OFFICIAL NOTICE AND AGENDA FOR THE REGULAR MEETING OF THE COMMON COUNCIL OF THE CITY OF CUDAHY, WI. TO BE HELD AT THE CUDAHY MUNICIPAL BUILDING, 5050 S. LAKE DR., CUDAHY, WI. ON TUESDAY, JANUARY 5, 2015 at 7:00 P.M.

Certification of the open meeting law requirements and approval of the agenda.
Call of roll and announcement of presence or absence of a quorum.
Pledge of Allegiance
Moment of Silence

PUBLIC HEARINGS & PRESENTATIONS

Public hearing regarding the City of Cudahy's intentions to exercise its' powers to levy special assessments under Section 66.0703, Wisconsin Statutes for the following two projects:

Replacement of Sanitary Sewer Laterals on Packard Avenue Between Plankinton Avenue and Cudahy Avenue and Declaring Intent to Exercise Special Powers Under Section 66.0703 Wisconsin Statutes – Police Powers.

All properties served by Sanitary Sewer Lateral on Packard Avenue from Plankinton Avenue to Cudahy Avenue.

***PUBLIC COMMENT** (agenda items only).

CONSENT AGENDA ITEMS

(Items under the consent agenda may be acted upon by one motion. If in the judgment of any Council Member, a consent agenda item needs discussion, the item can be removed and discussed under "Items Removed from Consent Agenda").

1. Minutes of the Regular Meeting of the Common Council held December 16, 2014.
2. Minutes of the Personnel Committee meeting held December 16, 2014.

ITEMS REMOVED FROM CONSENT AGENDA

OLD BUSINESS

None

NEW BUSINESS (including items for future agenda consideration or Committee Assignment)

1. Discussion and appropriate action approving the levying of special assessments for Sanitary Lateral Replacement – Plankinton to Cudahy Avenues.
2. Discussion and necessary action regarding bid results for the Police Department Renovation Project, Creative Constructors LLC in the amount of $23,400.
3. Discussion and necessary action regarding Mayor appointment of Alex Ahmad to fill the vacant term due to resignation on the Tourism Commission to expire June 30, 2015.

DEPARTMENT MANAGER OR ELECTED OFFICIAL UPDATES

INTRODUCTION/PASSAGE OF ORDINANCES & RESOLUTIONS

ORDINANCES

PASSAGE OF ORDINANCES

1. Discussion and necessary action regarding Ordinance No. 2376.2 entitled "An Ordinance Fixing the Salary and Fringe Benefits of the Fire Chief in the City of Cudahy Fire Department for 2015".

PASSAGE OF RESOLUTIONS

1. Discussion and necessary action regarding Resolution Honoring Bob Boknevitz City of St. Francis 2014 "Citizen of the Year".
2. Discussion and necessary action regarding Resolution Giving a One-Time Miscellaneous Payment to the Captain of Police on a Non-Precedent Setting Basis Based upon the Action of the Personnel Committee Held December 16, 2014".

***PUBLIC COMMENT** (on any subject items).

****Public Comment Notice**: Each speaker will be limited to one three minute presentation for each "Public Comment" or "Hearing from Cudahy residents" placed on the agenda. Any discourse between speaker and Council, if absolutely necessary, will be minimal so as to avoid potential Open Meetings law violations.*

ADJOURN

PUBLIC NOTICE

Upon reasonable notice, a good faith effort will be made to accommodate the needs of individuals to participate in public meetings, who have a qualifying disability under the Americans with Disabilities Act.
Request should be made as far in advance as possible, preferably a minimum of 48 hours. For additional information or to request this service, contact the Cudahy City Clerk at 769-2204. (FAX 769-2257). This meeting room is wheelchair accessible from the West entrance of South Lake Drive.

PH

CITY OF CUDAHY
OFFICIAL NOTICE

NOTICE IS HEREBY GIVEN that the Common Council of the City of Cudahy will hold a public hearing in the Council Chambers at the Municipal Building, 5050 South Lake Drive on Tuesday, January 6, 2015 at 7:00 P.M. regarding the City of Cudahy's intentions to exercise its' powers to levy special assessments under Section 66.0703, Wisconsin Statutes for the following two projects:

Replacement of Sanitary Sewer Laterals on Packard Avenue Between Plankinton Avenue and Cudahy Avenue and Declaring Intent to Exercise Special Powers Under Section 66.0703 Wisocnsin Statutes – Police Powers

All properties served by Sanitary Sewer Lateral on Packard Avenue from Plankinton Avenue to Cudahy Avenue.

Dennis Broderick,
City Clerk

PUBLIC NOTICE

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Published: December 4, 2014 and December 11, 2014

CA 1

MINUTES OF THE REGULAR MEETING OF THE COMMON COUNCIL OF THE CITY OF CUDAHY, HELD AT THE CUDAHY MUNICIPAL BUILDING, 5050 S. LAKE DR. MILWAUKEE COUNTY, WISCONSIN

TUESDAY, DECEMBER 16, 2014 AT 7:00 P.M.

CERTIFICATION OF OPEN MEETING LAW REQUIREMENTS AND APPROVAL OF THE AGENDA

The proper open meeting statement was read at this time.

ROLL CALL

Mayor John Hohenfeldt called the meeting to order at 7:00 PM. The following answered, "present" to the roll call: Council Members Moralez, Schissel, Hollenbeck and Litkowiec. Alderperson Bartoshevich was absent and excused. Econ. Dev. Director Biernat, DPW Director Lange, Deputy City Clerk Toms-Neary, and City Attorney Eberhardy were also in attendance.

