Administration

Bearings referenced to the Wisconsin State Plane Coordinate System, South Zone (N.A.D. 1983/2011). The north line of the Northwest 1/4 of Section 25, Township 4 North, Range 22 East has a bearing of S89°47'58" W.

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# BLUFFSIDE

Being a part of Parcel 4 of Certified Survey Map No. 1879 and additional lands in the Northeast 1/4 and Southeast 1/4 of the Northwest 1/4 Section 25, Township 4 North, Range 23 East, Village of Caledonia, Racine County, Wisconsin.



There are no objections to this plat with respect to Secs. 236.15, 236.16, 236.20 and 236.21(1) and (2), Wis. Stats. as provided by s. 236.12, Wis. Stats.

Certified \_\_\_\_\_, 20\_\_\_\_



Department of Administration

OCTOBER 11, 2022

## OWNER'S CERTIFICATE OF DEDICATION

Bluffside Estates, LLC, a limited liability company duly organized and existing under and by virtue of the laws of the State of Wisconsin, as owner, does hereby certify that said limited company caused the land described on this plat to be surveyed, divided, dedicated and mapped as represented on this plat.

Bluffside Estates, LLC, as owner, does further certify that this plat is required by Chapter 236 of the Wisconsin State Statutes to be submitted to the following for approval or objection:

- Village of Caledonia
- Racine County
- Department of Administration

IN WITNESS WHEREOF, the said Bluffside Estates, LLC, has caused these presents to be signed by (name - print) \_\_\_\_\_, Wisconsin, on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, Member, at (city) \_\_\_\_\_, Racine County.

In the presence of: Bluffside Estates, LLC

Name (signature) - Member

STATE OF WISCONSIN)  
RACINE COUNTY ) SS

Personally came before me this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, (name) \_\_\_\_\_, Member, of the above named limited liability company, to me known to be the person who executed the foregoing instrument, and to me known to be such Member of said limited liability company, and acknowledged that they executed the foregoing instrument as such officer as the deed of said limited liability company, by its authority.

Notary Public  
Name: \_\_\_\_\_  
State of Wisconsin  
My Commission Expires: \_\_\_\_\_

## CONSENT OF CORPORATE MORTGAGEE

Tri-City National Bank, a corporation duly organized and existing under and by virtue of the laws of the State of Wisconsin, mortgagee of the above described land, does hereby consent to the surveying, dividing, dedicating and mapping of the land described in the forgoing affidavit of John P. Konopacki, surveyor, and does hereby consent to the above certification of owners.

IN WITNESS WHEREOF, the said \_\_\_\_\_, its \_\_\_\_\_, has caused these presents to be signed by \_\_\_\_\_, 20\_\_\_\_, this \_\_\_\_\_ day of \_\_\_\_\_.

Date \_\_\_\_\_ Name (signature) - Title \_\_\_\_\_

STATE OF WISCONSIN)  
COUNTY ) SS

Personally came before me this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, to me known to be the person who executed the foregoing instrument and to me known to be such officer of said corporation and acknowledged the same.

Notary Public  
Name: \_\_\_\_\_  
State of Wisconsin  
My Commission Expires: \_\_\_\_\_

## VILLAGE APPROVAL

Approved by the Village of Caledonia on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

Date \_\_\_\_\_ Joslyn M. Hoeffert, Village Clerk

## VILLAGE OF CALEDONIA CERTIFICATE OF FINANCE

I, Wayne Krueger, being the duly elected, qualified and acting Village of Caledonia Finance Director, do hereby certify that in accordance with the records in my office, there are no unpaid taxes or unpaid special assessments as of this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, on any of the land included on this map.

Date \_\_\_\_\_ Wayne Krueger, Village Finance Director

## RACINE COUNTY TREASURER'S CERTIFICATE

STATE OF WISCONSIN)  
RACINE COUNTY ) SS

I, Jeff Latus, being duly elected, qualified and acting Treasurer of Racine County, do hereby certify in accordance with the records in my office, there are no unpaid taxes or special assessments as of \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, on any of the lands in the subdivision plat of BLUFFSIDE.

