

**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, NOVEMBER 18, 2014 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 on the proposed 2015 budget of the City of Cudahy.

1. Open Public Hearing
2. Public Comment
3. Close Public Hearing

***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 Personnel Committee held November 5, 2014.
2. Minutes of the Board of Public Works held September 29, 2014.
3. Minutes of the Joint Plan Commission and Design Review Boards held October 14, 2014 and October 27, 2014.
4. Minutes of the Design Review Board held October 14, 2014.
5. Minutes of the Water Utility Commission held October 16, 2014.
6. Correspondence from Officer Joseph Paczocha regarding his retirement on April 2, 2015.
7. Correspondence from Officer Brian J. Scott regarding his retirement on February 28, 2015.
8. Correspondence from Linda Lindsey regarding her retirement on June 30, 2015.

ITEMS REMOVED FROM CONSENT AGENDA

OLD BUSINESS

None

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

1. Discussion and necessary action to adopt budget for 2015 and Set City Levy.
2. Discussion and necessary action regarding Minutes of the Regular Meeting of the Common Council held November 5, 2014.
3. Discussion and necessary action regarding Minutes of the Rules, Laws & License Committee held November 5, 2014.
4. Discussion and necessary action regarding acceptance of Preliminary Resolution No. 6902 and to set a date for Public Hearing of December 16, 2014 for the Replacement of Sanitary Sewer Laterals on Packard Avenue from Plankinton to Cudahy Avenue and declaring Intent to Exercise Special Powers under Section 66.0703 Wisconsin Statutes-Police Powers.
5. Discussion and necessary action regarding award of the 2014-2015 Citywide public parking lot sidewalk snow removal and de-icing contract of Lawn Magicians.

6. Discussion and additional information provided to the Common Council regarding Ordinance No. 2411 and the need for exceptions to firearms and fireworks use within the limits of the City of Cudahy for specific regulated wildlife management circumstances in conjunction with General Mitchell International Airport.

DEPARTMENT MANAGER OR ELECTED OFFICIAL UPDATES

- Health Department: Presentation of 2011/2012/2013 Health Department Annual Report
- Mayor: Update from the Plan Commission November 2014 meeting.

INTRODUCTION/PASSAGE OF ORDINANCES & RESOLUTIONS

ORDINANCES

PASSAGE OF ORDINANCES

1. Discussion and necessary action regarding Ordinance No. 2306.4 entitled "An Ordinance Fixing the Wages, Salaries and Fringe Benefits of the City of Cudahy Police Department Command Officers Commencing January 1, 2013".
2. Discussion and necessary action regarding Ordinance No. 2411 entitled "An Ordinance Providing Fireworks and Use of Firearms Exceptions for Wildlife Management Activities Around General Mitchell International Airport".

PASSAGE OF RESOLUTIONS

1. Discussion and necessary action regarding Resolution No. 6902 entitled "A Resolution Approving Certified Survey Map in the Southwest One-Quarter (1/4) Section Twenty-Six (26), Township Six (6) North, Range Twenty-Two (22) East". (3628 E. Pulaski Ave.).
2. Discussion and necessary action regarding Resolution No. 6896 entitled "A Resolution Denying the Claim of Progressive Universal Ins. Co.".
3. Discussion and necessary action regarding Resolution No. 6897 entitled "A Resolution Denying the Claim of Karen Bechtel".
4. Discussion and necessary action regarding Resolution No. 6898 entitled "A Resolution Denying the Claim of Kelbe Brothers Equipment Co. Inc.".
5. Discussion and necessary action regarding Resolution No. 6899 entitled "A Resolution Denying the Claim of Budnik & Sons Inc.".
6. Discussion and necessary action regarding Resolution No. 6900 entitled "A Resolution Denying the Claim of Advanced Disposal Services Emerald Park Landfill, LLC".
7. Discussion and necessary action regarding Resolution No. 6901 entitled "A Resolution Denying the Claim of National Construction Rentals".
8. Discussion and necessary action regarding Resolution No. 6903 entitled "A Resolution Approving Certified Survey Map in the Southeast One-Quarter (1/4) Section Twenty-Seven (27), Township Six (6) North, Range Twenty-Two (22) East".

***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.***

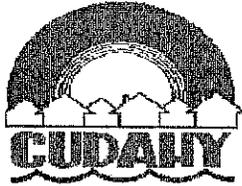
ADJOURN

PUBLIC NOTICE

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P. H.



John Hohenfeldt

Mayor, City of Cudahy

Memo to: Honorable Members of the Common Council

RE: Agenda Items

The following items shall be placed on the Tuesday November 18, 2014 Common Council agenda as a Public Hearing, as well as for your consideration to adopt the budget for 2015 and set city tax levy.

Public Hearings and Presentations

Public Hearing on the Proposed 2015 budget of the City of Cudahy

1. Open Public Hearing.
2. Public Comment
3. Close Public Hearing

New Business Item

1. Discussion and necessary action to adopt budget for 2015 and set city tax levy.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "John R. Hohenfeldt".

John R. Hohenfeldt

Mayor

"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

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CITY OF CUDAHY
OFFICIAL NOTICE OF BUDGET HEARING

NOTICE IS HEREBY GIVEN that pursuant to the provisions of Chapter 65 of the Wisconsin Statutes, a public hearing will be held on the proposed 2015 Budget of the City of Cudahy on Tuesday, November 18, 2014 at 7:00 p.m. at the Cudahy Municipal Building, 5050 S. Lake Drive, Cudahy, WI.

NOTICE IS FURTHER GIVEN that the detail of said proposed budget is on file with and available for public inspection at the Office of the City Clerk/Treasurer.

The following is a summary of the proposed budget as formulated by the Common Council of the City of Cudahy.

CITY OF CUDAHY
2015 Budget Summary

	2012 Adopted Budget	2013 Adopted Budget	2014 Adopted Budget	2015 Proposed Budget	% Change
I. GENERAL FUND REVENUES					
Property taxes	\$ 5,682,577	5,712,577	5,775,850	5,755,415	-0.35%
Other taxes	395,986	395,986	399,881	428,000	
Intergovernmental	4,704,559	4,684,550	4,695,698	4,745,448	
Licenses and permits	464,101	549,652	489,894	480,897	
Fines and forfeitures	715,188	912,948	936,284	865,520	
Public charges for services	570,795	545,840	537,013	518,583	
Intergovernment charges for services	28,798	31,300	31,900	31,896	
Commercial	129,569	102,644	97,153	89,200	
TOTAL REVENUES	<u>12,691,573</u>	<u>12,935,497</u>	<u>12,963,673</u>	<u>12,914,959</u>	-0.38%
EXPENDITURES					
General Government	2,600,449	2,808,714	2,651,364	2,611,252	
Public Safety	7,121,673	7,150,543	7,253,403	7,136,932	
Public Works	1,806,752	1,781,033	1,777,353	1,873,191	
Health and Sanitation	857,850	871,050	942,092	945,207	
Park and Recreation	246,345	252,018	261,822	276,338	
Capital outlay	13,500	13,400	18,900	15,800	
Contingency	45,004	58,739	58,739	56,239	
TOTAL EXPENDITURES	<u>\$ 12,691,573</u>	<u>12,935,497</u>	<u>12,963,673</u>	<u>12,914,959</u>	-0.38%
II. SPECIAL REVENUE FUND					
REVENUES - Property taxes	\$ 1,097,130	1,090,234	1,106,398	1,285,271	16.17%
OTHER REVENUES AND TRANSFERS	11,096,558	11,088,645	11,330,696	10,622,765	
TOTAL REVENUES AND TRANSFERS	<u>\$ 12,193,688</u>	<u>12,178,879</u>	<u>12,437,094</u>	<u>11,908,036</u>	-4.25%
TOTAL EXPENDITURES	<u>\$ 12,824,913</u>	<u>12,178,879</u>	<u>12,437,094</u>	<u>12,577,765</u>	1.13%
III. DEBT SERVICE FUND					
REVENUES - Property taxes	\$ 1,177,630	1,177,630	1,177,630	1,229,684	4.42%
OTHER REVENUES AND TRANSFERS	5,641,422	5,602,631	5,234,071	4,692,955	
TOTAL REVENUES AND TRANSFERS	<u>\$ 6,819,052</u>	<u>6,780,261</u>	<u>6,411,701</u>	<u>5,922,639</u>	-7.63%
TOTAL EXPENDITURES	<u>\$ 7,082,339</u>	<u>6,780,261</u>	<u>6,411,701</u>	<u>5,922,639</u>	-7.63%
IV. TOTAL ALL FUNDS					

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	<u>FUND BALANCE 1/1/2015</u>	<u>REVENUES</u>	<u>EXPENSES/ EXPENDITURES</u>	<u>FUND BALANCE 12/31/2015</u>	<u>PROPERTY TAXES 2015</u>	
General Fund \$	4,238,861	12,914,959	12,914,559	4,239,261	5,755,415	0.696
Special Revenue Fund	20,243,433	10,622,765	12,577,765	18,288,433	1,285,271	0.155
Debt Service Fund	5,501,978	5,922,639	5,922,639	5,501,978	1,229,684	0.149
Enterprise Fund	9,620,852	2,684,066	2,519,941	9,784,977	-	
Internal Service Fund	976,619	419,590	419,590	976,619	-	
TOTAL : \$	40,581,743	32,564,019	34,354,494	38,791,268	8,270,370	

TAX LEVY	<u>2013</u>	<u>2014</u>	<u>Difference</u>	<u>%</u>
City of Cudahy portion of the tax levy	8,059,878	8,270,370	<u>210,492</u>	<u>2.612%</u>

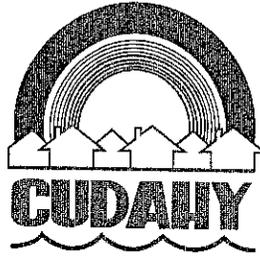
Published by authority of the Common Council of the City of Cudahy this 30th day of October 2014.

Dennis Broderick, City Clerk/Treasurer

PUBLIC NOTICE

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Publish: October 30, 2014



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John Hohenfeldt
Mayor, City of Cudahy

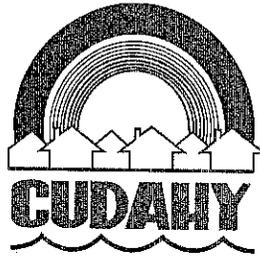
November 18, 2014

Dear Honorable Members of the Common Council, Residents of the City of Cudahy.

Tonight, it is my duty and honor to present to you the 2015 municipal budget for adoption by the Common Council. My duty as Chief Executive Officer is to propose a budget that provides exceptional services to the tax payers we serve at a price that they can afford.