PUBLIC HEARINGS & PRESENTATIONS

1. Presentation of Citizen Appreciation Letters and Resolutions to Citizens who assisted the Cudahy Police Department.
   a. Cheryl J. Trisco
   b. Joan K. Kotkowski
   c. William K. Krueger
   d. Robert W. Nennmann
   e. Tracy A. Pesl
   f. Mark W. Howe
   g. Ward A. Rendflesh
   h. Cheryl A. Rendflesh

2. The Public Hearing to hear the request to rezone the subject parcel at 3767 East Underwood Avenue from a base zoning of I-1 Institutional District Zoning to RM-2 Multi-Family Residential District Zoning to facilitate redevelopment of the subject land to include uses most likely to occur at the subject location based on market conditions was opened at 7:15 P.M.

The legal description of the parcel to be made subject to this petition to rezone is as follows:
3767 East Underwood Avenue, Certified Survey Map No 5207 Parcel 1 SE 26 6 22, Tax Key #6350215001.

The following residents commented regarding the rezoning.

1. Jonathan/Carrie Butcher of 3720 E. Underwood Ave.
2. Lisa Dunn of 3746 E. Underwood Ave.
3. Joseph Minerath of 6032 S. Delaware Ave.
4. Dominic Giuffre of 5773 S. Lake Drive
5. Jennifer Possing of 3933 E. Pulaski Ave.
6. Raymond Glowacki of 6055 S. Crosswinds Unit 2
7. James Papala of School District of Cudahy
8. Robert Fliss of 3814 E. Underwood Ave.
9. Jerry Wenglewski of 3717 E. Carpenter Ave.
10. Stacy Lorenzo of 3716 E. Underwood Ave.
11. Jane Fliss of 3814 E. Underwood Ave.
12. Mary Lou Johnson of 3807 E. Underwood Ave.
13. Shawn Hubatch of 3847 E. Underwood Ave.

14. James Williamson of 3933 E. Adams Ave.
15. James Gentil of 3732 E. Hammond Ave.
16. Barb Radke of 3767 E. Morris Ave.
17. Adam Sieczko of 3808 E. Morris Ave.
18. Jim Hennlich of 3815 E. Grange Ave.
19. Craig Corbisier of 3724 E. Underwood Ave.
20. Jan Cingatura of 3723 E. Underwood Ave.
21. Laura Zarr of 3812 E. Bottsford Ave.
22. Kristy Adams of 3822 E. Edgerton Ave.
23. Jack Radke of 3767 E. Morris Ave.

After calling for additional comments three times and hearing none, Mayor Hohenfeldt closed the public hearing at 9:37 P.M.

A recess was taken with the Common Council returning to order at 9:57 P.M.

PUBLIC COMMENT (agenda items)
None

MOTION BY ALD. BARTOSHEVICH, SECOND BY ALDERMAN LITKOWIEC to suspend the agenda and move Ordinance 2413 for action. On the roll call vote, motion carried unanimously.

1. Discussion and necessary action regarding Ordinance No. 2413 entitled "An Ordinance To Change Zoning of the Parcel at 3767 East Underwood Avenue from a Base Zoning of I-1 Institutional District to RM-2 Multi Family District Zoning To Provide For Highest and Best Use of the Subject Parcel, harmonize the Zoning Map with the City of Cudahy's Adopted Land Use Map And to Facilitate the Marketing and Promotion of the Subject Land for Development by Market-Driven Uses Most Likely to Occur at the Subject Location." **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. MORALEZ** to approve Ordinance No. 2413. On the roll call vote, motion carried unanimously.

MOTION MADE BY ALD. SCHISSEL, SECOND BY ALD. HOLLENBECK to approve the items listed on the consent agenda. On the roll call vote motion carried unanimously.

1. Minutes of the Plan Commission held November 11, 2014.
2. Minutes of the Property Maintenance Appeal Board held June 16, 2014.
3. Minutes of the Community Development Authority held October 28, 2014.
4. Minutes of the Cudahy Family Library Board held June 14, 2014, September 13, 2014, and October 4, 2014.
5. Claims ending November 30, 2014 in the amount of $1,513,236.08

NEW BUSINESS
Alderperson Hollenbeck left the Common Council at 10:02 P.M.

1. Discussion and necessary action regarding Minutes of the Rules, Laws, & License Committee held December 2, 2014. **MOTION BY ALD. MORALEZ, SECOND BY ALD. BARTOSHEVICH** to approve. On the roll call vote, Alderpersons Moralez, Schissel, Litkowiec and Bartoshevich voted "aye". Alderperson Hollenbeck "abstained". Motion carried.
2. Discussion and necessary action regarding Minutes of the Regular Meeting of the Common Council held December 2, 2014. **MOTION BY ALD. SCHISSEL, SECOND BY ALD. MORALEZ** to approve. On the roll call vote, Alderpersons Moralez, Schissel, Litkowiec and Bartoshevich voted "aye". Alderperson Hollenbeck "abstained". Motion carried.

Alderperson Hollenbeck returned to the Common Council at 10:04 P.M.

