

COMMITTEE OF THE WHOLE MEETING AGENDA

Tuesday, October 22, 2024

Immediately following the Village Board Meeting, but not before 6:15 p.m.

Caledonia Village Hall - 5043 Chester Lane

Caledonia, WI 53402

1. **Meeting called to order**
2. **Roll Call**
3. **Approval of Minutes:** Committee of the Whole – October 8, 2024
4. **Public Comment** - Provides a two-minute opportunity for citizens to voice opinions to the Committee of the Whole. The Committee of the Whole cannot respond as this may conflict with open meeting requirements.
5. **New Business**
 - A. Goodwill payment to the Racine Humane Society for \$7000.00
 - **Staff Report:** N/A
 - B. Johns Disposal Contract Extension
 - **Staff Report:** Village Administrator
 - C. Suggested items to be placed on the next meeting agenda (*with no action*)
6. **Continuing Business**
 - A. A Resolution Authorizing the Village of Caledonia to Enter into a Contract with the Ready Rebound Program (*CoW 10/8/24, deferred*)
 - **Staff Report:** Village Administrator
7. **Adjournment**

1 - Order

President Weatherston called the Committee of the Whole meeting to order at 8:02 p.m. at the Caledonia Village Hall.

2 – Roll Call

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

ABSENT: 0

STAFF: Administrator Todd Willis, Village Engineer Ryan Schmidt, Finance Director Wayne Krueger, Development Director Peter Wagner, Police Chief Christopher Botsch, Fire Chief Jeff Henningfeld, Village Attorney Elaine Ekes, and Clerk Jennifer Olsen

3 – Approval of Minutes

A **motion** was made by Trustee Stillman to approve the September 23 and 24, 2024 Committee of the Whole Budget Review meetings, and September 24, 2024 Committee of the Whole meeting, seconded by Trustee McManus.

Motion carried 7-0.

4 – Public Comment

The following people appeared to speak before the Committee:

1. Ruth Thielen, 4 Mile Rd – Concerns about 4 Mile Road condition and safety

5 – New Business

A. Report on 4 Mile Road roadway conditions, truck use, and vehicle speeds (CoW 9/24/24)

Staff was directed to collect Personal Injury, Property Damage Only, and Fatal Accident data for 4 Mile Rd and provide the information at the 11/12/2024 meeting.

B. A Resolution Authorizing the Village of Caledonia to Enter into a Contract with the Ready Rebound Program

Staff was directed to gather additional information and testimonials and present it at the next meeting.

C. Resolution - Kenosha-Racine Area Investigative Team MOU

Motion by Trustee Pierce to recommend that the Village Board approve the resolution, seconded by Trustee Lambrecht. **Motion carried 7-0.**

D. Resolution - Wisconsin Humane Society 2025 Stray and Impound Animal Shelter Services Agreement

Motion by Trustee Martin to recommend that the Village Board approve the resolution, seconded by Trustee Stillman. **Motion carried 7-0.**

E. Suggested items to be placed on the next meeting agenda (*with no action*)

1. Continuing discussion on potential revisions to Title 14, Chapter 3:
subdivision controls
2. Add a section to the agenda for reports from local government committees

6 – Continuing Business

None

7 – Adjournment

President Weatherston adjourned the meeting at 8:40 p.m.

Respectfully submitted:

Jennifer Olsen

Village Clerk

DRAFT

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

**A RESOLUTION AUTHORIZING THE VILLAGE OF CALEDONIA TO MAKE A
DONATION OF \$7,000.00 TO THE WISCONSIN HUMANE SOCIETY – RACINE CAMPUS
AS GOODWILL FOR SERVICES RENDERED**

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

WHEREAS, the Village of Caledonia has a continued partnership with the Wisconsin Humane Society – Racine Campus for Stray and Impound Animal Shelter Services; and

WHEREAS, the Village of Caledonia also uses the Wisconsin Humane Society – Racine Campus for the impounding of animals seized by the Police Department; and

WHEREAS, the Wisconsin Humane Society has been a good community partner in matters and recently worked with the Village and dog owners to reach a resolution and waived fees and costs related to the impounding of several dogs; and

WHEREAS, the Village of Caledonia wants to continue to be a good partner with the Wisconsin Humane Society, and its Racine Campus, and to help offset the costs incurred for services rendered, offer the amount of \$7,000.00 as a donation in recognition of the important service that the Wisconsin Humane Society fulfills in our community.

NOW, THEREFORE, BE IT RESOLVED, by the Village Board of the Village of Caledonia, that the Village offer a payment of \$7,000.00 to the Wisconsin Humane Society - Racine Campus.

BE IT FURTHER RESOLVED by the Caledonia Village Board that the Village President and Village Clerk are authorized to execute any documents necessary to carry out the intent of this Resolution.

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

VILLAGE OF CALEDONIA

By: _____
Thomas Weatherston
Village President

Attest: _____
Jennifer Olsen
Village Clerk



P.O. BOX 329
 WHITEWATER, WI 53190
 262-473-4700 • Fax: 262-473-6775
 www.johnsdisposal.com
 email: office@johnsdisposal.com

DISPOSAL SERVICE, INC.