On the evening of September 2nd, I approached the Finance Committee for direction on the Executive Budget of the city. The committee provided me with the direction to provide them with a couple of alternative budgets, services status quo, additional for road funds, and a wish list budget from our discussions that evening. Through that process and working with my Administrative Team, the wish alternative quickly faded and several budgets were presented to the Committee.

On the evenings of September 30, 2014 and October 13, 2014, The Executive Budget with alternatives were presented to the Finance Committee. Several options were discussed with final approval given at the Finance Committee on October 13th for a 1.123% Tax Levy Increase that would set the levy at \$8,150,370, which would have an impact on a \$170,000 home of \$15.31.



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John Hohenfeldt
Mayor, City of Cudahy

After that meeting, the Common Council of the City of Cudahy considered the recommendation of the Executive Budget from the Finance Committee. The Common Council, by a majority vote and their actions, increased the budget and proposed tax levy to \$8,270,370, a 2.612% increase in the levy, an average increase of \$35.62 on a \$170,000, with an additional \$120,000 specifically designated for roads. That Budget, as approved by the Common Council was sent for publication for our taxpayers as required by Wisconsin State Law.

Therefore, pursuant to the provisions of Chapter 65 of the Wisconsin Statutes, a public hearing will be held on the proposed 2015 Budget of the City of Cudahy, held this day November 18, 2014, at the Cudahy Municipal Building, 5050 South Lake Drive, Cudahy, Wisconsin.

At this time, I hereby open the floor to any City of Cudahy taxpayer or resident to speak to the Common Council regarding the city budget. I ask that for the record that they state their name and address for the record.

Respectfully submitted to the Citizens of Cudahy.

John R. Hohenfeldt
Mayor
11/18/2014

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Publish: October 30, 2014

CA #1

**MINUTES OF THE PERSONNEL COMMITTEE MEETING
HELD AT THE CITY OF CUDAHY MUNICIPAL BUILDING,
5050 S LAKE DR. CUDAHY, WI, ON
Wednesday, November 5, 2014**

ROLL CALL

Ald. Schissel called the meeting to order at 6:45 P.M. The following answered, "present" to roll call: Ald. Hollenbeck, Bartoshevich, Schissel, Morales and Litkowiec. Mayor Hohenfeldt, Andrew Kitzrow, Joe Zblewski, Deputy Clerk Toms-Neary, City Clerk Toms-Neary and City Attorney Eberhardy were also in attendance.

MEETING STATEMENT

The proper open meeting statement was read at this time.

Old Business

New Business

1. Discussion and necessary action regarding approval of Ordinance No. 2306.4 entitled "An Ordinance Fixing the Wages, Salaries and Fringe Benefits of the City of Cudahy Police Department Command Officers Commencing January 1, 2013. Information from the Command Officers will be reviewed. **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. LITKOWIEC** to hold over to next meeting. Motion carried unanimously.
2. Adjourn. **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. HOLLENBECK** to adjourn at 7:00 P.M. Motion carried.

Attest:

Jason Litkowiec, Chairperson

MINUTES OF A MEETING OF THE BOARD OF PUBLIC WORKS OF THE CITY OF CUDAHY, WI TO BE HELD AT THE CUDAHY MUNICIPAL BUILDING, 5050 SOUTH LAKE DRIVE, CUDAHY, WI ON Tuesday September 29, 2014 @ 5:30 PM

ROLL CALL

The Meeting was called to order by Ald Litkowiec at 5:34p.m. with the following answering "present" to roll call: Ald Hollenbeck, Mr. Clark, & Mr. Lohr. & Mr. Loferski.

Also Present: DPW Director Mary Jo Lange, Finance Director Bruce Schuknecht, Acting DPW Superintendant Scott Rewolinski & Atty Paul Eberhardy

Proper open meeting statement was made at this time.

Approval of the Minutes: Motion made by Lohr seconded by Hollenbeck to approve the Minutes of the September 2, 2014 meeting. All voted in favor.

OLD BUSINESS

- 1. Discussion and action regarding a request from a Board of Public Works to have the City Attorney clarify the procedure the Department of Public Works is to follow regarding Municipal Code# 8.07 Snow & Ice Removal. No action was taken on this item. Atty. Paul Eberhardy discussed the intent of the Code and address other questions relative to State Statutes and the responsibility of the City regarding sidewalk snow removal. The main debate that Atty Eberhardy clarified is that the City crews are instructed to act based on complaints.

NEW BUSINESS

- 1. Discussion & action regarding the request for an additional street light at 3762 E. Henry Ave. Director Lange showed pictures of where existing street lights were located (across the street and just to the right of the property) and stated that there is adequate lighting for a residential neighborhood. Member Clark made a motion to deny the request for an additional street light at 3762 E. Henry seconded by Lohr. All voted to deny the request.
- 2. Discussion & action regarding the recommendation for award of the Miscellaneous Sanitary & Storm Sewer Improvements, Project 2014-04. Director Lange informed the Board that the staff put together a series of miscellaneous sewer and watermain work to be bid now and begin sometime in the spring of 2015. The money has been budgeted for these projects but they are too small to do as one project so the Engineering staff combined the smaller jobs into one large project. Member Lohr made a motion to award the Miscellaneous Sanitary & Storm Sewer Improvements, Project # 2014-04 to Wilkomm Excavating in the amount of \$546,692.33. Motion seconded by Clark. All voted in favor.

3. **Discussion & action regarding winter hours for the Drop-Off Site.** Director Lange told the Board that from December 1 to about the middle of March that the use of the Drop-Off site is very low. The City is now using any surplus funds in the Recycling Fund to offset expenses at the Drop-Off site, so in an effort to keep down expenses she recommended that the Drop-Off site be closed from December 6, 2014 to March 21, 2015, with the exception of Saturday January 3rd. On Saturday January 3rd the Drop Off Site will be open for card-board drop off only. Motion made by Clark seconded by Lohr to accept new hours but to take everything but e-waste on January 3rd. All voted in favor.

4. **Presentation of the state of the street and alley conditions & discussion & action regarding the recommendation by the Board of Public Works to increase funding to address the condition of the roadways.** Director Lange went through the rating condition of the City's roadways and alleys. Lange stated that in the past 7 years the funding to maintain roadways and alleys has been drastically cut. Lange told the Board that the condition of the roadways and the lack of funding will be discussed during the budget and she asked the Board to support the request for additional funding for roadways and alleys. Motion Made by Lohr seconded by Clark to increase funding for alleys & roadways for the 2015 budget. All voted in favor.

Motion made by Lohr seconded by Loferski to adjourn the meeting. All voted in favor.

Meeting adjourned at 6:55 p.m..

**MINUTES OF JOINT PLAN COMMISSION AND DESIGN REVIEW BOARD
FOR THE CITY OF CUDAHY, WI HELD AT THE MUNICIPAL BUILDING ON
October 14, 2014**

CALL TO ORDER

Meeting was called to order by Mayor Hohenfeldt.

OPENING STATEMENT

Prior to the meeting, notice was given to the community and posted in the appropriate places. Notice was also given to the news media that requested it, namely the Milwaukee Journal-Sentinel and MyCommunityNow.com.

ROLL CALL

The following members of the Plan Commission were present for roll call: Mayor Hohenfeldt, Alderman Bartoshevich, Alderman Moralez, Nick Gates, James Zsebe, and Mike Nelson. Members absent and excused: Harry Savagian. Also present was Economic Development Director, Brian Biernat.

MINUTES

Motion to approve minutes from August 12, 2014 and September 9, 2014 made by Alderman Bartoshevich, seconded by Nick Gates. All in favor.

OLD BUSINESS

3. None

NEW BUSINESS

4. **Review and take appropriate action on the building numbering unit/identification plan for the Mitchell Industrial Park, formerly Ace Worldwide Industrial Park. The new ownership and staff have jointly prepared the building numbering plan to replace the former, which required revision. Staff is also working with the new ownership group on an action plan to incrementally correct site utilization deficiencies and non-conforming conditions.**
Brian Biernat explained reasoning for the need to update the numbering plan in order to properly identify buildings and suites to facilitate delivery of essential services. The plan has been distributed to the Fire and Police Chiefs and Public Works Director with no objections to forward to Plan Commission for approval. Motion made by Commissioner Zsebe to approve, seconded by Commissioner Nelson. All in favor.
5. **Staff update regarding the status of ETID #2 and termination of the development agreement between Cobalt Partners LLC and the city.**
Brian Biernat explained the developer did not meet the September 15, 2014 deadline in the Development Agreement to bring anything substantive for review and approval. In preparing documentation for conveyance of the land back to the City the Community Development Authority also discovered the developer encumbered the land in further violation of the contract. Biernat informed the Commission that the Community Development Authority is providing all necessary documentation to Cobalt for compliance. If after 14 days the developer has not cooperated to return the land unencumbered the City will seek litigation. No motion necessary.

structure from crossing lot lines. The fencing could begin and end at the lot line for both properties, but it requires separate permits for each parcel. The applicant accepted the condition and stated an 18 ft gate would be placed at 5461 Whitnall and 30 ft gate at 5483 Whitnall. These are two separate taxable properties with no immediate intent to combine. The previous approval for this action expired because the applicant needed to secure financing. The Mayor asked whether a re-approval means a new 12 month period begins to complete the project. Brian Biernat confirmed the action is considered a newly reviewed request and allowed another 12 months. Discussion and questions followed about materials with special attention given to screening. Brian Biernat stated City code precludes use of vinyl slats for maintenance reasons. An opaque fabric material was affirmed as feasible by the applicant. The Mayor asked the Board and Commission to approve of the request with the same conditions as previously approved, accepting the new 12 month period. The Design Review voted to approve, all in favor. Motion made by Commissioner Zsebe to approve on behalf of the Plan Commission, seconded by Commissioner Gate. All in favor.

ADJOURN

Motion to adjourn meeting made by Design Review Board. All in favor. Motion to adjourn meeting made by Commissioner Bartoshevich on behalf of the Plan Commission, seconded by Commissioner Gates. All in favor.

**MINUTES OF JOINT PLAN COMMISSION AND DESIGN REVIEW BOARD
FOR THE CITY OF CUDAHY, WI HELD AT THE MUNICIPAL BUILDING ON
October 27, 2014**

CALL TO ORDER

Meeting was called to order by Mayor Hohenfeldt.

OPENING STATEMENT

Prior to the meeting, notice was given to the community and posted in the appropriate places. Notice was also given to the news media that requested it, namely the Milwaukee Journal-Sentinel and MyCommunityNow.com.