3. Discussion and appropriate action on contract for Assessment Services between the City of Cudahy and Accurate Appraisal, LLC. **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. HOLLENBECK** to approve. On the roll call vote, motion carried unanimously.
4. Discussion and necessary action on the Intergovernmental Agreement between the Milwaukee County and the city of Cudahy permitting access to Milwaukee County's Public Safety Radio System. **MOTION BY ALD. LITKOWIEC, SECOND BY ALD. BARTOSHEVICH** to approve. On the roll call vote, motion carried unanimously.

DEPARTMENT MANAGER OR ELECTED OFFICIAL UPDATES

- Mayor: Update from the Plan Commission December 2014 meeting.
- Mayor – November Update – Care for Cudahy Inspection Summary.
- Mayor – Update from Civic Celebrations on Cudahy's Heart of the Holiday's Celebration.

INTRODUCTION/PASSAGE OF ORDINANCES & RESOLUTIONS

PASSAGE OF ORDINANCES

1. Discussion and necessary action regarding Ordinance No. 2317.2 entitled "An Ordinance Amending Subsection 1.47(1) of the City of Cudahy Municipal Code Concerning The Location of Polling Place in the First Aldermanic District". **MOTION BY ALD. MORALEZ, SECOND BY ALD. HOLLENBECK** to approve Ordinance No. 2317.2. On the roll call vote, motion carried unanimously.
2. Discussion and necessary action regarding Ordinance No. 2373.5 entitled "An Ordinance Fixing the Salaries and Providing Fringe Benefits for Department Heads of the city of Cudahy for 2015. **MOTION BY ALD. SCHISSEL, SECOND BY ALD. MORALEZ** to approve Ordinance No. 2373.5. On the roll call vote, motion carried unanimously.
3. Discussion and necessary action regarding Ordinance No. 2374.9 entitled "An Ordinance Fixing the Salaries of Certain Non-Union Employees of the City of Cudahy for 2015." **MOTION BY ALD. SCHISSEL, SECOND BY ALD. LITKOWIEC** to approve Ordinance No. 2374.9. On the roll call vote, motion carried unanimously.
4. Discussion and necessary action regarding Ordinance No. 2412 entitled "An Ordinance to Provide for "No Parking" Between December 1st and April 1st on specific Sides of S. O'Brien, S. Disch, and S. Buckhorn Avenues, south of Grange Avenues." **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. LITKOWIEC** to approve Ordinance No. 2412. On the roll call vote, motion carried unanimously.

PASSAGE OF RESOLUTIONS

1. Discussion and necessary action regarding Resolution No. 6905 entitled: A Resolution recognizing Cheryl J. Trisco for her assistance provided to the Cudahy Police Department." **MOTION BY ALD. SCHISSEL, SECOND BY ALD. HOLLENBECK** to approve Resolution No. 6905. On the roll call vote, motion carried unanimously.
2. Discussion and necessary action regarding Resolution No. 6906 entitled: A Resolution recognizing Joan J. Kotkowski for her assistance provided to the Cudahy Police Department." **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. MORALEZ** to approve Resolution No. 6906. On the roll call vote, motion carried unanimously.
3. Discussion and necessary action regarding Resolution No. 6907 entitled: A Resolution recognizing William K. Krueger for his assistance provided to the Cudahy Police Department." **MOTION BY ALD. SCHISSEL, SECOND BY ALD. LITKOWIEC** to approve Resolution No. 6907. On the roll call vote, motion carried unanimously.
4. Discussion and necessary action regarding Resolution No. 6908 entitled: A Resolution recognizing Robert W. Nennmann for his assistance provided to the Cudahy Police Department." **MOTION BY**

ALD. BARTOSHEVICH, SECOND BY ALD. HOLLENBECK to approve Resolution No. 6908. On the roll call vote, motion carried unanimously.

5. Discussion and necessary action regarding Resolution No. 6909 entitled: A Resolution recognizing Tracy A. Pesl for her assistance provided to the Cudahy Police Department." **MOTION BY ALD. HOLLENBECK, SECOND BY ALD. SCHISSEL** to approve Resolution No. 6909. On the roll call vote, motion carried unanimously.
6. Discussion and necessary action regarding Resolution No. 6910 entitled: A Resolution recognizing Mark W. Howe for his assistance provided to the Cudahy Police Department." **MOTION BY ALD. SCHISSEL, SECOND BY ALD. HOLLENBECK** to approve Resolution No. 6910. On the roll call vote, motion carried unanimously.
7. Discussion and necessary action regarding Resolution No. 6911 entitled: A Resolution recognizing Ward A. Rendflesh for his assistance provided to the Cudahy Police Department." **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. HOLLENBECK** to approve Resolution No. 6911. On the roll call vote, motion carried unanimously.
8. Discussion and necessary action regarding Resolution No. 6912 entitled: A Resolution recognizing Cheryl A. Rendflesh for her assistance provided to the Cudahy Police Department." **MOTION BY ALD. SCHISSEL, SECOND BY ALD. HOLLENBECK** to approve Resolution No. 6912. On the roll call vote, motion carried unanimously.
9. Discussion and necessary action regarding Resolution No. 6915 entitled: A Resolution Denying The Claim of Quinn Brusewitz." **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. SCHISSEL** to approve Resolution No. 6915. On the roll call vote, motion carried unanimously.
10. Discussion and necessary action regarding Resolution No. 6916 entitled: A Resolution Denying The Claim of Dave Garcia." **MOTION BY ALD. HOLLENBECK, SECOND BY ALD. SCHISSEL** to approve Resolution No. 6916. On the roll call vote, motion carried unanimously.
11. Discussion and necessary action regarding Resolution No. 6917 entitled "A Resolution Approving Certified Survey Map in the Southeast One-Quarter (1/4) Section Twenty-Three (23), Township Six (6) North, Range Twenty-Two (22) East". (3861 E. Van Norman Ave.). **MOTION BY ALD. MORALEZ, SECOND BY ALD. BARTOSHEVICH** to approve Resolution No. 6917. On the roll call vote, motion carried unanimously.
12. Discussion and necessary action regarding Resolution No. 6918 entitled "A Resolution to recognize the Fifteen (15) Years of Dedicated Service to the City of Cudahy Police Department by Assistant to the Chief of Police and Confidential Secretary, Jaci Duvall." Discussion and necessary action regarding Resolution No. 6884.2 entitled "Resolution Approving Certified Survey Map in the Northwest One-Quarter (1/4) Section Twenty-Six (26), Township Six (6) North, Range Twenty-Two (22) East". (3541 E. Barnard Avenue). **MOTION BY ALD. SCHISSEL, SECOND BY ALD. LITKOWIEC** to approve Resolution No. 6918. On the roll call vote, motion carried unanimously.
13. Discussion and necessary action regarding Resolution No. 6884.2 entitled "Resolution Approving Certified Survey Map in the Northwest One-Quarter (1/4) Section Twenty-Six (26), Township Six (6) North, Range Twenty-Two (22) East". (3541 E. Barnard Avenue). **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. LITKOWIEC** to approve Resolution No. 6884.2. On the roll call vote, motion carried unanimously.