October 9, 2024

The Village of Caledonia
 Attn: Todd Willis – Village Administrator
 5043 Chester Lane
 Racine, WI 53402

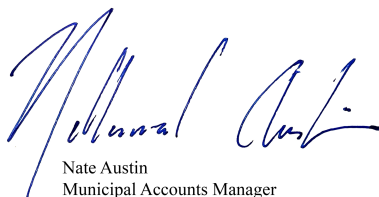
Re: 2025 Rates & Extension Proposal - Revised

Dear Todd & Village Board,

We are approaching the end of our current contract with the Village on December 31, 2024. On September 30, 2023, we requested a 6.5% cost of living increase (\$0.99 per home per month) for the final year of our contract (2024) or, a new five-year contract with a reduced increase request of 4% / \$0.61 in 2024 in exchange for this new agreement. With no formal response received from the Village, we have been billing you this year under our 2023 rates (\$15.24 per month). To continue our relationship with the Village, we are willing to lower our original increase request for 2024 from 6.5% / \$0.99 to 5.0% / \$0.76 and are requesting a 2.1% / \$0.34 CPI increase for 2025, as the first year of a new five-year agreement. See proposed pricing below:

SERVICE	2023	2024 ORIGINAL	INC.	2024 REVISED	INC.	2025 W/ EXTSN	INC.
GARBAGE	\$10.21	\$10.87	\$0.66	\$10.72	\$0.51	\$10.95	\$0.23
RECYCLING	\$5.03	\$5.36	\$0.33	\$5.28	\$0.25	\$5.39	\$0.11
BULK	Included	Included	n/a	included	n/a	Included	n/a
TOTAL	\$15.24	\$16.23	\$0.99	\$16.00	\$0.76	\$16.34	\$0.34

The proposed new contract term would be January 1, 2025 – December 31, 2029. In addition to a rate reduction from our original extension proposal, we would propose to increase the number of bulk items collections from FOUR (4) per home per year to SIX (6) per home per year. Bulk item pickup in the new proposed contract will now include E-waste. Each household electronic item will constitute the entire pickup (i.e. one electronic item OR multiple waste / recycling items per scheduled collection).



Nate Austin
 Municipal Accounts Manager

MEMORANDUM

Date: October 22, 2024

To: Committee of the Whole

From: Todd Willis
Village Administrator

Re: Johns Disposal Contract Extension Proposal



Newly Reported

1. The Village's contract with Johns Disposal Services, Inc. (Johns) ends on December 31, 2024. Previously, Village staff had been working on a contract extension with Johns to potentially add one (1) more year of service in 2025, with the potential to go out to RFP for services to begin in 2026. Johns supplied Village staff with a proposal for a 5-year contract extension (2025-2029) that included some revised rates for 2024 if the Village approved the extension.
2. Currently, the Village is still paying the approved 2023 rates and is responsible for the 2024 requested cost of living increase of 6.5% or \$.99/household. This increase amounts to about \$9,400.00 if the current contract extension is not approved. As an incentive for the Village to sign the proposed 5-year extension, Johns is willing lower the cost of living increase to 5% or \$.76/household. An increase at this rate amounts to about \$7,220.00 or a savings of roughly \$2,180.00 or \$.23/household.
3. As part of the Village's contract with Johns, when recycling values exceed \$60/ton, the Village receives a rebate of \$.80/ton. The historical rebates the Village has received since the implementation of the program are: 2021 - \$56,552.13, 2022 - \$16,146.70, 2023 – no rebate given based on recycling market conditions, 2024 - \$4,032.21 (thru Qtr. 3). This incentive is not offered by any of the area waste hauling companies, so would be a loss to the Village should a new provider be chosen during an RFP process. It should also be noted that Johns does not charge the Village a fuel surcharge as part of their services to the Village, and includes all of the Villages municipal buildings at no charge.
4. As part of the discussions with the Johns representative on the proposed 5-year contract extension, Village staff requested that the number of allotted bulk pick-ups for each household go from 4/per year to 6/per year. This increase in bulk pick-up services results in a \$0.00 increase for the residents of the Village. Additionally, with the bulk pick-up services to be provided by Johns, E-waste would now be included (i.e. one electronic item OR multiple waste/recycled items per scheduled collection). Johns will also put together a one-page flyer to be inserted into the tax

bill to let residents know about the bulk pick-up service and the inclusion of E-waste.

5. For 2025, Johns is proposing a 2.1% or \$.34/household cost of living increase as the first year for an approved 5-year extension. The increase proposed for 2025 is in line with the typical increases the Village has seen year over year between 2-4%. If the Village was to reject the current extension proposal from Johns and request a 1-year extension, the Village would not receive this same pricing.

Recommendation: Village Staff recommends the Committee of the Whole discuss the proposed contract extension from Johns Disposal Service, Inc. and determine if the Village should move forward with the proposed 5-year contract or a 1-year extension and a Request for Proposal for waste hauling in 2025.