ROLL CALL

The following members of the Plan Commission were present for roll call: Mayor Hohenfeldt, Commissioner Savagian, Alderman Bartoshevich, Commissioner Gates, Commissioner Zsebe. Members absent and excused: Commissioner Nelson, Alderman Morales. The following members of the Design Review Board were called into session by Chairman Peter Dombrowski: Gates, Jim Hooper, Joan Houlehen, Terry Schuelke, Marcelle Carlson. Members absent and excused: Nelson. Also present was Economic Development Director, Brian Biernat.

OLD BUSINESS

2. None

NEW BUSINESS

3. **Review and take appropriate action on the proposed new industrial building addition submitted by Darrin McCormies, Senior Vice President at Epstein Global, on behalf of Patrick Cudahy, LLC, One Sweet Apple-Wood Lane.**

Gene Bridges, Vice President of Engineering of Patrick Cudahy, introduced Tom Kennedy, Senior Project Engineer for Epstein Global and the proposal for a 17,000 square foot addition in the space destroyed after the 2009 fire and adjacent to Building B. The purpose of this building is to move production from the 109 year old Building J, evacuating the former building and turning it into dry storage. The proposed building will be used for raw bacon slice production. This is Phase I of a two phase project.

Tom Kennedy took the podium to describe the building plans. The building will use the same height, materials, and aesthetics as the adjacent existing building. The main purpose of the building is bacon production, a third will be a storage freezer, and a third is a mezzanine for boxing. Food buildings are not allowed vegetation in close proximity. Grounds around the building can be grass or storm water retention. Landscape plans must avoid anything which will attract wild life for food safety purposes.

The Mayor informed that Patrick Cudahy approached the city on October 6th with the plans. The staff had two opportunities to review plans and found no issues with regard to items such as storm water management and fire protection. The staff felt comfortable expediting the plans to tonight's meeting.

Tom Kennedy continued with the floor plans. The applicants also fielded questions from the Plan Commission and Design Review Board. This portion of the presentation was inaudible.

The following items were noted: the roofing is EPDM material which matches the current building, the roofing is cast at a slope for drainage, white coated steel is used on exterior and interior, there cannot be skylights to avoid risk of losing insulation. The tentative move in date is scheduled for October 2015.

The Design Review Board voted to approve, all in favor. Motion made by Bartosevich to approve on behalf of the Plan Commission, seconded by Gates. All in favor.

4. Review and take appropriate action of the proposed alteration for an overhead door on the north elevation of the industrial building at 1930 East College Avenue, submitted by Inland Construction.

Charlie Sparks, Project Manager for Inland Construction, took the podium. The building is leased to Birchwood Landscaping. Birchwood wishes to utilize the building as salt storage and add a 12x12 foot overhead door.

Brian Biernat said the modification is permitted; the portion of the building does not face public way. The only consideration of the department is whether or not the introduction of a door opening requires structural analysis.

The applicant fielded questions from the Design Review Board. The door will be white in color and overhead sectional.

Mayor stated that the new owners are willing to invest in an old industrial park which is appreciated. Sparks stated the ownership group is interested in continuing efforts to improve the Park. Discussion about the Industrial Park continued nonrelated to this order of business.

Motion made by the Design Review Board to approve, all in favor. Motion made by Gates to approve on behalf of the Plan Commission, seconded by Savagian. All in favor.

ADJOURN

Motion to adjourn meeting made by Design Review Board. All in favor. Motion to adjourn meeting made by Commissioner Bartoshevich on behalf of the Plan Commission, seconded by Commissioner Gates. All in favor.

**MINUTES OF THE DESIGN REVIEW BOARD OF THE CITY OF CUDAHY, WI
HELD AT THE MUNICIPAL BUILDING ON
October 14, 2014**

CALL TO ORDER

Meeting was called to order at 6:30 p.m. by Peter Dombrowski.

OPENING STATEMENT

Prior to the meeting, notice was given to the community and posted in the appropriate places. Notice was also given to the news media that requested it, namely the Milwaukee Journal-Sentinel and MyCommunityNow.com.

ROLL CALL

The following members of the Design Review Board were present for roll call: Peter Dombrowski, Joan Houlehen, Mike Nelson, Nick Gates, Terry Schuelke and Jim Hooper.

APPROVAL OF MEETING MINUTES

Gates/Houlehen moved to approve as amended. Motion carried.

AGENDA

OLD BUSINESS

1. None

NEW BUSINESS

2. Review and take appropriate action regarding the proposed awning and awning signage for Cudahy's Supermarket, 4766-68 South Packard Avenue, submitted by Naegele Awning Company on behalf of Zaal Zaal, owner. Gates/Nelson moved to approve as modified. Motion carried.

OTHER MATTERS

None

ADJOURN MEETING

Van Hoof/Houlehen moved to adjourn the meeting at 7:05 p.m. Motion carried.

MINUTES OF A MEETING OF THE WATER UTILITY COMMISSION OF THE CITY OF CUDAHY, WISCONSIN HELD AT CITY HALL 5050 S. LAKE DRIVE ON THURSDAY OCTOBER 16, 2014

The meeting was called to order at 4:00 P.M. by Chairman Miller with the following members in attendance: Mr. Kramer, Mr. Hanson, Mr. Kober and Mr. O'Connell. Superintendent Miller and Director of PW Lange also present.

APPROVE MINUTES OF THE SEPTEMBER 4, 2014 MEETING

Moved by Mr. Kober second by Mr. O'Connell, to approve the minutes of the September 4, 2014 meeting. All voting in favor.

FILTER PLANT OPERATOR POSITION

Superintendent Miller notified the Commission that a filter plant operator has resigned effective October 17. The Superintendent asked for permission to fill the vacant position which will be on second shift. There was some discussion on current staffing levels and the WIDNR requirements to run the filtration plant.

Moved by Mr. Kober, second by Mr. O'Connell to hire an operator to fill the second shift position.

WATER TOWER UPDATE

Superintendent Miller gave an update on the progress of the water tower project. Things are on schedule, right now the contractor needs good weather to finish the exterior work. The interior is finished.

2015 BUDGET

Superintendent Miller announced that he hoped to have a draft budget out by the end of October for the Commission to take action on at the next meeting.

ADJOURNMENT

There being no further business, it was moved by Mr. O'Connell , second by Mr. Kober to adjourn. All voting in favor (4:28 PM)

Ken Kramer, Secretary

Attest: Bill Miller

CA #6

To whom it my concern:

I, Joseph Paczocha, announce my retirement as April 2nd, 2015.

Respectfully Submitted,



11-10-14

Joseph Paczocha

CA #7

November 10, 2014

Chief Poellot:

This letter serves as my notice of retirement effective February 28, 2015.

I would like to thank you and the City of Cudahy for allowing me to serve for the past 15 years.

Sincerely,


Brian J. Scott

Linda S. Lindsey
3825 5th Avenue
South Milwaukee, WI 53172

CA#8

November 1, 2014

Subject: Retirement

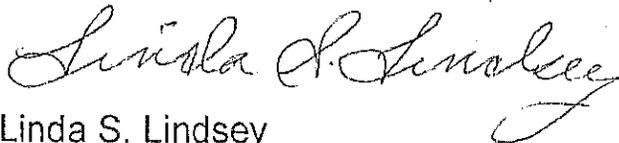
To: Katie Gajeski, Health Officer

Dear Katie,

Effective June 30, 2015, I am retiring from employment with the City of Cudahy. I have thought it through and realize that it is time I am retiring. Next month, I will be 67 years old.

I have enjoyed my time working and appreciate my co-workers as well as every person I have met while working.

Sincerely,


Linda S. Lindsey

Copy: Carolyn Toms-Neary

NB #2

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 WEDNESDAY, NOVEMBER 5, 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, Litkowiec and Bartoshevich. Deputy City Clerk Toms-Neary, City Clerk Broderick and City Attorney Eberhardy were also in attendance.

PUBLIC HEARINGS & PRESENTATIONS

PUBLIC COMMENT (agenda items)

None

CONSENT AGENDA ITEMS

MOTION MADE BY ALD. LITKOWIEC, SECOND BY ALD. BARTOSHEVICH to approve the items listed on the consent agenda with Rules, Laws & License minutes corrected. On the roll call vote motion carried unanimously.

- 1. Minutes of the Regular Meeting of the Common Council held October 21, 2014.
2. Minutes of the Finance Committee held October 21, 2014.
3. Minutes of the Personnel Committee held October 21, 2014.
4. Minutes of the Claims Committee held October 22, 2014.
5. Minutes of the Community Development Authority held September 23, 2014 and October 28, 2014.
6. Claims ending October 31, 2014 in the amount of \$550,629.08.

NEW BUSINESS

Aldersperson Hollenbeck left the Common Council at 7:05 P.M.

- 1. Discussion and necessary action regarding application of Hannah Flemmer as agent for Pick 'n Save. MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. SCHISSEL to approve. On the roll call vote, Alderspersons Moralez, Schissel, Litkowiec and Bartoshevich voted "aye". Aldersperson Hollenbeck "abstained". Motion carried.
2. Discussion and necessary action regarding application of Ryan K. Campbell, Agent for Class B Combination License at 4906 S. Packard Ave. (Flash Backs). MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. LITKOWIEC to approve. On the roll call vote, Alderspersons Moralez, Schissel, Litkowiec and Bartoshevich voted "aye". Aldersperson Hollenbeck "abstained". Motion carried.
3. Discussion and necessary action regarding application of Kenneth D. Harper, Agent for Class B Combination Liquor License at 5132 S. Packard Avenue (Bosses Sports Bar & Grill). MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. SCHISSEL to approve. On the roll call vote, Alderspersons Moralez, Schissel, Litkowiec and Bartoshevich voted "aye". Aldersperson Hollenbeck "abstained". Motion carried.

Aldersperson Hollenbeck returned to the Common Council at 7:10 P.M.

- 4. Discussion and necessary action regarding application for Used Auto Dealer License for Ahmed S. Saleem located at 5204 S. Packard Ave. (Sam's Two Auto Sales LLC). MOTION BY ALD.

BARTOSHEVICH, SECOND BY ALD. HOLLENBECK to approve. On the roll call vote, motion carried unanimously.

5. Discussion and necessary action regarding Mayor's appointment of David Sartori to the Property Maintenance Appeals Board for a three year term expiring 10-01-2017. **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. HOLLENBECK** to approve. Motion carried unanimously.
6. Discussion and necessary action regarding Intergovernmental Agreement between Milwaukee County and the City of Cudahy permitting access to Milwaukee County's Public Safety Radio System. No action taken.
7. Discussion and necessary action regarding chronic nuisance premises appeal rights on properties owned by Anthony Piparo of 5860 S. Quality Avenue, properties of 5837 S. Quality Avenue, 3539 E. Plankinton Avenue, 5142 S. Packard Avenue and 3465/67 E. Layton Avenue. **MOTION BY ALD. MORALEZ, SECOND BY ALD. HOLLENBECK** to end appeal rights twenty-five days from today on November 30, 2014. On the roll call vote, motion carried unanimously.