Date \_\_\_\_\_ Jeff Latus, Racine County Treasurer

## NOTES:

- Flood Zone Classification: The property lies with in Zone "X" of the Flood Insurance Rate Map Community Panel No. 55101C0111D, 55101C0113D AND 55101C0114D effective MAY 2, 2012. Zone "X" areas are determined to be outside the 0.2% annual chance floodplain. Floodplain is shown by graphic plotting only.
- OUTLOT OWNERSHIP AND PURPOSE: Outlot 1 with the existing building shall be maintained by the Developer until such time as it may be deeded to the Caledonia Conservancy. Outlot 2 shall be maintained for open space purposes. Outlot 3 of the plat of BLUFFSIDE shall be maintained by the BLUFFSIDE Homeowners Association for storm water retention purposes. Each individual lot owner shall have an undividable fractional ownership of Outlot 2 and 3 and that Racine County and the Village of Caledonia shall not be liable for any fees or special assessments in the event Racine County or the Village of Caledonia should become the owner of any lot in the subdivision by reason of delinquency. The Homeowners Association shall maintain said Outlot 2 and 3 in an unobstructed condition so as to maintain their intended purpose. Construction of any building, grading, or filling in said Outlot 2 and 3 is prohibited unless approved by the Village of Caledonia. The Homeowners Association grants to the Village the right (but not the responsibility) to enter upon the Outlot 2 and 3 in order to inspect, repair, or restore said Outlots to their intended purpose. Expense incurred by the Village for said inspection, repair, or restoration of said Outlot 2 and 3 may be placed against the tax roll for said association and collected as a special charge by the Village. The developer and all subsequent owners shall transfer to any subsequent purchaser of any buildable lot within the plat of BLUFFSIDE an undividable one-nineteenth (1/19th) interest in Outlots 2 & 3. The developer and all subsequent owners warrant and represent that said Outlot 2 and 3 for assessment purposes will have no value per se, and the 1/19th interest in said outlots would be assessed with each of the buildable lots. In the event that said Outlot 2, and 3 are not assessed as above, the developer and all subsequent owners warrant and represent that each will pay 1/19th per buildable lot, of the taxes due on said outlots. In the event that these said taxes are not paid, Racine County reserves the right to collect from each and every developer or subsequent owner individually for all taxes due. Outlot 4 and Outlot 5 shall be retained by the Developer until such time as they may be deeded to the Caledonia Conservancy.
- Primary Environmental Corridor graphically shown per the Southeastern Wisconsin Regional Planning Commission Regional Map Server 2010 Environmental Corridors.
- Wetlands delineated by Heartland Ecological Group INC. on September 15, 2020. Wetlands on Outlot 4 and Outlot 5 graphically shown per Racine County Mapbook.
- Any land below the ordinary high water mark of a lake or a navigable stream is subject to the public trust in navigable waters that is established under article IX, section 1, of the state constitution.

## UTILITY EASEMENT PROVISIONS

An easement for electric and communications service is hereby granted by

BLUFFSIDE ESTATES, LLC., Grantor, to

WISCONSIN ELECTRIC POWER COMPANY, a Wisconsin Corporation doing business as WE Energies, Grantee