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

**A RESOLUTION AUTHORIZING THE VILLAGE OF CALEDONIA TO ENTER INTO A
CONTRACT WITH THE READY REBOUND PROGRAM**

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

WHEREAS, the Village of Caledonia Village Board has reviewed the Ready Rebound program to help get Village employees back to work quicker following an injury; and

WHEREAS, the Ready Rebound program offers immediate access to a network of providers to improve employee injury response time; and

WHEREAS, the Contract will begin in 2025 and be in effect for three (3) years with an annual cost of \$39,241.00 in years one (1) and two (2) and \$40,025.82 in year three (3); and

NOW, THEREFORE, BE IT RESOLVED, by the Village Board of the Village of Caledonia, that a contract between the Village of Caledonia and Ready Rebound is authorized.

BE IT FURTHER RESOLVED by the Caledonia Village Board that the Village President and Village Clerk are authorized to execute any contracts, agreements, or other documents necessary to carry out the intent of this Resolution.

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

VILLAGE OF CALEDONIA

By: _____
Thomas Weatherston
Village President

Attest: _____
Jennifer Olsen
Village Clerk

MEMORANDUM

Date: October 22, 2024

To: Committee of the Whole

From: Todd Willis
Village Administrator

Re: Ready Rebound Program



Previously Reported

1. As of the end of September, the Village has had 22 Workman Compensation claims. Some of these claims have led to a significant amount of time off to allow for recovery from injuries. The Ready Rebound Program is offered to municipalities to help get employees with physically demanding jobs back to work faster through the programs network of specialists.
2. Workplace injuries that require time off for recovery leads to increased overtime costs. Currently both the Police and Fire Departments are currently understaffed, this becomes a greater liability when injuries occur. Understanding that it is not possible to prevent all injuries from happening, if the active Village employees were included in the Ready Rebound program, it may be possible to limit the stress on these departments when they happen.
3. If approved, the Ready Rebound program would be offered to the Police, Fire, and Public Works employees that work in the field. The program covers injuries that occur on and off duty. The network of specialists provided by the program will be based on the Village's health plan network and the CVMIC approved providers depending on the type of injury. The program provides immediate access to the specialists needed, and care navigation through the entire process of recovery.
4. The cost for the Village for the program is \$39,241.00 with coverage to all Village employees, family members, retirees and administration under a Village wide agreement. This is a 3-year contract with the pricing to remain the same for years 1 & 2, and a 2% increase in year 3.

Newly Reported

5. At the October 8, 2024, meeting, the Committee of the Whole requested some more information related to the program to help decide on the program. To achieve this, staff will provide various information in the following order:
 - a. Overview of the program

- b. Current Workmen’s Compensation overview
 - c. FMLA Surgery related overview
 - d. Current and projected overtime status
 - e. Potential cost savings with program implementation
6. Under the Ready Rebound program, the annual cost for the Village to participate is based on the number of budgeted Fire, Police and Public Works employees you have, which broken down in the proposal (**Attachment 1**) provided. Participation in the program does not limit eligibility to only those employees, as all Village employees (on and off duty injuries), all family members of Village employees and all retirees of the Village are able to use the program. While the program allows for all Village employees to participate, the overall goal of the program is to get those employees with high demand of physicality to be able to receive treatment and recovery services to get them back to work faster. Overall, reducing lost time, potential overtime, and other costs associated with injuries to employees. The Ready Rebound program has a utilization that is generally over 80% for all injuries if it’s available.
7. The Village currently has 16 Workforce Compensation claims open, with 6 of those cases occurring in 2024. The breakdown of the 16 claims is: Administration – 1, Fire – 5, Police – 6, Public Works – 3, Utility – 1. The number of “lost days” due to these claims is: Administration – 42 days, Fire – 512 days, Police – 11 days, Public Works – 0 days, and Utility – 35 days for a total of 600 “lost days” of work due to injury.
8. The Village has had 15 requests approved for FMLA, with 5 being related to surgeries that were needed and required time off. The number of days required off due to surgery related requests in 2024 is currently 258 days. As part of the approved days off related to surgery, there was a 64 day waiting period for surgery, and 75 days of physical therapy. This brings the total missed days of work related to approved surgery FMLA requests to 397 days.
9. The Village is challenged by staffing shortages in its Polic and Fire Departments for optimal staffing (Fire - 8 and Police - 5). When injuries occur within these departments, it accounts for a greater amount of stress on the bodies of those departments based on the demand for public safety at 24 hours per day and 7 days a week. Current YTD totals for Overtime costs are:

Police

Current Overtime: \$197,435.58 (as of 10/1/2024)
 Budgeted Overtime:\$115,000.00
 Deficit: (\$82,435.58)

Fire

Current Overtime: \$262,382.36 (as of 10/1/2024)
 Budgeted Overtime:\$100,000.00

Deficit: (162,382.36)

Previous estimates for overtime for both the Police and Fire Departments for 2024 was \$283,000.

10. Without having the program in place to quantify the savings the Village has received from participation, the Committee should compare the estimated time to treatment for initial appointments with a specialist, MRIs and surgery to what the Village is currently experiencing in the previously referenced information. With the expected savings on average times to treatment experienced from other municipalities and the Village's current overtime cost/shift, it could be reasonable to expect that the Village based on the number of annual cases the services would breakeven. The Village will be able to monitor these potential cost-savings, since during the onboarding process each department will set up specific dashboards so the real time savings and usage of the program will be available upon request.