DEPARTMENT MANAGER OR ELECTED OFFICIAL UPDATES

MAYOR:

None

INTRODUCTION/PASSAGE OF ORDINANCES & RESOLUTIONS

PASSAGE OF ORDINANCES

1. Discussion and necessary action regarding Ordinance No. 2265.5 entitled "An Ordinance Concerning Changes to Chapter 10 of the Cudahy Municipal Code Pertaining to Chronic Nuisance Appeal Process". **MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. HOLLENBECK** to approve Ordinance No. 2265.5. On the roll call vote, motion carried unanimously.
2. Discussion and necessary action regarding Ordinance No. 2306.4 entitled "An Ordinance Fixing the Wages, Salaries and Fringe Benefits of the City of Cudahy Police Department Command Officers Commencing January 1, 2013". This ordinance was referred back to the Personnel Committee.

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

None

ADJOURN

MOTION BY ALD. BARTOSHEVICH, SECOND BY ALD. SCHISSEL to adjourn at 7:15 P.M. Motion carried unanimously.

Passed and approved this 18th day of November, 2014.

John Hohenfeldt, Mayor

ATTEST: Dennis Broderick/Clerk Treasurer

NB #3

MINUTES OF THE MEETING OF THE CITY OF CUDAHY RULES, LAWS AND LICENSE COMMITTEE HELD AT THE CUDAHY MUNICIPAL BUILDING, 5050 S. LAKE DR., MILWAUKEE COUNTY, WISCONSIN ON WEDNESDAY, NOVEMBER 5, 2014

Alderman Bartoshevich called the meeting to order at 5:30 PM with the following answering present to roll call: Ald. Bartoshevich, Greg Witkowski and Richard Haske. Ald. Justin Moralez joined the quorum at 6:20 P.M. City Clerk Broderick, Economic Dev. Dir. Biernat, Police Chief Poellot, Deputy Clerk Toms-Neary and City Attorney Eberhardy were also in attendance.

OPEN MEETING STATEMENT

The proper open meeting statement was read.

Old Business

New Business

1. Discussion and necessary action regarding approval of minutes from September 3, 2014 and October 1, 2014. **MOTION BY RICHARD HASKE, SECOND BY GREG WITKOWSKI** to approve with additions. Motion carried unanimously.
2. Discussion and necessary action regarding application for change of agent for Class A Combination Liquor License at Pick 'n Save to Hannah Flemmer of 1813 S. Missouri Ave., South Milwaukee **MOTION BY RICHARD HASKE, SECOND BY GREG WITKOWSKI** to approve. Motion carried unanimously.
3. Discussion and necessary action regarding approval of Class B Combination Liquor License for Ryan K. Campbell, Agent for JJRC Holdings, LLC for Flash Back's, bar located at 4906 S. Packard Ave. **MOTION BY GREG WITKOWSKI, SECOND BY RICHARD HASKE** to approve. Motion carried unanimously.
4. Discussion and necessary action regarding approval of Class B Combination Liquor License for Kenneth D. Harper, Agent for Bosses Sports Bar and Grill LLC located at 5132 S. Packard Ave. **MOTION BY GREG WITKOWSKI, SECOND BY RICHARD HASKE** to approve pending inspections and occupancy permit. Motion carried unanimously.
5. Discussion and necessary action regarding request for Used Auto Dealer License of Ahmed Saleem and Bassam Salim, partners at Sam's Two Auto Sales LLC located at 5204 S. Packard Ave. **MOTION BY GREG WITKOWSKI, SECOND BY RICHARD HASKE** to approve pending background check and occupancy permit. Motion carried unanimously.
6. Discussion and necessary action regarding Ordinance No. 2265.5 entitled "An Ordinance Concerning Changes to Chapter 10 of the Cudahy Municipal Code Pertaining to Chronic Nuisance Appeal Process". **MOTION BY GREG WITKOWSKI, SECOND BY RICHARD HASKE** to approve Ordinance No. 2265.5. Motion carried unanimously.
7. Discussion and necessary action regarding Ordinance No. 2411 entitled "An Ordinance Providing Fireworks and Use of Firearms Exceptions for Wildlife Management Activities around General Mitchell International Airport". **MOTION BY RICHARD HASKE, SECOND BY GREG WITKOWSKI** to approve Ordinance No. 2411. Motion carried unanimously.
8. Review of Care for Cudahy program took place at this time.

Attest: Justin Moralez

NB#4

RESOLUTION NO. 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 STATUTES – POLICE POWERS**

BE IT RESOLVED, by the Common Council of the City of Cudahy, Wisconsin:

1. That in the judgment of said Common Council, prior to the reconstruction of Packard Avenue it is expedient and necessary in the best interest of the City and the properties affected thereby, that the sanitary sewer laterals be replaced as part of the water and miscellaneous sewer replacement project on Packard Avenue at the following location:

ALL PROPERTIES SERVED BY A LATERAL ON PACKARD AVENUE FROM PLANKINTON AVENUE TO CUDAHY AVENUE.

2. THEREFORE, the Common Council of the City of Cudahy declares its' intentions to exercise its' powers to levy special assessments under Section 66.0703, Wisconsin Statutes, as an exercise of police powers to act for public health, safety and welfare which will not exceed the costs of the improvements for the above named purposes on the above named street or portions thereof.

3. The Common Council further declares that the number of installments in which assessments may be paid will be determined at the Hearing described in Paragraph 7 below.

4. The City of Cudahy Engineering Department is hereby directed to prepare plans and specifications for the new work.

5. The City Engineer is hereby directed to prepare the report described in Section 66.0703(4) and (5), Wisconsin Statutes, and to include in the report a schedule of proposed assessments for each parcel affected. The City Engineer is further directed to file such report, when completed, in the City Clerk's office for public inspection.

6. The percentage of the cost of the project, which will be assessed to the property benefited, shall be as set forth in Paragraph 2 above, and as further set forth in Section 3.08 of the Cudahy Municipal Code, but in no case will the assessment exceed the benefits.

7. The City Clerk is directed on receiving such report to give notice of a Public Hearing on such report as specified in Section 66.0703(7)(a), Wisconsin Statutes. The Hearing shall be held in the Council Chambers at the City Hall at the time set by the

Clerk in accordance with Section 66.0703(7)(a), Wisconsin Statutes, and as specified in the notice. The notice shall be published in the official newspaper (one publication).

(The Hearing shall commence not less than ten (10) and not more than forty (40) days after publication.)

Introduced at a meeting of the Common Council of the City of Cudahy, held this 18th day of November, 2014.

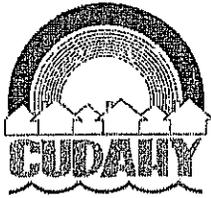
Introduced by: _____
Passed and approved this _____
/s/John Hohenfeldt Mayor

Attest:
/s/DENNIS BRODERICK, City Clerk

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

ADOPTED:
APPROVED:

NB #5



Memorandum

TO: Board of Public Works/Common Council
FROM: Mary Jo Lange, Director of Public Works
DATE: November 13, 2014
RE: Snow Plowing & Ice Control Contract Award
Parking Lot & Sidewalks

Background: Since 2009 the City outsourced the plowing & ice control of its public parking lots and 3 miles of public sidewalk. The Department of Public Works determined that a few of the more priority parking lots (City Hall, Fire Stations & Library lot) and the dead-end streets could be done by the DPW crew. Lower priority public parking lots and sidewalks would still have to be handled by the Contractor. In addition there are more than 100 bus stops throughout the City that need to be cleared within several days of the event. The priority bus stops were included on the contract and the lower priority bus stops would continue to be cleared by the DPW crew.

Proposal Analysis: The City only received one (1) proposal from Lawn Magicians. Attached is a breakdown of their proposal. The reason there was only one was due to the timing of when the contract was sent out and many of the contractors's were not interested in doing sidewalk work. Staff reviewed the proposal from Lawn Magicians and it's very economical. Lawn Magicians had the contract with the City since 2011 and did very good work. The Contract includes a renewal clause.

Recommendation: The staff recommends award of the **Parking Lot & Sidewalks Snow Plowing & Ice Control Contract** to **Lawn Magicians of Cudahy** for the prices as outlined in their proposal dated November 13, 2014.

SCHEDULE OF PRICES - Proposal Form

City of Cudahy Parking Lot, Sidewalk & Bus Stop Snow Plowing & Ice Control

Map #	Location PARKING LOTS	SY	Description	Cost per Clearing/De-icing
1	Layton & Packard - NE Corner	830	Furnish Snow Plowing & Ice Control	20
			Furnish Ice Control Only	15
2	Squire & Kingan - w/o Intersection	8810	Furnish Snow Plowing & Ice Control	70
			Furnish Ice Control Only	60
3	Carpenter Ave Lot - East of Packard by bowling alley	838	Furnish Snow Plowing & Ice Control	20
			Furnish Ice Control Only	15
ITEM # 1			Cost for Snow Plowing/Salting lots 1-3	110.00
			Cost per De-icing lots 1-3	90.00
	Location Sidewalks	LF	Description	Cost per Clearing/De-icing
	Citywide from list	13880	Furnish Snow Plowing & Ice Control	295
			Furnish Ice Control Only	725
	Pennsylvania path	7800	Furnish Snow Plowing & Ice Control	95
			Furnish Ice Control Only	77
ITEM # 2			Cost for Snow Plowing/Salting Sidewalks	990.00
			Cost per De-icing Sidewalks	802.00
	Location Bus Stops	each	Description	Cost per Clearing/De-icing
1	Citywide from list	88	Furnish Snow Plowing & Ice Control	12
			Furnish Ice Control Only	10
ITEM # 3			Cost for Snow Plowing/Salting Bus Stops	456.00
			Cost per De-icing Bus Stops	369.00
CONTRACT RENEWAL		% Increase for 2015-2016 season		C.P.I.

Proposal From:

Contractor Name:

LAWN MAGICIANS LLC

Address:

3903 E ARMOUR AV
CUDAHY WI

Phone #:

414-243-6576

By:
(Sign)

William F. Kuehn

Contact Person:
(print)

WILLIAM KUEHN

Date:

11-13-14

email:

Lawnmagicians@gmail.com

Lawn Magicians qualifications for 2014-15 Snow Plowing

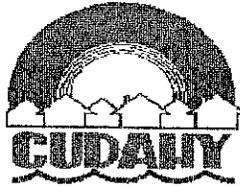
Most obvious is our previous experience with this type of work: we have done this exact same work for the City of Cudahy for the last four years. Additionally, we do snow removal for Outpost Natural Foods in Bay View and their corporate manager, Ed Senger, will attest to the exemplary quality of our work. We also perform snow removal for condominium complexes under the management of Hunt Management. Rob Arent is the contact. We will provide email/phone numbers to contact these people at your request.