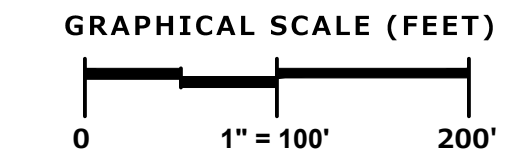
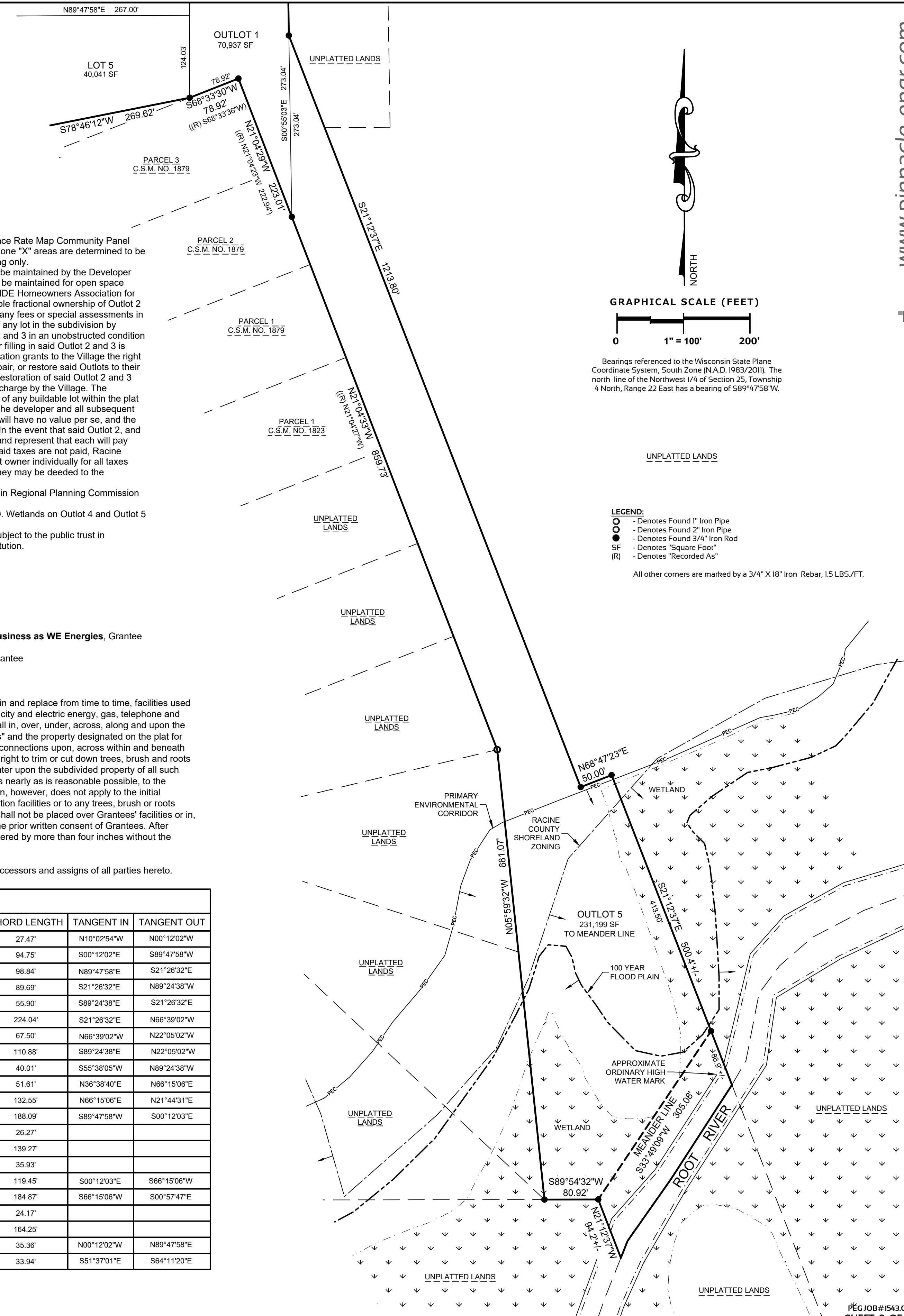
WISCONSIN BELL, INC., d/b/a AT&T WISCONSIN, a Wisconsin Corporation, Grantee

and TIME WARNER ENTERTAINMENT COMPANY, L.P., Grantee,

their respective successors and assigns, to construct, install, operate, repair, maintain and replace from time to time, facilities used in connection with overhead and underground transmission and distribution of electricity and electric energy, gas, telephone and cable TV facilities for such purposes as the same is now or may hereafter be used, all in, over, under, across, along and upon the property shown within those areas on the plat designated as "Utility Easement Areas" and the property designated on the plat for streets and alleys, whether public or private, together with the right to install service connections upon, across within and beneath the surface of each lot to serve improvements, thereon, or on adjacent lots; also the right to trim or cut down trees, brush and roots as may be reasonable required incident to the rights herein given, and the right to enter upon the subdivided property of all such purposes. The Grantees agree to restore or cause to have restored, the property, as nearly as is reasonable possible, to the condition existing prior to such entry by the Grantees or their agents. This restoration, however, does not apply to the initial installation of said underground and/or above ground electric facilities or communication facilities or to any trees, brush or roots which may be removed at any time pursuant to the rights herein granted. Buildings shall not be placed over Grantees' facilities or in, upon or over the property within the lines marked "Utility Easement Areas" without the prior written consent of Grantees. After installation of any such facilities, the grade of the subdivided property shall not be altered by more than four inches without the written consent of grantees.