Recommendation: Village Staff recommends approval of a Resolution authorizing the Village of Caledonia to enter into a 3 year contract with the Ready Rebound program with an initial annual cost of \$39,241.00 in years 1 and 2, and \$40,025.82 in year 3.

Ready Rebound



*The All-In-One
Sports Medicine Solution for
Your First Responders*

Ready Rebound

Village of Caledonia Perceived Challenges

- **19 WC claims in 2023**
 - 22 claims as of September 26th, 2024
 - 30-35 claims currently open as of September 26th, 2024
 - 0.5 FTE for Assistant Village Attorney/HR to handle
- **1 firefighter tore his bicep and took over 2 weeks to receive MRI**
- **Fire & Police (combined) 2024 overtime spend = \$283,000 over budget**
- **Fire & Police (combined) 2024 WC spend = \$173,000**





National First Responder Staffing Crisis

- Public Safety is 42% on average of a City budget, with Personnel comprising 82% of a City's overall budget
- First Responders, Public Works, and Essential Employees with physically demanding jobs have the highest injury rates of all U.S. occupations
- The #1 variance in a City budget is First Responder Overtime caused by lack of personnel shortage exacerbated by injuries



Ready Rebound
Healthcare Navigation

Pro athletes get specialized, high-level, quality orthopedic care. We believe the same early injury detection & expedited, quality care should be available to our local heroes.



Ready Rebound
Luis Rivera, Founder



**Luis Rivera, Founder
Ready Rebound**



"I started Ready Rebound because we wanted to get people back to their jobs, their families and their lives as quickly as possible."