Lawn Magicians has two full time and a third part time plow trucks with salt spreaders which handled the Cudahy contract fine when there were nine parking lots to plow. Now there are only three so one truck will be more than adequate. The second truck will ensure there is no down time due to equipment break down.

For the other duties we have eight winter employees ready to work, nine snow blowers and a lawn tractor with front attached snow blower. Also we have four manual salt spreaders. As needed we have the capability to load and haul piled snow upon request.

Lawn Magicians LLC

UPDATE
H.D.



John Hohenfeldt

Mayor, City of Cudahy

Memo to: Honorable Members of the Common Council
RE Agenda Item: Presentation of 2011/2012/2013 Health Department Annual Report

Honorable Members of the Common Council:

Tonight on this evening's agenda, I would like to introduce Public Health Officer Katie Gajeski to present the City of Cudahy Health Departments Annual Report. In less than four weeks at the City of Cudahy Public Health Officer, Ms. Gajeski presented the initial report to the Board of Health at their October 28, 2014 meeting.

As Mayor, with the many projects on her plate, like the DHS State of Wisconsin 140 review, the Healthiest Cudahy Coalition, Community Health Assessment (CHA), Community Health Improvement Plan (CHIP), I am extremely pleased that the Health Officer has been to quickly put together the Annual Report for the years 2011, 2012, and 2013. I would like to turn this over to our Public Health Officer for her to provide you with a summary of the Annual Report.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "John R. Hohenfeldt", written over a horizontal line.

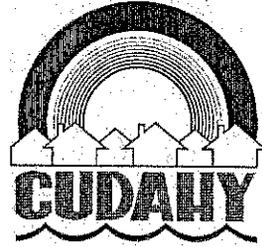
John R. Hohenfeldt

Mayor

11/18/2014

"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

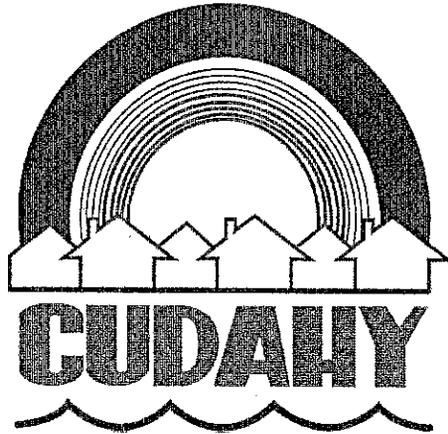


Cudahy Health Department Annual Report 2011-2013



Public Health

Cudahy Health Department
PO Box 100510
5050 South Lake Drive
Cudahy, WI 53110-6108
Phone: 414-769-2239



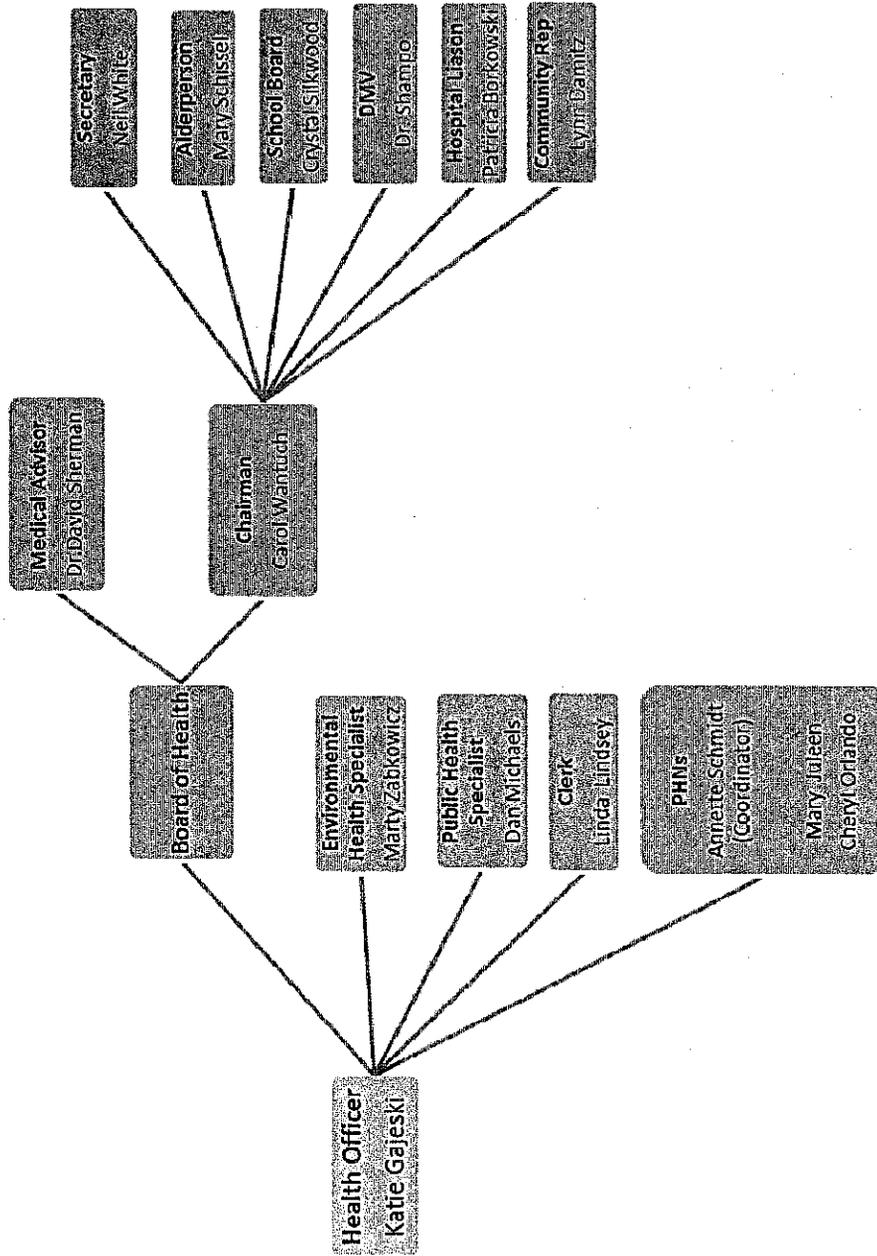
Vision Statement

We envision that all members of the Cudahy community will work together with key resources to ensure optimal health and well-being.

Mission Statement

The Cudahy Health Department's mission is to prevent illness and injury and to promote and protect the health and wellbeing of the Cudahy community.

2014 Cudahy Health Department Organization Chart



Health Officer's Report to the City of Cudahy:

Dear Cudahy Resident,

It is my pleasure to present the 2011-2013 Cudahy Health Department Annual Report, which I prepared in accordance with Wisconsin Administrative Code HS 140.04(3). I would like to thank the Mayor and Common Council for their administrative and fiscal support.

The period from 2011 through September 2014 has been one of transition. In December 2011, Carol Wantuch retired from her position as Health Officer after nearly 23 years of service with the Cudahy Health Department. Public Health Nurse Annette Schmidt served as the interim Health Officer until Kimberly Whitmore assumed the position in May, 2012. Kimberly Whitmore left earlier this year to take a position in the Wisconsin Division of Health. Darren Rausch, Health Officer for the City of Greenfield, served as the interim Health Officer. I assumed the Health Officer position on October 6, 2014.

As your Health Officer, it is my responsibility to ensure the health of all residents of the City of Cudahy as well as a healthy and safe environment for those who live, work, play, and go to school here. I take this responsibility very seriously. But, I cannot do this alone. In the coming months and years, I will be reaching out to community residents, business leaders, elected and appointed officials, and other leaders in our schools, faith community, health care organizations, community groups, and beyond. Together, I believe we can fulfill a vision of a healthy, safe, and sustainable community.

I look forward to working with you to achieve this vision.

Sincerely,

Katie M. Gajeski, MS

Health Officer
Cudahy, Wisconsin
414-882-2390
gajeskik@ci.cudahy.wi.us

Cudahy Health Department Highlights:

During 2011, Health Department staff reviewed and revised many of the nursing and health department policies and procedures. The Wisconsin Immunization Registry was introduced into the school system to record and monitor school immunization compliance. The Cudahy Health Department (CHD) staff was instrumental in educating school personnel on the use of this system and continues to provide ongoing guidance.

In 2012, Milwaukee county as well as the city of Cudahy saw an increase in bedbug complaints. The Cudahy Health Department responded by formulating a bed bug policy, developing an Environmental Health Services referral form, and educational brochures. A display board was created and placed in prominent community venues along with accompanying educational materials.

The Cudahy Health Department followed the care of a client with a complex active case of tuberculosis for a period of 9 months. This required daily direct observed therapy, follow-up with contacts, and an extensive nursing care management effort that involved numerous staff hours. Despite multiple medical complications, as well as health care system and social obstacles, the client successfully completed an effective course of medication therapy. The Cudahy Public Health Nurses are applauded for their high level of service to successfully treat the client and for preventing any new cases of this communicable disease in the community.

In 2013, the Wisconsin Public Health Association, Public Health Nursing Section awarded the Florence Nightingale Award for Excellence in Public Health Nursing to Annette Schmidt. Annette has worked as a Public Health Nurse for the City of Cudahy Health Department for over 17 years and exemplifies excellence in public health nursing. She is a leader among



Annette Schmidt, Public Health Nurse,
City of Cudahy Health Department

her peers and always displays a willingness to go above and beyond her job expectations to ensure that the needs of the community are met. Annette is also a leader regionally and statewide through her work with the Refugee Program. She has developed expertise in working with refugees from numerous countries of origin and is dedicated to aligning resources to help eliminate health disparities for this vulnerable group. Her work, together with other public health leaders across the state regarding Refugee Health addresses a cross cutting focus of the Healthiest Wisconsin 2020 State Strategic Public Health Plan.

Lastly, The Nursing and Environmental Health staff identified a need to increase their capacity for responding to ongoing mold complaints. The staff worked collaboratively to develop a mold investigation form and additional educational materials.

Core Public Health Functions and Essential Public Health Services

By statute, Wisconsin's public health system is organized around three core functions and 10 essential services. State and local health departments in Wisconsin are required by law to make certain that three core public health functions and 10 essential public health services are available to all people in Wisconsin. Wisconsin's public health system refers to coordinated working relationships between governments, private, public and voluntary agencies, organizations, sectors, and communities. Working within this framework and collaboratively, we strive to achieve the goals of Healthiest Wisconsin 2020: Everyone Living Better, Longer.