The grant of easement shall be binding upon and inure to the benefit of the heirs, successors and assigns of all parties hereto.

CURVE TABLE								
CURVE NO.	LOT	LENGTH	RADIUS	DELTA	CHORD BEARING	CHORD LENGTH	TANGENT IN	TANGENT OUT
C1	LOT 5	27.50'	160.00'	009°50'52"	N05°07'28"W	27.47'	N10°02'54"W	N00°12'02"W
C2	LOT 6	105.24'	67.00'	090°00'00"	S44°47'58"W	94.75'	S00°12'02"E	S89°47'58"W
C3	LOT 14	105.03'	87.52'	068°45'30"	S55°49'17"E	98.84'	N89°47'58"E	S21°26'32"E
C4	LOT 15	105.74'	54.08'	112°01'54"	S34°34'25"W	89.69'	S21°26'32"E	N89°24'38"W
C5	OUTLOT 3	59.31'	50.00'	067°58'06"	S55°28'35"E	55.90'	S89°24'38"E	S21°26'32"E
C6	OUTLOT 3	285.46'	121.34'	134°47'30"	S45°57'13"W	224.04'	S21°26'32"E	N66°39'02"W
C7	LOT 18	69.24'	89.01'	044°34'00"	N44°22'02"W	67.50'	N66°39'02"W	N22°05'02"W
C8	LOT 18	130.99'	66.61'	112°40'24"	N34°15'10"E	110.88'	S89°24'38"E	N22°05'02"W
C9	LOT 17	40.64'	66.61'	034°57'18"	S73°06'44"W	40.01'	S55°38'05"W	N89°24'38"W
C10	LOT 11	52.19'	101.00'	029°36'26"	N51°26'53"E	51.61'	N36°38'40"E	N66°15'06"E
C11	LOT 11	135.95'	175.00'	044°30'35"	N43°59'48"E	132.55'	N66°15'06"E	N21°44'31"E
C12	ROW	208.92'	133.00'	090°00'01"	S44°47'58"W	188.09'	S89°47'58"W	S00°12'03"E
	LOT 7	26.31'	133.00'	011°20'01"	S84°07'58"W	26.27'		
	LOT 8	146.57'	133.00'	063°08'33"	S46°53'41"W	139.27'		
	LOT 9	36.04'	133.00'	015°31'27"	S07°33'41"W	35.93'		
C13	LOT 9	126.42'	109.00'	066°27'08"	S33°01'32"W	119.45'	S00°12'03"E	S66°15'06"W
C14	ROW	195.91'	167.00'	067°12'53"	S32°38'39"W	184.87'	S66°15'06"W	S00°57'47"E
	LOT 10	24.19'	167.00'	008°18'01"	S62°06'05"W	24.17'		
	OUTLOT 2	171.72'	167.00'	058°54'52"	S28°29'39"W	164.25'		
C15	LOT 3	39.27'	25.00'	090°00'00"	N44°47'58"E	35.36'	N00°12'02"W	N89°47'58"E
C16	OUTLOT 4	34.01'	155.01'	012°34'19"	S57°54'11"E	33.94'	S51°37'01"E	S64°11'20"E



Bearings referenced to the Wisconsin State Plane Coordinate System, South Zone (N.A.D. 1983/2011). The north line of the Northwest 1/4 of Section 25, Township 4 North, Range 22 East has a bearing of S89°47'58"W.