***PUBLIC COMMENT** (on any subject items).

MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. SCHISSEL to adjourn at 10:20 P.M. Motion carried unanimously.

Passed and approved this 6th day of January, 2015.
John Hohenfeldt, Mayor
ATTEST: Dennis Broderick/Clerk Treasurer

CA 2

MINUTES OF THE PERSONNEL COMMITTEE MEETING
HELD AT THE CITY OF CUDAHY MUNICIPAL BUILDING,
5050 S LAKE DR. CUDAHY, WI, ON
Tuesday, December 16, 2014

ROLL CALL

Ald. Schissel called the meeting to order at 6:00 P.M. The following answered, "present" to roll call: Ald. Hollenbeck, Moralez, Schissel, Litkowiec and Bartoshevich. Mayor Hohenfeldt, Water Super. Miller, Police Chief Poellot, Captain Milosavljevic, Health Office Gajeski and City Clerk Broderick were also in attendance.

MEETING STATEMENT

The proper open meeting statement was read at this time.

Old Business

None

New Business

1. Discussion and necessary action regarding vacation carry over request from Joel Puczylowski of the Water Utility due to extenuating circumstances. **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. LITKOWIEC** to approve carry over to be used by June 1, 2015. Motion carried unanimously.

2. Discussion and necessary action regarding Roll Call Pay to previous Lieutenant from 5/28/2010 to 10/05/2014. **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. LITKOWIEC** to approve. Motion carried unanimously.

3. Discussion and necessary action regarding Ordinance No. 2373.5 entitled "An Ordinance Fixing the Salaries and Providing Fringe Benefits for Department Heads of the City of Cudahy for 2015." **MOTION BY ALD. LITKOWIEC, SECOND BY ALD. MORALEZ** to approve. Motion carried unanimously.

4. Discussion and necessary action regarding Ordinance No. 2374.9 entitled "An Ordinance Fixing the Salaries of Certain Non-Union Employees of the City of Cudahy for 2015". **MOTION BY ALD. LITKOWIEC, SECOND BY ALD. MORALEZ** to approve. Motion carried unanimously.

5. Adjourn. **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. LITKOWIEC** to adjourn at 6:12 P.M. Motion carried.

Attest:
Mary Schissel, Chairperson

NB 1

John Hohenfeldt

Mayor, City of Cudahy

Memo to: Honorable Members of the Common Council

RE Agenda Item: Discussion and appropriate action to approve the levying of special assessments for Sanitary Lateral Replacement – Plankinton to Cudahy Avenues.

Honorable Members of the Common Council:

On the evening of November 18, 2014, the Common Council was presented and passed Resolution 6902 "Preliminary Resolution for the replacement of sanitary sewer laterals on Packard Avenue between Plankinton Avenue and Cudahy Avenue and declaring intent to exercise special powers under section 66.0703 Wisconsin Statues – Police Powers.

On the evening of December 2, 2014, the Common Council set the date for a public hearing which was published and scheduled to be held on Tuesday January 6, 2015.

Tonight, during this meeting, the Common Council a Public Hearing was held at this meeting. As this process continues on, the following are the next two steps in the process. Tonight, the Common Council needs to make a decision to approve the levying of the special assessments. Once the project is complete, the second step is for the Common Council to approve a "Final Resolution on the Special Assessment". This final resolution is based on the actual construction value.

Therefore, the action before the Common Council is to approve the levying of special assessments for Sanitary Lateral Replacement, Packard Avenue – Plankinton to Cudahy Avenues.