Core Function: Assessment

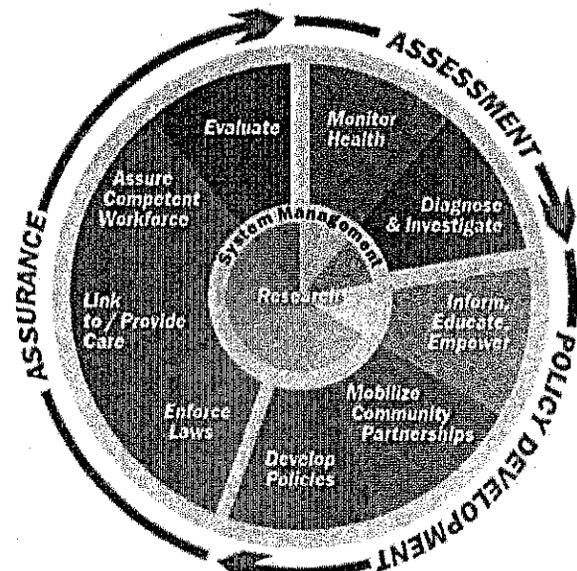
Assessment means all activities involved in community diagnosis such as disease surveillance, identifying current and emerging needs, analyzing the underlying cause of problems, collection and interpreting data, case finding, monitoring and forecasting trends, research and evaluation of outcomes

1. Monitor health status to identify and solve community health problems.
2. Diagnose and investigate health problems and health hazards in the community.

Core Function: Policy Development

Policy development means the process by which communities make decisions about problems, choose goals and proper means to reach them, handle conflicting views about what should be done, and allocate resources.

3. Inform, educate, and empower people about health issues.
4. Mobilize community partnerships and action to identify and solve health problems.
5. Develop policies and plans that support individual and community health efforts.



CDC, 10 Essential Public Health Services
<http://www.cdc.gov/nphpsp/essentialservices.html>

Core Function: Assurance

Assurance means to make certain that necessary services for a community are provided to reach agreed upon goals, either by encouraging public, private, non-profit, civic, and voluntary sector action, by requiring services directly.

6. Enforce laws and regulations that protect health and ensure safety.
7. Link people to needed personal health services and assure the provision of health care when otherwise unavailable.
8. Assure competent public and personal health care workforce.
9. Evaluate effectiveness, accessibility, and quality of personal and population-based health services.
10. Research for new insights and innovative solutions for health problems.

Demographics and Vital Statistics: (E.S. 1,9)

Sociodemographic indicators. Based on the U.S. Census, Cudahy had 18,267 residents in 2010. Children and elders are considered vulnerable populations. Cudahy has a similar proportion of children less than 5 years of age as Milwaukee County, Wisconsin, and the United States (U.S.), (Figure 1). However, Cudahy has a considerably larger proportion of residents 65 years of age or older compared to the county, state, and nation.

Females outlive males, in general (Census Bureau, 2010). As a result, the median age of women in Cudahy (42.0 years of age) is much greater than for males (38.6 years of age). Cudahy females are notably older (based on median age) than their counterparts locally (34.9 years of age), statewide (39.6 years of age), and nationally (38.5 years of age).

Cudahy is predominantly white (88.8%) and non-Hispanic (Figure 2). Yet, in 2010, nearly 10% of the population was Hispanic (Census Bureau, 2010; data not shown), up from 4.7% in 2000 (Census Bureau, 2000). There has been minimal change in the proportion of racial groups since 2000.

Figure 1. Percent Distribution of Youngest and Oldest Age Groups of Residents by Location

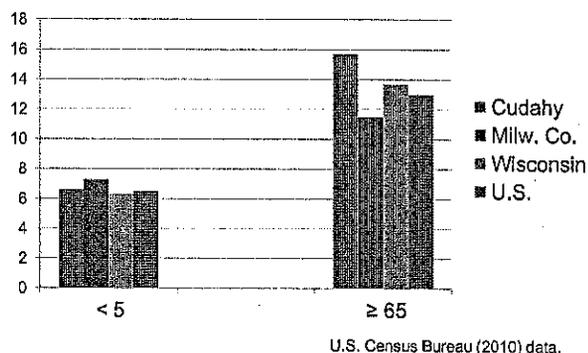
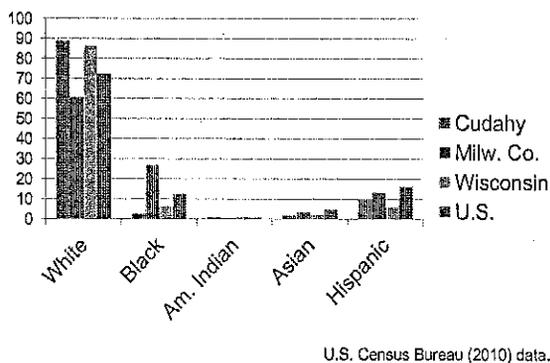


Figure 2. Percent Distribution of Race and Ethnicity by Location



Educational attainment and its relation to poverty. City of Cudahy residents 25 years of age or older were about as likely (87.3%) as other residents in Milwaukee County, Wisconsin, or the U.S. to have attained at least a high school diploma or General Education Diploma (GED) (Census Bureau, American Community Survey, 2013; data not shown). One in five (20.8%) of Cudahy residents 25 years of age or older who were surveyed between 2008 and 2012 and who had not completed high school, were living below the poverty level. They fared worse than individuals with a high school diploma or more advanced education, but somewhat better than their counterparts who lived in Milwaukee County (32.3%), Wisconsin (23.1%), and the U.S. (26.5%).

Economic indicators. The median household income in Cudahy (\$51,781) was slightly less than Wisconsin (\$52,627) and the U.S. (\$53,046), but considerably higher than Milwaukee County (\$43,599) (Census Bureau, American Community Survey, 2013). Cudahy had a somewhat better (i.e., lower) housing unit vacancy rate (7.0%) compared to Milwaukee County (8.2%), and much less than Wisconsin (13.1%), and the U.S. (11.4%) (Census Bureau, 2010).

Another economic indicator is the percent of rental units. The percent of renter-occupied housing units in Cudahy in 2010 was 40.1% (Census Bureau, 2010). That is less than in Milwaukee County (48.7%), but considerably higher than in Wisconsin (31.9%) and the U.S. (34.9%). The median value of owner occupied housing is less in Cudahy than locally, state-wide, and nationally (Figure 3). The median rental unit cost to Cudahy residents (\$750) was about the same as residents in Milwaukee County (\$736) and Wisconsin (\$749), but considerably less than in the U.S. (\$889), overall (Census Bureau, American Community Survey, 2013). Although racial/ethnic minorities comprise a small percent of the population, minority families are much more likely to live in poverty (Figure 4).

Figure 3. Economic Housing Indicator: Median Value (\$) of Owner Occupied Units

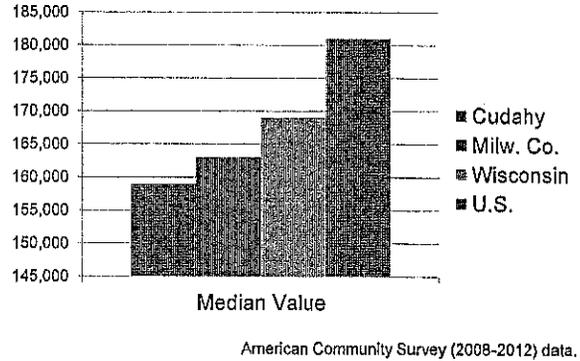
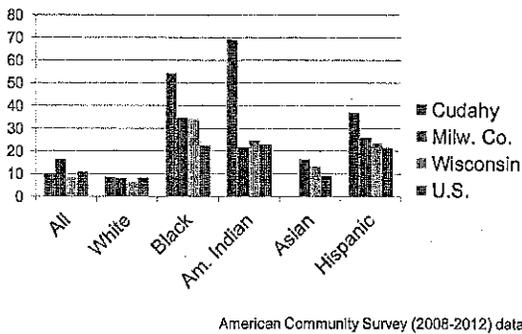


Figure 4. Percent of Families below the Poverty Level by Race/Ethnicity and Location



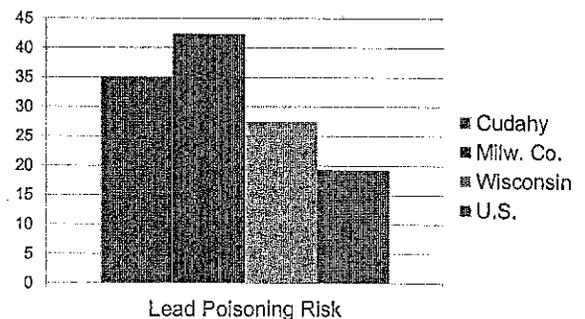
Cudahy has a disproportionate percentage of older housing stock than that of Wisconsin and the U.S. (Figure 5; Census Bureau, American Community Survey, 2013). Housing built before 1950 is more likely to pose a lead paint hazard, depending on the condition of the housing and paint finishes, in particular (Levin et al., 2008). Leaded paint surfaces that are flaking or chalking (releasing lead dust) are a serious hazard to young children.

Transportation and communication. Lastly, more than 10% of Cudahy residents have no access to a vehicle, faring worse than people in Wisconsin (7.0%) and the U.S. (9.0%), while better than

Milwaukee County (14.0%) as a whole (Census Bureau, American Community Survey, 2013). More than 98% of Cudahy residents have access to a telephone, similar to the county, state, and nation.

Birth Outcomes. The prevalence of preterm birth (< 37 weeks gestation) and low birth weight (< 2500 grams) in the City of Cudahy, and for Wisconsin, for comparison purposes are reported in Table 1. These data were obtained from the Division of Public Health website: Wisconsin Interactive Statistics on Health. Only birth outcomes are reported by health departments. The

Figure 5. Percent of Pre-1950 Housing Stock: Lead Poisoning Risk



prevalence of preterm birth was elevated in 2013 in comparison to the state level data for unknown reasons.

	2011		2012		2013	
	Cudahy	WI	Cudahy	WI	Cudahy	WI
Preterm, < 37 weeks	9.1	10.1	9.4	10.2	12.2	10.0
Low birth weight, < 2500 g.	7.1	7.2	5.8	7.2	6.8	7.0

Prenatal Care Cudahy Program (E.S. 1,3,7, 9)

The number of births for the City of Cudahy varied over the three year reporting period as did the male-female ratios. The average recorded estimated gestational age was slightly more than 38 weeks. Multiple sets of twins were born during each of the three years. The death recorded in 2013 was attributed to a preterm birth. In 2013, the health department was provided data on the average age of Cudahy women who gave birth, as well as women 19 years of age or younger who gave birth. WIC participation remained consistent over the three year reporting period, providing evidence that women of Cudahy utilize this nutrition program for education and supplemental food supplies. A large decrease was noted in 2013 regarding breastfeeding as the preferred method of feeding at the time of hospital discharge. No information was provided on the reason for this sharp decline.