- LEGEND:**
- - Denotes Found 1" Iron Pipe
  - - Denotes Found 2" Iron Pipe
  - - Denotes Found 3/4" Iron Rod
  - SF - Denotes "Square Foot"
  - (R) - Denotes "Recorded As"
- All other corners are marked by a 3/4" X 18" Iron Rebar, 15 LBS./FT.

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**RESOLUTION NO. 2022-113**

**RESOLUTION OF THE VILLAGE BOARD OF THE VILLAGE OF CALEDONIA  
AUTHORIZING THE PAYMENT TO BRUCE MAPLE FOR CLAIM**

**WHEREAS**, on August 31, 2022 the Village's Fire Department responded to a call at 5321/5317 Four Mile Road in the Village of Caledonia;

**WHEREAS**, the property owner Bruce and Rosie Maple alleged that the ambulance that responded to the property clipped the corner of the gutter of the home;

**WHEREAS**, the property owners Bruce and Rosie Maple requested reimbursement for a bill to repair said damage as set forth in **Exhibit A**, attached hereto.

**WHEREAS**, on \_\_\_\_\_, 2022, the Finance Committee recommended that the Village resolve this claim by paying Bruce and Rosie Maple a total of \$600 upon the execution of a release in exchange for the settlement payment of the claim with the agreement that this settlement is the compromise of a disputed claim and that the payment of said amount is not to be construed as an admission of liability upon the part of the Village of Caledonia, any of its departments and/or employees with liability being expressly denied; and

**NOW, THEREFORE, BE IT RESOLVED** by the Caledonia Village Board, that the recommendation of the Finance Committee is hereby approved and such claim shall be resolved by paying Bruce and Rosie Maple a total of \$600 upon the execution of a release in exchange for the settlement payment of the claim as set forth above.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_  
James R. Dobbs  
Village President

Attest: \_\_\_\_\_  
Joslyn Hoeffert  
Village Clerk

# Racine County

Owner (s):  
**MAPLE, BRUCE W  
MAPLE, ROSIE L**

Location:  
**Sect. 25, T4N,R22E**

Mailing Address:  
**BRUCE W MAPLE  
ROSIE L MAPLE  
2908 ALMANSA  
GRAND PRAIRIE, TX 75054-0000**

School District:  
**4620 - UNIFIED SCHOOL DISTRICT**

Request Mailing Address Change

Tax Parcel ID Number: Tax District: Status:  
**104-04-22-25-024-020 104-VILLAGE OF CALEDONIA Active**

Alternate Tax Parcel Number:Government Owned:Acres:  
**3.2100**

Description - Comments (Please see Documents tab below for related documents. For a complete legal description, see recorded document.):  
**PT NE1/4 COM 238E N1/4 COR S350 E400 N350 W400 TO POB FROM 004042225024000 IN 96 FOR 97 ROLL  
\*\*TOTAL ACRES\*\* 3.21**

Site Address (es): (Site address may not be verified and could be incorrect. DO NOT use the site address in lieu of legal description.)  
**5317 4 MILE RD RACINE, WI 53402**

**Assessments**

**Attachments**

**Districts**

**Documents**

**Notes**

**Parcel History**

**Permits**

**Sales History**

**Survey History**

**Taxes**

0 Lottery credits claimed

### Tax History

\* Click on a Tax Year for detailed payment information.

<b>Tax Year*</b>	<b>Omitted</b>	<b>Tax Bill</b>	<b>Taxes Paid</b>	<b>Taxes Due</b>	<b>Interest</b>	<b>Penalty</b>	<b>Total Payoff</b>
<b>Total</b>							<b>\$0.00</b>