Ready Rebound
Proven Success

350+

Active Clients

19

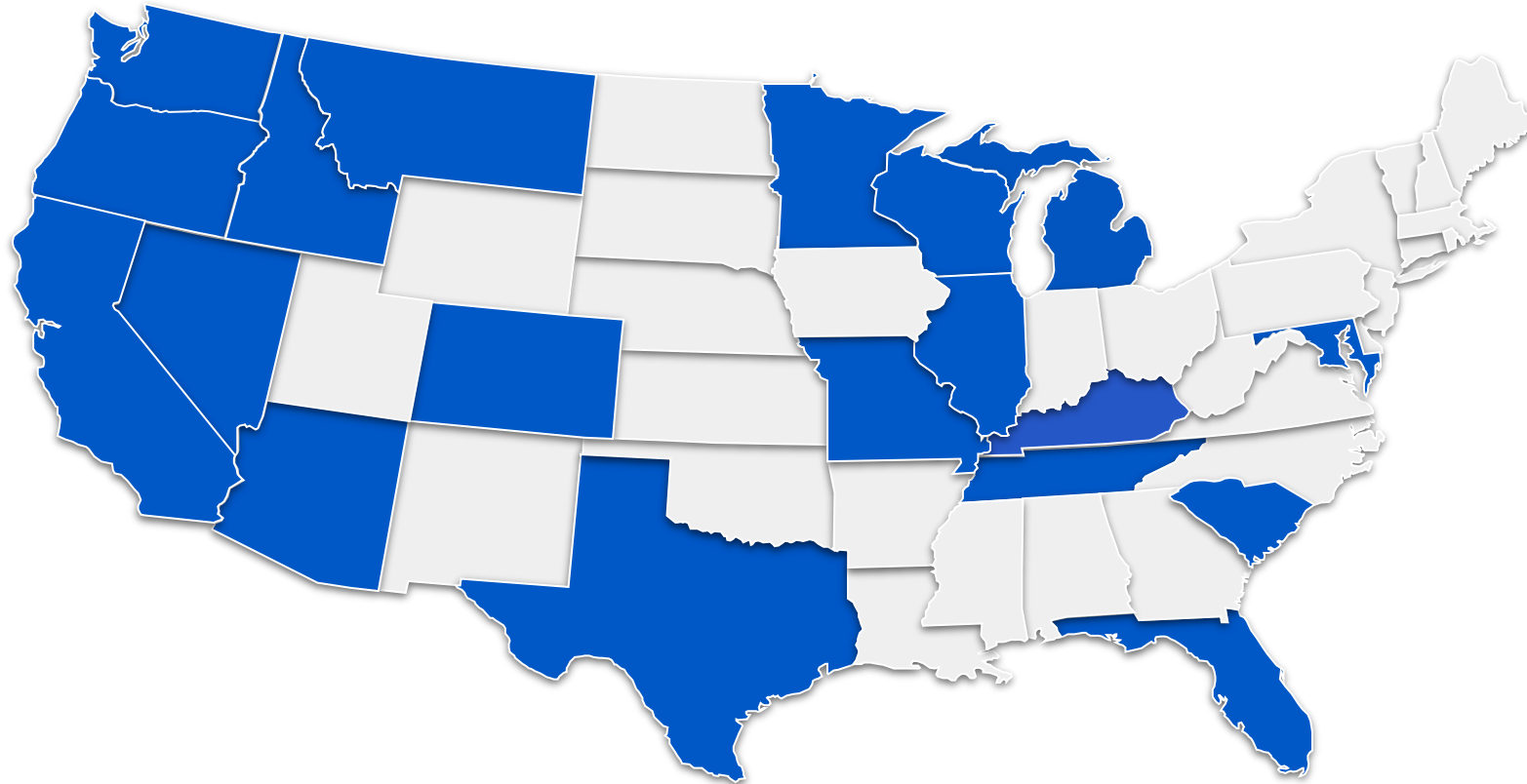
States Served

95+

Net Promoter
Score

70,000

Members +
Families



98%

Client
Retention

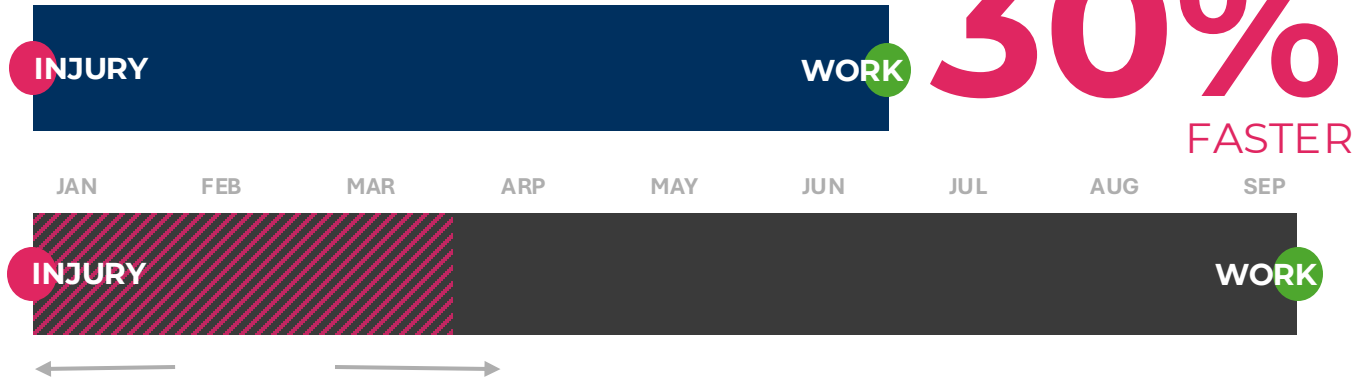


Ready Rebound Recover: Solution



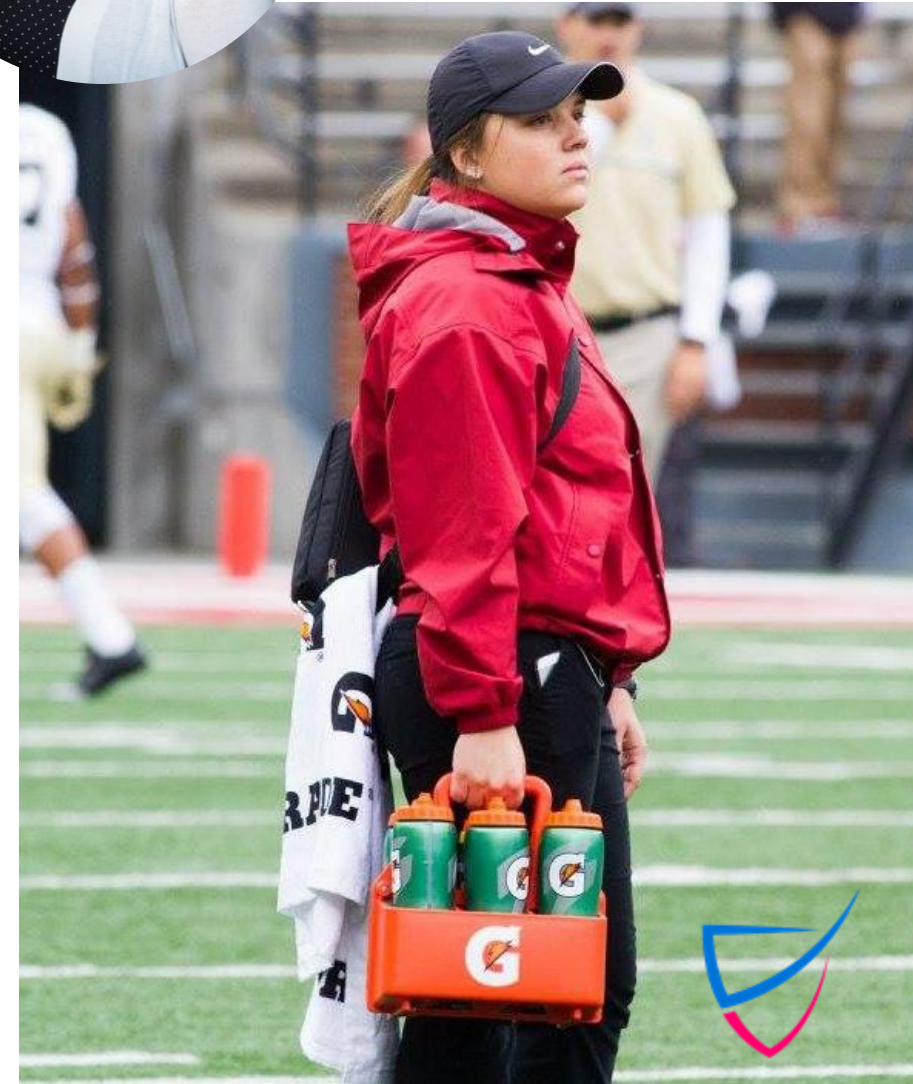
Ready Rebound Navigator
Taylor Weber, LAT, ATC
Former Washington State University
Athletic Trainer