Respectfully submitted,

John R. Hohenfeldt
Mayor
01/06/2015

"Generations of Pride"
Office of the Mayor . City Hall, 5050 South Lake Drive, P.O. Box 100510, Cudahy, WI 53110
(414)769-2222 Fax (414) 769-2257 jhohenfeldt@ci.cudahy.wi.us

NB 2

Memorandum

TO: **Common Council**

FROM: Mary Jo Lange, Director of Public Works

DATE: December 29, 2014

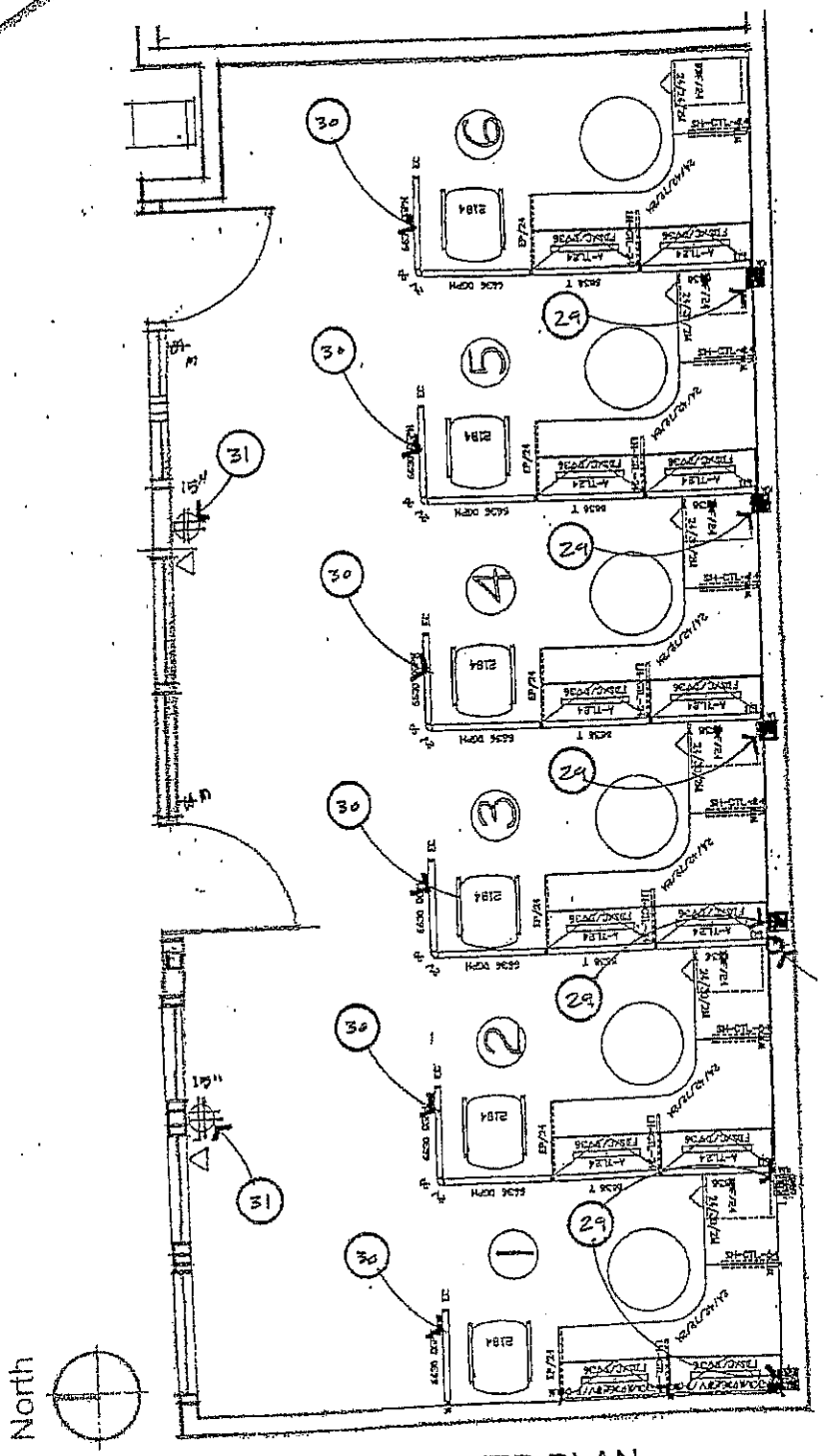
RE: **Police Department Renovation Project**

Background: As part of the 2014-2015 Capital Improvement Plan, the Police Chief requested that various building improvements be made to the Police Department. Some of the renovations are the replacement of 30 year old carpet tile and repainting, however, one of the projects involves taking three large offices and making it into one large area that will accommodate 6 workstations. A copy of the plan has been included. The current offices and layout dates back to the mid 1990s and are obsolete given the police department's use of technology.

Bids: The City received

Budget: The work involving the contractor's portion of the project was estimated and budgeted at $32, 500. This work includes demolition, electrical, new lighting, HVAC modifications, and drywall. The City publically bid the project and received 5 bids. The low bid for $23, 400 was received from Creative Constructors LLC. Creative Constructors is a mid-sized contractor who has done government building renovations for MATC.

Recommendation: The bid is below the estimate and the Contractor has done projects well beyond the scope of this project. It is therefore recommended that the **Cudahy Police Department Office Alterations be awarded to Creative Constructors LLC in the amount of $23, 400.**



1 FOUIPMENT/ POWER PLAN

Bid Opening for 2015 Cudahy Police Department Office Alterations

Project #2015-02

BID DATE: December 19, 2014

1.	Creative Construction Enterprises	$23,400.00
2.	Absolute Construction Enterprises	$24,100.00
3.	Wm. Sackerson Construction	$26,000.00
4.	J.H. Hassinger	$26,347.00
5.	KPH Construction	$43,200.00

NB 3

John Hohenfeldt

Mayor, City of Cudahy

Memo to: Honorable Members of the Common Council

RE: Mayor's Appointments to Various City Boards, Commissions and Committees.