Each infant born to a Cudahy resident receives a “Welcome Baby” letter from the Health Department. This letter contains information on immunization, infant safe sleep practices, community support services for the new family, identifying lead hazards, prevention measures for Shaken Baby Syndrome, and resources for the new mother regarding postpartum depression. Also included in the letter is a coupon redeemable at the health department for a hand crafted baby blanket and hat created by volunteers and baby’s first book available at the Cudahy Family Library.

	2011	2012	2013
Births per Year, frequency	197	223	205
Females	92	113	101
Males	105	110	104
Male: Female Ratio	1.14	0.97	1.03
Breastfed on Discharge, frequency (started 2011)	141	164	99
Breastfeeding Prevalence (%)	71.6	73.5	48.3
Infant Death, frequency			1
Gestation in Weeks, annual average	38.61	38.82	38.21
Mother's Age, average (started 2013)			27.9
Teenage Mothers ≤ 19, frequency (started 2013)			12
Twins per Year	4	4	5
Birth Weight, annual average in lbs.	7.34	7.34	7.27
WIC Participants (started 2011)	76	94	85
WIC Participation (%)	38.6	42.2	41.5

Nurse of the Day Information & Referral (E.S.2,3,7)

The nurse of the day is responsible for managing walk-in clients and phone calls that require nursing assessments and interventions. Public health nurses provide answers to health related questions, direct callers to health resources, and make referrals each day during business hours. Such information and referral is often the first point of contact with clients; it is one of the most visible services provided. Typical nurse of the day activities may include obtaining information and providing education and resources for animal bites, environmental complaints, illness complaints/health concerns, blood pressure checks, immunization records, access to care issues, and much more.

Women, Infants & Children Project (E.S. 1,3,4,7)

The Cudahy Health Department has been the fiscal agent for the Cudahy WIC Project since 2006 and continues to provide WIC services to our community and some of the surrounding municipalities as well.

WIC is a program to prevent nutrition-related health problems and to improve the health status of low-income, at-risk pregnant/breastfeeding women, infants, and children. During 2013, the Cudahy Health Department began an evaluation of the management and sustainability as the fiscal agent for the Cudahy WIC project. Due to continued concern on the appropriation of funds from Congress, the health department and Mayor began investigating potential changes to the Cudahy WIC Program that will allow this program to remain viable for the community, and all of the WIC clients serviced by the Cudahy Health Department.

Communicable Disease Surveillance and Control (E.S. 1,2,3,6)

Wisconsin State Statute 252.03 states that a local health department “upon the appearance of any communicable disease in his or her territory shall immediately investigate all circumstances and do what is reasonable for the prevention and suppression of disease.” Chapter DHS 145 lists 80 reportable diseases in the State of Wisconsin.

Increases in the number of communicable disease investigations were seen in 2012 and sustained in 2013. This is attributed to the pertussis outbreak seen in Wisconsin in 2012, continuing into 2013 as well as changes in influenza reporting in 2013.

The following table demonstrates investigated reportable communicable diseases for the years of 2011, 2012, and 2013. Chlamydia continues to be the most reported communicable disease as in previous years, reflecting trends in the county, state and nation. Of special note are the measles investigations. All 4 individuals were reported to the Cudahy Health Department by the Southeastern Regional Office of Health and were identified as contacts to a case of measles in another community. Public health nurses investigated the type of exposure and client’s immunity status, monitored the client for symptoms, provided education, and when necessary, proper immunization. None of these 4 contacts resulted in measles infection.

There was one active case of tuberculosis (TB), which was identified in another municipality, but changed jurisdiction to Cudahy. The contact investigation occurred in the previous jurisdiction and did not identify other Cudahy residents as contacts to the case. The client received the majority of his medication treatment, direct observed therapy, case management, and completion of care in Cudahy. There were 4 suspected cases of TB. One of these individuals had a positive urine test after receiving Bacillus Calmette Guérin (BCG). BCG is a vaccine derived from a strain of attenuated bovine tuberculosis. It is given in some countries for the prevention of disseminated tuberculosis in infants, and has also recently been used for the treatment of bladder cancer. This client was not diagnosed with tuberculosis, but investigation into the cause of the reported test results and patient education was required. The three other suspect TB cases were reported to the health department for symptoms of tuberculosis and suspicious initial chest x- ray reports.

With further medical testing they were diagnosed with other chronic medical conditions. Eleven cases of mycobacterium other than tuberculosis (MOTT) were reported. MOTT infections are due to a bacterium in the mycobacterium family but are not infectious from person to person.

Diseases	2011	2012	2013	Total of years
Campylobacter	0	2	6	8
Chlamydia	63	66	66	195
E Coli	1	0	5	6
Giardia	0	2	3	5
Gonorrhea	10	10	12	32
H1N1(influenza)	4	0	0	4
Hepatitis B	4	4	0	8
Hepatitis C	13	20	11	44
Influenza (other than H ₁ N ₁)	4	1	26	31
Kawasaki	0	0	1	1
Lyme	5	4	7	16
Measles	3	1	0	4
Meningitis	1	3	1	5
Pertussis	2	34	21	57
Salmonella	2	0	3	5
Shigella	0	1	2	3
Streptococcal (invasive)	5	9	8	22
Tuberculosis (all)	8	18	10	36
Active disease	0	1	0	1
Suspect	0	3	1	4
Latent infection	4	9	7	20
MOTT (mycobacterium other than Tuberculosis)	4	5	2	11
Varicella	3	7	3	13
West Nile Virus	0	1	0	1

Immunization Clinics (E.S. 1,3)

The Cudahy Health Department Immunization clinics are held on the second Tuesday of every month from 2-4 PM. Clients not covered by BadgerCare are charged \$15.00 per clinic visit based on their ability to pay. Vaccine administration is not withheld if this charge is a burden for the family. BadgerCare is billed for each vaccine provided as well as an administration charge. Through the Vaccine for Children program, the CHD is able to administer vaccine to children that are 18 years of age and younger, have no insurance, are on BadgerCare, are Native American or Alaska Natives. Beginning October 1, 2012, the CDC informed the Wisconsin Immunization Program that vaccine funded through Public Health Service Act Section 317 (PHSAS 317) could not be administered to individuals that had private insurance that covered vaccines. The primary focus of the PHSAS 317 funded vaccines would now be for individuals that are underinsured (i.e., an individual who has health insurance but the coverage does not include vaccines or a person whose insurance covers only select vaccines). This policy change impacted our clinic attendance as evident by the drop in clients with insurance vaccine coverage, and the insured /no vaccine category. An increased number of BadgerCare

clients received their vaccines from their primary care providers, which also resulted in a decrease in our clinic attendance.

YEAR	UNKNOWN Ins status	Insured Vaccine Covered	Badgercare	No Insurance	Insured No vaccine
2011	16 Imms/ 5clients	87 Imms/41 clients	193 Imms/67 Clients	67 Imms/25 Clients	85 Imms/30 Clients
2012	3 Imms/1Client	62 Imms/35 Clients	214 Imms/67 Clients	24 Imms/10 Clients	30 Imms/14 Clients
2013	12 Imms/2 Clients	6 Imms/3 Clients	110 Imms/36 Clients	21 Imms/10 Clients	4 Imms/3 Clients

The Immunization Action Plan (IAP) Grant focuses on raising the immunization rates of children 24 months of age living within our Cudahy Community. Benchmark immunizations for this age include: 4DTaP/3HepatitisB/3HiB/1MMR/3Polio/4Pneumococcal/1Varicella.

The grant objectives direct the health department to contact parents/guardians with information regarding their child’s recommended immunizations either by mail or telephone. Enlisting the assistance of the child’s primary care provider is also encouraged. Vaccines are then provided by the health department or private provider.



Success of interventions taken by the health department are measured using Wisconsin Immunization Registry (WIR) Benchmark Reporting occurs after all members of the cohort turn 24 months of age with progress towards reaching 90% over subsequent years of grant participation.

Year of Birth	Year Turn 24 months	Benchmark % Criteria Met
2009	2011	70%
2010	2012	67%
2011	2013	73%

Due to staffing changes in 2012, the IAP Grant went through a transition; therefore, the benchmark percentage dropped 3 points from the previous year. In 2013, the percent of 24 month children who met all benchmark criteria had increased by 6%.

The Cudahy Health Department contracts with Wheaton Franciscan Home Health Services for the delivery of our community influenza (‘flu’) clinic located in the Cudahy Common Council chambers. Working collaboratively with the assistance of Cudahy volunteers, influenza vaccine is provided to our community members. Additionally, food for *Project Concern* was collected from participants.

Year	No. Flu Vaccines Administered
2011	112
2012	73
2013	75

School District of Cudahy—Public Health Nursing Services (E.S. 1,2,3,4,6,7)

For three years, the School District of Cudahy and the Cudahy Health Department have been operating under an agreement “to provide cost effective school nursing services to the School District of Cudahy as well as further the collaborative relationship that is mutually beneficial to both entities.” A Cudahy Public Health Nurse (PHN-works approximately 20 hours/week during the school year to provide health education and coordinate necessary services that will benefit the School District’s students with special health care needs. In return, the School District-reimburses the Health Department for the PHN’s services in the schools.

The PHN works collaboratively with the school health aides to collect and perform data entry of immunization information into the Wisconsin Immunization Registry. The PHN monitors school immunization compliance. The State mandates 99% immunization compliance by the 40th day of school.

School Year	School District of Cudahy	St. Paul Evangelical Lutheran School
2011-2012	97.33%	100%
2012-2013	98.91%	99.04%
2013-2014	99.29%	100%

Refugee Health Program (E.S 1,2,3,4,5,6,7)

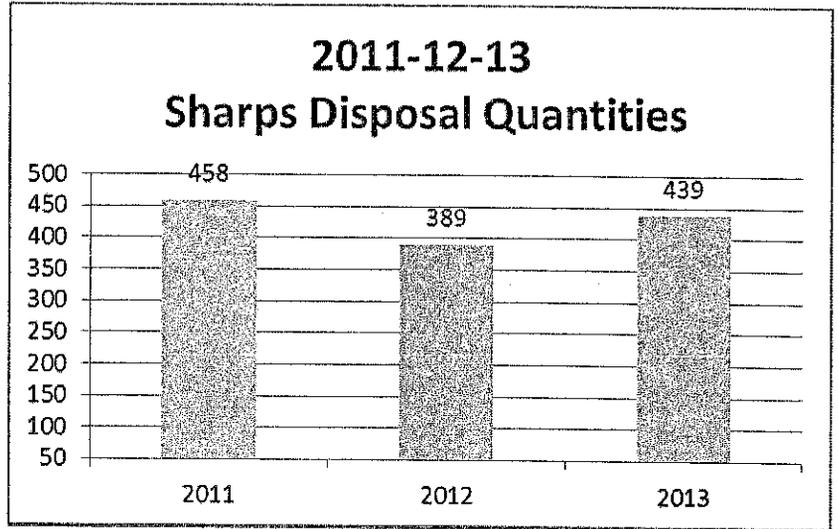
The Cudahy Health Department had the opportunity to serve refugee populations in July of 2012 after a lack of refugee activity (e.g., influx of new refugees) in the community since 2009. From July to September 2012, the department assisted total of 25 refugee clients. This relatively large influx of refugees in the community after a period of no refugee settlement required nursing staff to become reacquainted with the requirements of the refugee health examination, the settlement process, communication between multiple agencies, and billing in a short period of time. Problems with missed or untimely communication between the voluntary resettlement agencies and the local health departments became apparent and were communicated to the state. The Cudahy Health department collaborated with these groups in the spring of 2013 and mapped the settlement and communication process for refugee clients. The collaborative effort and development of procedures clarified agency roles, activities and communication processes, which resulted in enhanced refugee health care coordination.