Up to 12-Weeks Faster



How:

- Speed to Diagnosis
- Immediate Access
- Treatment Plan



Ready Rebound

A Member's Journey with Ready Rebound



**Injury
Occurs**



**Immediate
Access**



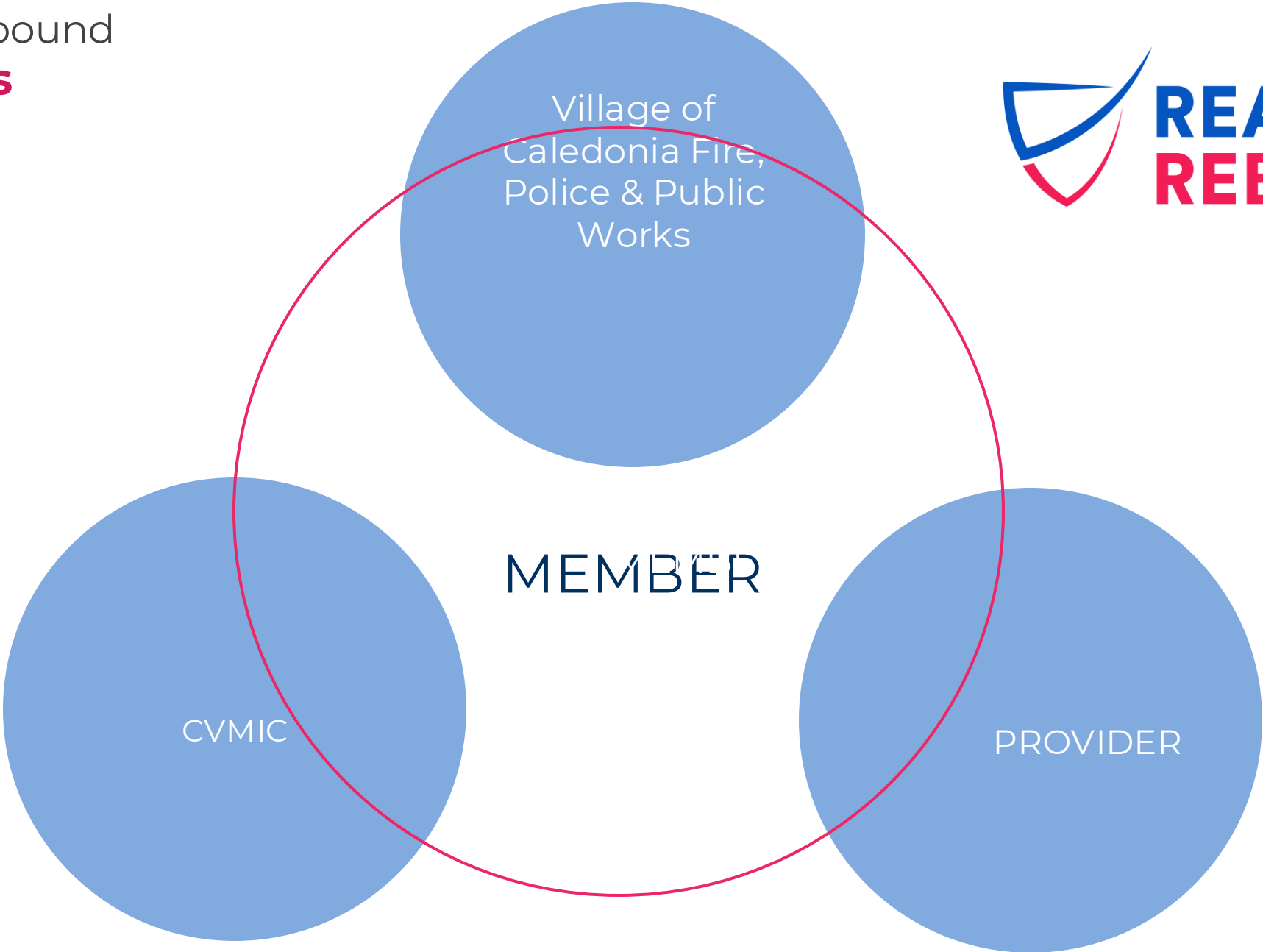
**Care
Navigation**



**Stakeholder
Communication**



Ready Rebound
About Us



Ready Rebound
Who is Covered

**MEMBER
INJURIES**

**PROFESSIONAL
STAFF**

**RETIRED
MEMBERS**

**FAMILY
MEMBERS**

Covers both On and Off Duty Injuries

24/7/365



Ready Rebound

Results: 2023 National Average

Type of appointment is dependent on treatment plan



14 DAYS

INITIAL



14 DAYS

IMAGING



60 DAYS

COMPENSABLE SURGERY

Based on Ready Rebound national data + AMN Healthcare/Merritt Hawkins “2022 Survey of Physician Appointment Wait Times and Medicare and Medicaid Acceptance Rates.