Honorable Members of the Common Council, The Chair nominates the following Mayoral appointment to various boards, commissions and committees for your confirmation this evening.

Tourism Commission

Alex Ahmad, term expiring June 30, 2015 *

*filling the vacant term due to resignation of Commissioner Cathy Baerwald

With these nominations, this person shall constitute Committee Member Nominations, and **a motion to approve the Mayor's appointments would be in order.**

Respectfully submitted,

John R. Hohenfeldt

Mayor

01/06/2015

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ORD 1

ORDINANCE NO. 2376.2
AN ORDINANCE FIXING THE SALARY AND FRINGE BENEFITS OF THE FIRE CHIEF IN THE CITY OF CUDAHY FIRE DEPARTMENT FOR 2015

The Common Council of the City of Cudahy Do Hereby Ordain as follows:

Section 1. The wages and fringe benefits of the Fire Chief ("employee" or "Chief") in the City of Cudahy Fire Department, commencing January 1, 2015.

SALARY – FIRE CHIEF

The salary for the full-time appointed Chief shall be $92,673.15 commencing 01/01/15.

RESIDENCY

See Employee Manual.

BENEFITS

1. **UNIFORM ALLOWANCE**
   The uniform allowance shall be $550. per year and the 2014 payment shall be made on the Chief's first pay period. Thereafter, the uniform allowance shall be paid one half on June 1st and one half on December 1st each year with payment to coincide with the closest payroll period.

2. **USE OF CITY-OWNED VEHICLE FOR OFFICIAL BUSINESS**
   Once the employee maintains residency in the established area, the employee shall have the use of a city-owned vehicle to take home on a daily basis provided that the city-owned vehicle is not used for personal use. Personal use is any mileage not qualifying as Official Business Mileage. Official Business Mileage covers only those miles traveled in the performance of assigned duties.

   A city-owned vehicle may not be used for personal vacation trips unless such trip is incidental to city business. Prior to use of city-owned vehicle outside the state, or further than 350 miles from the City of Cudahy within the state, a request must be submitted in writing to and approved by the Mayor. A mileage allowance for use of a personal vehicle will not be provided to any city personnel when a city-owned and maintained vehicle is at the disposal of such personnel.

   The Chief shall reimburse the city on a monthly bases for travel from the Chief's personal residence to the city limits at a mileage rate set by the State of Wisconsin.

3. **LIFE INSURANCE**:
   See employee manual (same language)

4. MEDICAL AND HOSPITALIZATION INSURANCE

A. Effective January 1, 2013, The City shall pay 95% of the premium of the lowest cost plan for full time employee. Employee shall pay premium costs in excess of the ninety-five (95%) of the lowest cost plan.

Effective January 1, 2014, the City shall pay ninety-two percent (92%) of the premium of the lowest cost plan offered to the employee. Employee shall pay premium costs in excess of the ninety-two percent (92%) of the lowest cost plan.

Effective January 1, 2015, the City shall pay eighty-eight percent (88%) of the premium of the lowest cost plan offered to the employee. Employee shall pay premium costs in excess of the eighty-eight (88%) of the lowest cost plan.

B. It shall be the employee's responsibility to notify the City of any change in family status for health and dental insurance coverage. This shall include, but not be limited to, changing from family to single coverage or eligibility for other medical plan coverage following retirement. Such notification shall take place within thirty (30) days of the change in family status. Failure to notify the City shall result in the employee assuming responsibility for the additional cost until corrected.

C. Retiree Health Insurance: Medical and hospital insurance coverage shall be available to a full-time employee who retires with at least 10 years of continuous service in the City of Cudahy and not less than age 53. In no event will coverage be available for an employee who retires at less than the minimum retirement age specified by the Wisconsin Retirement System. This coverage shall be identical to the coverage provided to the regular full-time employees for either the single or family plan. The City shall pay 95% of the lowest cost qualified plan in the Milwaukee County area for the eligible retiree or the rate paid at the time of retirement for the Chief, whichever is less.

The City will continue to pay these premiums for retired employees up to the age of Medicare. The retired employees shall notify the City immediately upon commencing employment which renders the retired employee eligible for hospital and surgical care.

If a retiree is eligible for the lowest cost qualified plan, as an alternative to the Wisconsin Public Employer's Group Health Insurance Program, the City will issue a check to a health insurance company of the retiree's choice for the lesser amount of the retiree's actual current health insurance premium or the amount of the premium the City would otherwise have paid for the retiree pursuant to this paragraph. The retiree shall comply with such reasonable procedures as may be adopted by the City for processing such payments. Such payments are subject to the same terms and conditions as in the paragraphs above.

If a retiree moves out of state while covered under the State of Wisconsin Health Insurance Plan, he must elect the Standard Plan and will pay the difference in premium from the lowest cost plan in Milwaukee County.

If the retired employee secures employment with another employer and is eligible for health insurance coverage while gainfully employed, he/she shall not be eligible for coverage under the City's group health insurance program.