<b>Tax Year*</b>	<b>Omitted</b>	<b>Tax Bill</b>	<b>Taxes Paid</b>	<b>Taxes Due</b>	<b>Interest</b>	<b>Penalty</b>	<b>Total Payoff</b>
2021	<input type="checkbox"/>	\$9,581.59	\$9,581.59	\$0.00	\$0.00	\$0.00	\$0.00
2020	<input type="checkbox"/>	\$13,420.87	\$13,420.87	\$0.00	\$0.00	\$0.00	\$0.00
2019	<input type="checkbox"/>	\$11,012.55	\$11,012.55	\$0.00	\$0.00	\$0.00	\$0.00
2018	<input type="checkbox"/>	\$10,447.67	\$10,447.67	\$0.00	\$0.00	\$0.00	\$0.00
2017	<input type="checkbox"/>	\$10,641.76	\$10,641.76	\$0.00	\$0.00	\$0.00	\$0.00
2016	<input type="checkbox"/>	\$10,548.26	\$10,548.26	\$0.00	\$0.00	\$0.00	\$0.00
2015	<input type="checkbox"/>	\$10,594.78	\$10,594.78	\$0.00	\$0.00	\$0.00	\$0.00
2014	<input type="checkbox"/>	\$11,538.11	\$11,538.11	\$0.00	\$0.00	\$0.00	\$0.00
2013	<input type="checkbox"/>	\$11,439.06	\$11,439.06	\$0.00	\$0.00	\$0.00	\$0.00
2012	<input type="checkbox"/>	\$11,394.50	\$11,394.50	\$0.00	\$0.00	\$0.00	\$0.00
2011	<input type="checkbox"/>	\$12,037.33	\$12,037.33	\$0.00	\$0.00	\$0.00	\$0.00
2010	<input type="checkbox"/>	\$11,054.28	\$11,054.28	\$0.00	\$0.00	\$0.00	\$0.00
2009	<input type="checkbox"/>	\$10,222.52	\$10,222.52	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>							\$0.00

*NOTE: Current year tax bills may not be processed by the county.*

Interest and penalty on delinquent taxes are calculated to **October 31, 2022.**

**RELEASE OF ALL CLAIMS**

FOR AND IN CONSIDERATION of the payment to me/us at this time of the sum of Six Hundred Dollars and no/cents (\$600.00), the receipt of which is hereby acknowledged, I/we being of lawful age do hereby release, acquit, and forever discharge the Village of Caledonia, its or their successors and assigns, its employees and departments, and all other persons, who are or might be liable from any and all claims, demands, damages, costs, actions and causes of action of whatever kind or nature which I/we may now have or may hereafter have, on account of, or in any way growing out of, any and all known and unknown bodily injuries, personal injuries and property damage, whether developed or undeveloped, resulting or to result from an incident that occurred on or about August 31, 2022, at 5321/5317 Four Mile Road, as set forth in the claim of the same date submitted to the Village of Caledonia.

I/we hereby declare and represent that the injuries and damages sustained are permanent and progressive and that recovery therefrom is uncertain and indefinite and in making this Release and Agreement it is understood and agreed that I/we rely wholly upon my/our own judgment, belief, and knowledge of the nature, extent and duration of said injuries and damages, and that I/we have not been influenced to any extent whatever in making this Release by any representations or statements regarding said injuries, or regarding any other matters, made by the released parties including the Village of Caledonia, its or their successors and assigns, its employees and departments, and persons who are hereby released, or by any person or persons representing him or them, or by any physician or surgeon by him or them employed.

It is further understood and agreed that this settlement is the compromise of doubtful and disputed claims and that the payment of said amount is not to be construed as an admission of liability upon the part of said released parties including the Village of Caledonia, its departments and employees, and persons, released; liability being by it, him or them expressly denied.

It is further understood and agreed that this Release and payment pursuant thereto is not to be construed as a waiver by or estoppel of any party released to prosecute a claim or action for any damages sustained.

This Release contains the ENTIRE AGREEMENT between the parties hereto, and the terms of this Release are contractual and not a mere recital.

I/WE HAVE READ THE FOREGOING RELEASE AND FULLY UNDERSTAND IT.

Signed and Sealed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

In the Presence of  
(Witnesses sign below)

\_\_\_\_\_  
\_\_\_\_\_

(Claimants sign below)

\_\_\_\_\_  
\_\_\_\_\_  
Address: \_\_\_\_\_

State of Wisconsin

County of \_\_\_\_\_

On this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_, before me personally appeared

\_\_\_\_\_  
to me known to be the person described herein, and who read and executed the foregoing instrument, and acknowledged that \_\_\_\_\_ executed the same.