Ready Rebound

2023 Average Times to Scheduled Appointment

Type of appointment is dependent on treatment plan



1.12 DAYS

INITIAL



1.05 DAYS

IMAGING



7.03 DAYS

COMPENSABLE SURGERY

**These appointment times exclude member driven delays





Chicago based MDs, participating at Frankfort Firefighter for a Day



Provider Network

- **950+** Providers
- **Exclusive** network of VIP doctors
- **Knowledge** of departments' return to work process
- **Hands-on training** with continuing education



Ready Rebound

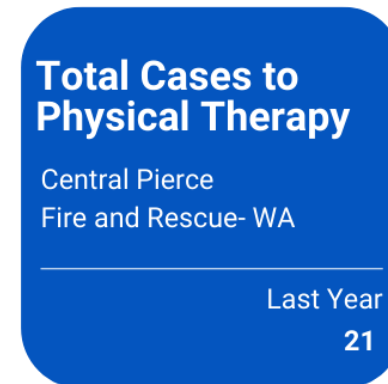
Providers: Near Caledonia

- Comprehensive Orthopedics
- Pain Physicians of WI
- Aspen Orthopedic Specialists
- The Orthopedic Institute of WI
- Advocate Health Care
- Madison Medical
- Milwaukee Orthopedic Group
- Midwest Interventional Pain & Diagnostics
- Advanced Care Specialists
- Team Rehab
- CORA Physical Therapy
- Athletico Physical Therapy



Ready Rebound

Benefit: Client Dashboard



Ready Rebound
Benefit: Pricing & Budget Savings

48 Sworn Fire	X	\$399/Person	=	\$19,152 Annual Investment
44 Sworn Police	X	\$399/Person	=	\$17,556 Annual Investment
16 Public Works	X	\$149/Person	=	\$2,384 Annual Investment

**\$39,092 Annual Investment
For The Entire Village**

All Village employees, their family members, retirees and administration are covered under a Village-wide agreement



Ready Rebound

Village of Caledonia - Breakeven Analysis

Annual Cost

Entity	# Sworn	\$ per Member	Cost Per Year
Fire	48	\$399.00	\$19,152
Police	44	\$399.00	\$17,556
DPW	16	\$149.00	\$2,384
	108	\$361.96	\$39,092

Breakeven Example (Fire) - Shifts/Cases

	Avg Days to Schedule		Shifts Saved			
	Village of Caledonia Fire	Ready Rebound	Days Saved	Weeks Saved	Shifts Saved	Shifts Saved
Initial	7	1	6	0.9	1.7	2.0
Imaging	14	1	13	1.9	3.7	4.0
Surgery	60	7	53	7.6	15.1	15.0
	81					21.0
Fire Cost/Hr				\$50.00		
\$/Shift				\$1,200.00		\$25,200
# Shifts						32.6
# Cases						1.6

All Village employees, their family members, retirees and administration are covered under a Village-wide agreement



Ready Rebound

Benefit: Pricing & Budget Savings

Pricing

Our pricing model is **simple** and **transparent**. We are flexible to accommodate various budget cycles and unique needs of municipalities.

$$\# \text{ of personnel} \times \$ \text{ per person} = \text{annual contract cost}$$

Customer Results (Fire)

Municipality	Total Member Count	# of Days Saved	2023 Overtime \$ Saving
St. Francis Fire (WI)	18	38	\$15,433
Lemay Fire (MO)	25	99	\$82,699
SE Thurston Fire Authority (WA)	25	196	\$100,019
Algonquin FPD (IL)	44	70	\$29,160
Greater Round Lake FPD (IL)	46	152	\$63,700
North Shore Fire (WI)	98	722	\$298,531

Ready Rebound

Benefit: Pricing & Budget Savings

Pricing

Our pricing model is **simple** and **transparent**. We are flexible to accommodate various budget cycles and unique needs of municipalities.

$$\# \text{ of personnel} \times \$ \text{ per person} = \text{annual contract cost}$$

Customer Results (Police)

Municipality	Total Member Count	# of Days Saved	2023 Overtime \$ Saving
Muskego PD (WI)	39	87	\$26,896
Menomonee Falls PD (WI)	59	90	\$23,194
Greenfield PD (WI)	61	279	\$119,571
Wauwatosa PD (WI)	115	410	\$93,480
Bolingbrook PD (IL)	116	248	\$145,080
Village of Lombard (PD, Fire, PW) (IL)	168	283	\$159,456

Ready Rebound

Benefit: Pricing & Budget Savings

Pricing

Our pricing model is **simple** and **transparent**. We are flexible to accommodate various budget cycles and unique needs of municipalities.