D. Medical and hospital insurance coverage shall be available to all duty disabled full-time employees who are disabled under Section 40.65 or 40.63 Wis. Stats. The City shall pay 80% of the premium amount in effect for the lowest cost qualified plan in the Milwaukee County area under the Wisconsin Public Employer's Group Health Insurance Plan (for Participating Local Government Employees and Annuitants) and will continue to pay toward the employee's health insurance coverage so long as the employee remains disabled, and until the employee qualifies for Medicare.

5. **DENTAL INSURANCE**
See employee manual

6. **WISCONSIN RETIREMENT FUND/DEFERRED COMPENSATION**
Beginning January 1, 2013, employee shall pay the first 1.5% of the Employee contribution.
Beginning January 1, 2014, employee shall pay the first 3.0% of the Employee contribution.
Beginning January 1, 2015, employee shall pay the first 4.5% of the employee contribution.

7. **HOLIDAYS**
The City shall provide a holiday schedule consisting of ten full holidays. These holidays are as follows:

New Year's Day	Thanksgiving Day
Friday before Easter	Day after Thanksgiving Day
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	New Year's Eve

The employee shall receive equivalent time off for these holidays. The holidays set forth in the section shall accrue on the above dates and the Employee receiving the benefit of such holiday before it accrues and subsequently terminates his employment with the City agrees to have the City deduct from his final paycheck that value of such holiday or holidays received. The Employee shall have the option to either take compensatory days off or receive payment at the normal daily rate for such holidays. Such payment for holidays shall be made during the closest payroll period ending December 1st of each year.

8. **SICK LEAVE**: The above employees contracting or incurring any non-service sickness or disability which renders above employees unable to perform the duties of his/her employment, shall receive sick leave with pay. Eligibility for sick leave shall begin after the completion of six months of employment with the City, but accumulation shall be retroactive to the time of employment. The above employees shall accumulate 4 hours of sick leave per month effective **April 7, 2013**. Sick leave may accumulate to a maximum of 360 hours. Paid sick days shall be deducted from a total sick leave accumulation.

Recruit Employees: Eligibility for sick leave begins after successful completion of the performance period of 6 months employment with the City, but accumulation is retroactive to the date of employment. Recruit employees are paid sick pay based upon rate of pay as of their date

of sickness or disability for such days with the maximum reimbursement of 8 hours per month, within thirty (30) days following successful completion of the performance period. New employees continue to earn 8 hours per month during their first 4 years of service. After the 4th year, the sick leave earned is to be 4 hours per month.
illness.

Sick Leave Incentive Pay: For those employees in good standing who do not utilize any sick time within the year, an incentive of $500.00 will be paid to them on December 31st of each year. For those employees in good standing who utilize not more than 8 hours sick time within the year, an incentive of $350.00 will be paid to them on December 31st of each year.

9. VACATION

The employee shall receive an earned vacation leave with pay as follows:

A. Twenty (20) days vacation in 2009.
B. Twenty-five (25) days vacation after seven (7) complete years of service.

Vacation days must be used no later than the end of the year following that in which they were earned.

While the total year's accrued vacation will be credited to the employee's payroll records in the month of January, the actual date that the full vacation is earned is on the last anniversary the employee was hired by the City of Cudahy with no break in continuous employment. In the event of separation from employment, any vacation which an employee has used but not earned on the date of separation from employment shall be due and owing to the City and shall be reimbursed to the City including deduction from the final paycheck(s).

10. LONGEVITY

The City shall pay longevity pay to the Employee as follows:

A. $5.00 per month – After five (5) years of service.
B. $10.00 per month – After ten (10) years of service.
C. $15.00 per month – After fifteen (15) years of service.
D. $20.00 per month – After twenty (20) years of service.
E. $25.00 per month – After twenty-five (25) years of service.
F. $30.00 per month – After thirty (30) years of service.
G. $35.00 per month – After thirty-five (35) years of service.

Longevity payments shall commence at the end of the closest payroll period ending after the anniversary date of hire.

11. FUNERAL LEAVE

See employee manual

12. JURY DUTY:

See employee manual

13. EDUCATION INCENTIVE

The City agrees to reimburse the Chief for tuition and books for Fire courses and other related courses approved in advance by the Mayor. Reimbursement shall be made only where payment is not made by some other government or public agency, and where a certificate of satisfactory completion with grade point of 2.0 or above (Grade of "C" or better) has been presented to the Mayor. The Fire Chief shall not be allowed to carry more than two (2) courses (six maximum credits) per semester without the approval of the Mayor. When the Fire Chief has completed course work requiring the use of a given text for which the City has reimbursed him, the book(s) shall be returned to the Department for use by other Department Members.

If the Fire Chief were to leave the Cudahy Fire Department for any reason, he/she is required to reimburse the Department for the cost of tuition and books from the final paycheck in the following percentages:

Within one (1) year after completing the course – 100% reimbursement of tuition and books.

Within two (2) years after completing the course – 75% reimbursement of tuition and books.

Within three (3) years after completing the course – 50% reimbursement of tuition and books.

Within four (4) years after completing the course – 25% reimbursement of tuition and books.