\_\_\_\_\_  
Notary Public

\_\_\_\_\_  
County

My commission expires \_\_\_\_\_

**SIDE LETTER OF AGREEMENT**  
**BETWEEN**  
**VILLAGE OF CALEDONIA**  
**AND THE**  
**CALEDONIA PROFESSIONAL POLICEMEN'S ASSOCIATION, LOCAL 403**

THIS SIDE LETTER OF AGREEMENT (hereinafter "the Agreement") is entered into by and between the **VILLAGE OF CALEDONIA** (hereinafter "the Village") and the **CALEDONIA PROFESSIONAL POLICEMEN'S ASSOCIATION, LOCAL 403** (hereinafter "the Association").

WHEREAS, the Village and the Association realize that it is in both parties' interests to establish a procedure for addressing on call time compensation, and other matters related to on call time, for Detectives.

WHEREAS, the Village and the Association agree to resolve all disputes and for all grievances and disputes to be withdrawn, with prejudice, regarding duties, overtime, compensated time, and on call time for detectives.

NOW, THEREFORE, in consideration of the terms and conditions contained herein, the parties hereto agree to the following, effective on ratification of this side letter:

- A. Compensation: A Detective will be compensated for on call time with additional compensatory time that will be allocated as it is earned. A Detective will receive two and one-half (2.5) hours of compensatory time for fulfilling each full weekend assignment and one hour of compensatory time for fulfilling each full holiday assignment that occurs outside a weekend, retroactive to January 1, 2022. All compensatory time earned by the Detective may accumulate to a maximum of 200 hours per year.
- B. Frequency: A Detective will be on call a maximum of eighteen (18) weekends per year and four (4) holidays per year unless the Detective voluntarily accepts assignment of additional weekends or holidays. The Detective is still subject to call-in during emergency weekend or holiday situations. Detectives can trade weekends or holidays subject to approval by the Chief or his/her designee.
- C. Response Time: Policy adopted by the Chief of Police regarding response time shall apply.
- D. Paid Off Days and Off Time: Policy adopted by the Chief of Police regarding paid off days and off time shall apply.
- E. On Call Rotation Selection: The Detectives will have primary responsibility for filling the on call assignments throughout the year, with their final schedule approved by the Chief. If the Detectives fail to provide the completed schedule by December 1 of the preceding year, the Chief or designee will set the on-call rotation.
- F. On Call Requests: Policy adopted by the Chief of Police regarding on call requests shall

apply.

- G. On Call Weekend/Holiday Definition: A weekend for purposes of this Side Letter will begin on Friday at 4 p.m. and end on Monday morning at 8 a.m. A holiday for purposes of this Side Letter will begin at 4 p.m. the day before the observed holiday and end at 8 a.m. the day following the observed holiday. If there is overlap between the weekend and the observed holiday, then the weekend coverage and compensation amount for it will take precedence.
- H. Calls for Assistance That Do Not Require An Answer: Policy adopted by the Chief of Police regarding calls for assistance that do not require an on-site response shall apply.
- I. This Agreement shall act as a full waiver and withdrawal of any grievances with prejudice related to duties, overtime, compensated time, and on call time for detectives.
- J. This Agreement contains the complete agreement and understanding between the parties hereto in reference to all of the matters herein agreed upon and no representations, promises, agreements or understandings, written or oral, not herein contained shall be of force or effect.
- K. This Side Letter shall become the status quo and is to be incorporated into the parties' successor Collective Bargaining Agreement unless agreed by the parties during bargaining. Nothing in this side letter shall prejudice either party, including any matters pertaining to this Side Letter and whether the modifications to the collective bargaining agreement or existing language constitutes mandatory subjects of bargaining. All other terms and conditions of the parties' Collective Bargaining Agreement shall apply. If there are conflicts between the Collective Bargaining Agreement and this Side Letter, the terms of this Side Letter shall govern.

IN WITNESS WHEREOF, the parties hereto execute and enact this Agreement on the dates indicated below.

**CALEDONIA PROFESSIONAL  
POLICEMEN'S ASSOCIATION,  
LOCAL 403**

**VILLAGE OF CALEDONIA**

\_\_\_\_\_

\_\_\_\_\_

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_