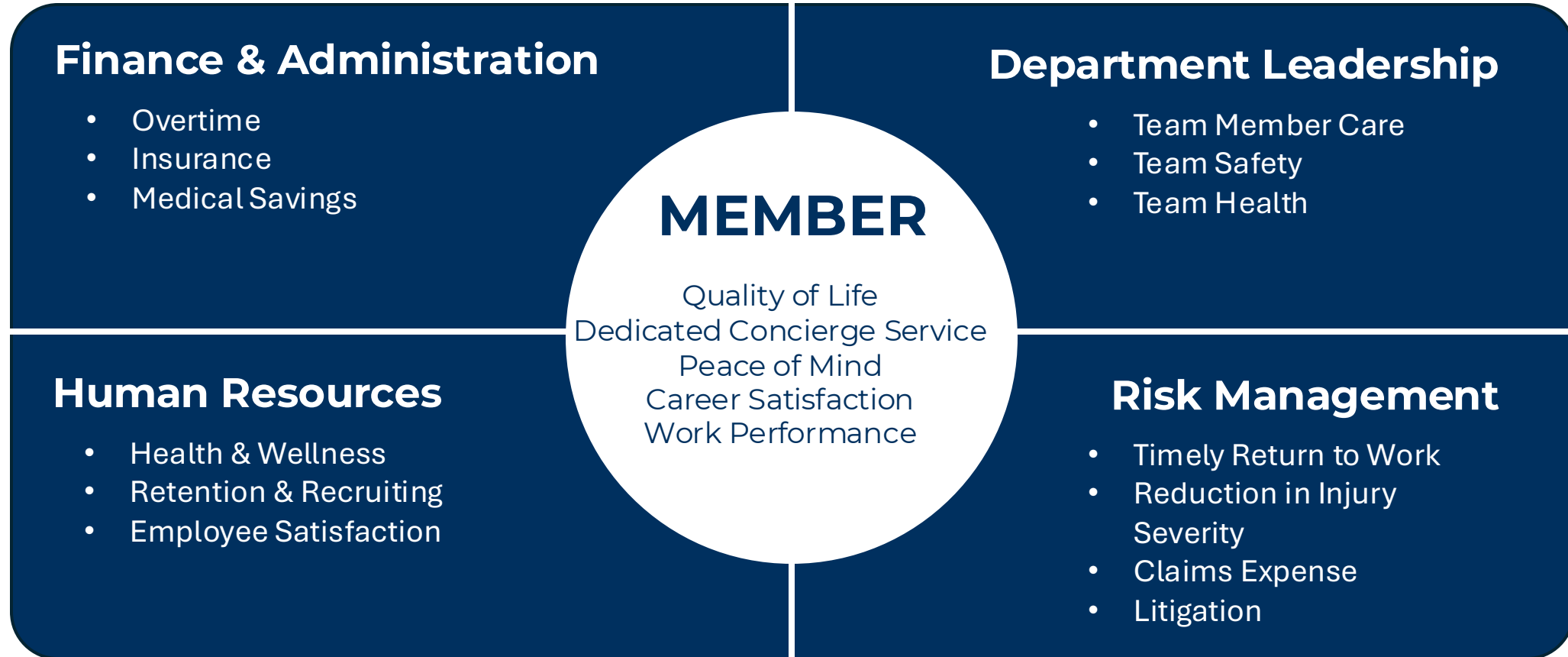
$$\# \text{ of personnel} \times \$ \text{ per person} = \text{annual contract cost}$$

Customer Results (Fire + Police)

Municipality	Total Member Count	# of Days Saved	2023 Overtime \$ Saving
Madison Fire & Police, WI (WMMIC)	877	1,229	\$489,964
Greenfield Fire & Police, WI (CVMIC)	114	683	\$292,714
Wauwatosa Fire & Police, WI (Aegis)	204	511	\$120,611
Menomonee Falls Fire and Police, WI (CVMIC)	127	235	\$80,158

Ready Rebound

Benefit: Program for Shared Success



Ready Rebound The Ready Rebound Difference

Trusted by Chiefs, First Responders, Risk, HR, City Managers, and More



North Shore Fire & Rescue

Our employees know that the Ready Rebound Program gets them into specialists who are experienced in treating people in their field of work. If they are hurt at work, they know they will see the right provider and not have to wait and wonder when they can get back to their normal lifestyle.

-Chief Robert Whitaker



Metro Paramedics

Several of our employees have utilized this service and consistently report quick response times and expedited medical appointments. Ready Rebound's efficiencies is helping to ensure our employees recover swiftly and return back to their daily lives and work without unnecessary delays. In addition, their team of physicians who receive specialized training to better understand the physical demands of our employees' job duties is fundamental in ensuring they receive the proper treatment to heal and return to full duty safely.

-Gina Biagi-Nagle, Human Resources Manager



Milwaukee Fire Department

The entire process was impressive. In 22 years, I have never felt more cared about and a part of a family. This program has to be the best improvement to the job in my career.

-Firefighter Brent St. John

Ready Rebound

Milwaukee Testimonial

"The Ready Rebound program has had a positive impact on my staff's mental well-being. My staff are in a much better place knowing they have a team of people in Ready Rebound that are truly vested in helping them get back on the line as quick as possible. This is priceless."



John Schwengel
Assistant Chief (Retired),
Milwaukee Fire
Department



Ready Rebound

References: Wisconsin

- Madison Fire & Police
- Greenfield Fire, Police & DPW
- Menomonee Falls Fire & Police
- Wauwatosa Fire, Police & DPW
- Waukesha Fire
- St. Francis Fire, Police & DPW
- North Shore Fire
- Pleasant Prairie Fire, Police & DPW





Questions?