14. SEVERANCE PAY

If any the above employees shall retire or voluntarily resign as provided herein or die while in the employment of the City, he shall be entitled to the following severance pay, subject to any other applicable terms of this Ordinance:

A. Vacation: Earned from anniversary date or unused vacation pay to be computed at the rate of the normal straight time hourly rate of pay for such period of time to which the above employee would have been entitled at resignation, retirement or death. For the purpose of this paragraph, a day shall be computed as an eight hour day. A minimum notice must be given to the City in the event an employee voluntarily resigns (30 days notice) or retires (90 days notice) or vacation pay shall be forfeited.
B. Sick Leave: Accumulated sick leave not to exceed 400 hours shall be given to the above employee in cash upon retirement or death. For the purpose of this paragraph a day shall be computed as an eight-hour day. The above employee will be required to give the City ninety days (90) notice prior to his retirement for the purpose of receiving this benefit.
C. Termination of Benefits: The above employee shall not continue to accrue sick leave, vacation, holidays or any other benefits under this agreement after the effective date of resignation, which terminates his employment relationship with the City.
D. If timely notice is not provided as required herein, the paid benefits set forth herein will be forfeited.

E. Any above employee who terminates for reasons other than retirement or death shall receive his earned vacation in accordance with the foregoing provisions. Any above

employee terminating for reasons other than retirement or death shall not receive any severance payment for accumulated sick leave.

F. The above employee shall be compensated for the above benefits in cash, in one lump sum payment at the time of termination. Severance payments shall be made within thirty (30) days following termination providing all City-owned equipment is returned and there is no pending litigation involving the employee's right to certain benefits.

G. Uniform Allowance: One-twelfth of the current unpaid allowance per full month of employment since the last uniform payment in the last year of employment.

H. Holidays: Accrued but unused holidays at the time of severance shall be paid.

I. The employee shall not continue to accrue sick leave, vacation, holidays or any other benefits under this ordinance after the effective date of lay-off, death, voluntary termination of employment while in good standing and for reasons other than discharge, or retirement, which terminates his employment relationship with the City.

J. The Chief shall be compensated for the above benefits in cash, in one lump sum payment on the payroll period closest to the date of severance.

H. Notice of Voluntary Severance or Retirement: A minimum of ninety (90) calendar days notice must be given to the City in the event an employee voluntarily resigns or retires from their employment with the City. If timely notice is not provided, the accrued vacation will be forfeited.

Section 2. All ordinances or parts of ordinances, contravening the provisions of this ordinance are hereby repealed.

Section 3. If any part, or parts, of this ordinance are invalid, it shall not invalidate the entire ordinance.

Section 4. This ordinance shall take effect, and be in force, from and after its passage and publication, and all wages shall be paid after December 19, 2007.

Introduced at a meeting of the Common Council of the City of Cudahy, held this 18th day of December, 2007.
Passed and approved this ___ day of _____ 2013.

_____
John Hohenfeldt, Mayor

Attest:

_____
Dennis Broderick, City Clerk

_____

RES 1

RESOLUTION NO.

A Resolution Honoring
BOB BOKNEVITZ
City of St. Francis 2014
'Citizen of the Year'

WHEREAS, the Mayor, Common Council, and the citizens of the City of Cudahy take time to honor various citizens for their actions that sometimes takes them above and beyond events in their normal daily lives, and

WHEREAS, ***BOB BOKNEVITZ***, has been named "***City of St. Francis 2014 Citizen of the Year***", the fifty-fifth recipient of this award; an award which is presented to a citizen or citizens who demonstrate a history of unselfish dedication to the community of St. Francis and its residents without remuneration, and

WHEREAS, ***BOB BOKNEVITZ***, who is married to Paula, has two children and is a U.S. Navy veteran and currently Account Manager for Creation Technologies, and

WHEREAS, ***BOB BOKNEVITZ*** is President of the St. Francis School Board, a St. Francis Days Committee member, Director of the St. Francis Association of Commerce and Auditor for the St. Francis Scholarship Pageant, and

WHEREAS, the City of St. Francis shall honor ***BOB BOKNEVITZ, the City of St. Francis 2014 Citizens of the Year***, at a dinner in his honor on Saturday, January 31, 2015 at the Pulaski Inn located at 3900 E. Pulaski Avenue in Cudahy.

NOW, THEREFORE, the Common Council of the City of Cudahy do Hereby Resolve to honor ***BOB BOKNEVITZ, City of St. Francis 2014 Citizens of the Year***, and are proud to present this honorary resolution to him.

_____
JOHN HOHENFELDT, Mayor

_____
JASON LITKOWIEC, Council President

RES 2

RESOLUTION NO. XXXX

AN RESOLUTION GIVING A ONE-TIME MISCELLANEOUS PAYMENT TO THE CAPTAIN OF POLICE BASED UPON THE ACTION OF THE PERSONNEL COMMITTEE HELD DECEMBER 16, 2014

WHEREAS, based upon the contract between the City of Cudahy and the City of Cudahy Police Department Command Unit, the Lieutenant of Police was not eligible for roll call pay between May 28, 2010 to October 5, 2014, and

WHEREAS, the Personnel Committee of the City of Cudahy voted to provide a one-time miscellaneous payment to the Captain of Police based upon what the roll call pay would have been from May 28, 2010 to October 5, 2014 for the Lieutenant.

NOW THEREFORE, the Common Council of the City of Cudahy do Hereby Resolve that the above referenced, one-time payment, shall be made to Captain Dala Milosavljevic on a non-precedent setting basis.

PASSED AND ADOPTED by the Common Council of the City of Cudahy on this 6th day of January, 2015.

_____

JOHN HOHENFELDT, Mayor

Attest:

_____

DENNIS P. BRODERICK, City Clerk

Prepared By: **PAUL T. EBERHARDY** City Attorney
Wis. State Bar No. 1045304