The Cudahy Health Department served 5 refugee families in 2012, 3 from Somalia, 1 from the Democratic Republic of the Congo and 1 from Iraq. Of these families, two families had initially settled in Milwaukee and had their refugee health examination there. They relocated to Cudahy, so the CHD provided these families the required immunization follow-up. Two of the children required latent tuberculosis infection treatment and case management. Of the families that settled directly in Cudahy, 3 adults required latent tuberculosis infection therapy and public health nursing management, and an entire family required treatment and follow up for Giardia.

Cudahy also welcomed 11 Iraqi refugees, 2 families and one single male in 2013. They had no extraordinary health needs.

Sharps Disposal & Medication Collection Program (E.S. 2,3,4,6)

The CHD continues to dispose of household sharps and syringes for Cudahy residents and medical waste collected by the Cudahy Police Department. The Health Department has been designated as a "Drop-Off Site" by the Wisconsin Department of Natural Resources. Sharps are only accepted in DNR-approved containers during normal Health Department hours. They are sent for incineration with the Health Department's needles and syringes on a monthly basis.



The Cudahy Police Department houses a locked medication box, where residents can dispose of unused and unwanted medications. This program is essential for keeping these medications off the streets and pharmaceutically active chemicals out of waterways, and ultimately, our municipal drinking water. A total of 643, 411, and 578 pounds of waste were collected for each of the respective reporting years.

Environmental Health Licensing and Inspection Program (E.S. 1,2,6)

For thirteen years, the Cudahy Health Department has been a member of the Environmental Health Consortium with the health departments of South Milwaukee and St. Francis. The Cudahy Health Department is an agent of the state of Wisconsin Department of Health Services and the Department of Agriculture, Trade and Consumer Protection. The Consortium members share Environmental Health Specialists, one full-time and one part-time, who are Registered Sanitarians. One of the Environmental Health Specialists also oversees the Cudahy Weights and Measures program, which ensures the accuracy of scales used to measure food items.

	2011	2012	2013
Food related inspections	124	134	104
Food related re-inspections	84	66	60
Farmers Market/Temporary Events	6	4	5

Environmental Health Complaint Investigation (E.S. 2,3,4, 6,7)

The Environmental Health Specialist also investigates environmental health nuisance complaints. These complaints include garbage storage issues, pest activity, indoor and outdoor air quality, and other potential public health hazards.

Table 9. Environmental Health Complaint Investigation, City of Cudahy			
	2011	2012	2013
Nuisance complaint investigations	67	85	70
Animal bite quarantine & rabies prevention	20	29	29
Home investigations of a child with lead poisoning	0	2	0
Scale inspection of businesses (Accurate / Tested)	24/27	25/28	26/28
Timing devices in Laundromats (Accurate / Tested)	62/62	65/66	66/66
Verified Scanners in businesses (Accurate / Tested)	314/325	192/200	388/400

Animal Bites: (E.S. 1,2,4,6,7)

The City had a total of 91 animal bites from 2011-2013 and averaged approximately 32 animal bites per year. A total of 75 (82%) bites were caused by dogs. Five of those dogs were Pit Bulls or Pit Bull mixed species. The rest of the dogs were a variety of breeds. There were also bites from animals such as a bat, skunk and monkey.

The Public Health Nurses continue to work closely with the Cudahy Environmental Health Specialist, the Cudahy Police Department, and the Emergency Department at St. Luke's South Shore Hospital to ensure that the offending animal is quarantined, immunized, and licensed. The CHD also works with the individuals who were bitten to ensure that they seek needed medical care.

Lead Poisoning Prevention (E.S. 1,2,3,7)

With 35.1% of Cudahy housing built prior to 1950 (Census Bureau, American Community Survey, 2013), blood lead poisoning in children is a significant public health risk. In 2011-2013, the total number of lead test results reported for each year was as follows: 473, 411, and 404. The total number of children with a lead level of 5 or above was 23, 18, and 21 for each respective year. In May, 2012, the CDC decreased the level of concern from 10 µg/dL to 5 µg/dL, but state law has not changed accordingly as of the publication of this report. Research shows that elevated blood lead levels in children in the range of 5 to < 10 µg/dL have a steeper decrement in cognitive function than children in the 10-20 µg/dL range. As a result, the CHD has added the additional service of sending a letter home to the parent/guardian to inform them of their child's elevated blood lead level and lead educational materials. The CHD recommends a repeat venous blood level within 3 months as suggested by the Wisconsin Childhood Lead Poisoning & Prevention Program. This letter also offers a lead cleaning kit, the use of a high-efficiency particulate air (HEPA) vacuum and additional lead education provided by a PHN during an office visit or via home visit.

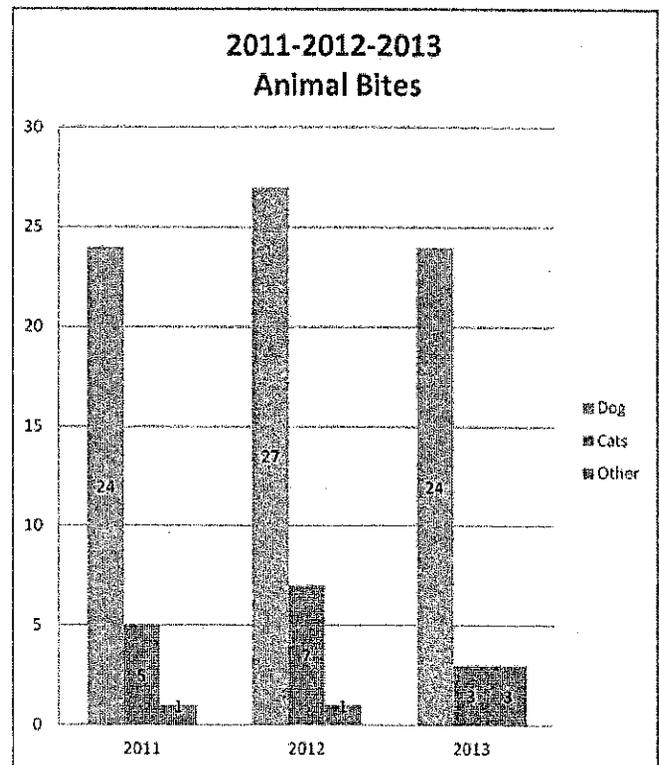


Table 10. Number of Cudahy Children With Elevated Lead Levels			
Lead Level	2011	2012	2013
5 to <10	17	14	17
10 to <15	3	2	1
15 to <20	2	1	2
>20	1	1	1
Total	23	18	21

Public Health Preparedness & Response: (E.S. 1,2,4,5,6,9)

The City of Cudahy Health Department continues to plan, prepare and respond to public health emergencies that occur within the City in collaboration with local and regional partners. The department is a member of the Milwaukee-Waukesha County Consortium for Emergency Public Health Preparedness. Cudahy Health Department also participates in a number of public health preparedness grants including the Cities Readiness Initiative (CRI) and the Public Health Emergency Preparedness (PHEP).

Each of these grant programs have specific negotiated objectives and activities. The CRI grant objectives relate to identifying and opening mass clinics for medication and vaccine delivery. The Cudahy Health Department participated in the Bacillus Anthracis Threat 2013 (BAT 13) table top exercise to practice communication skills needed to organize a mass clinic. The Cudahy Health Department volunteered to be on the design team for BAT functional exercise in 2014. The PHEP grant focuses on general areas of public health preparedness using an all-hazards approach with training on use of personal protective equipment, applications of National Incident Management System, etc.

A new preparedness outreach partnership was created in 2013 by partnering with the Cudahy Neighborhood Block Watch (CNBW). The CNBW, is a group of concerned citizens, community leaders and the Cudahy Police Department, and has been active in the Cudahy community for 10 years promoting safety and community awareness. The Cudahy Health Department participates in the CNBW meetings to address any public health preparedness concerns that arise. Also, in 2013 the health department presented emergency preparedness curriculum twice to more than 40 block watch participants.

Safety and Injury Prevention (E.S. 3,4)

A member of the Cudahy Health Department team is a certified Child Passenger Safety Seat Technician, through Safe Kids of Southeast Wisconsin Coalition. The total numbers of seats distributed were 87, 99, and 58 for the respective years of this report. This service was provided to surrounding communities prior to 2013. However, the program became available to only Cudahy residents in 2013. This change accounts for the decreased number of seats distributed in 2013. Approximately a total of 200 car seat checks were performed in 2011-2012, while 100 were performed in 2013. Again, this decrease is reflective of the program changes.

In partnership with the Cudahy Police Department, the Cudahy Health Department distributed 200 gunlocks to Cudahy residents in 2013. The Gunlocks were received from the Kenosha County Division of Health through a grant from the Charles E. Kubly Foundation.



The Cudahy Health Department partnered with the Cudahy Police Department at the Cudahy National Night Out to hold a bicycle helmet fitting event. Working together, a total of 200 free bicycle helmets were sized and fitted to children 3 years of age and older. Parents were instructed on how to properly fit and use the helmet. Bicycle safety information was also shared.

October is National Fire Prevention month. On a designated day, families in Cudahy who order a pizza from Pizza Hut receive a visit from Cudahy firefighters in a fire truck. The firefighters teach the family about fire safety and evacuation plans. If the family's smoke detector is in working order, the family's pizza is free. This program is done in collaboration with the Cudahy Health Department, the Cudahy Fire Department, and the organization, Safe Kids of Southeastern Wisconsin. This program has occurred for a number of years.

Healthiest Cudahy Coalition: (E.S. 1,3,4,5)

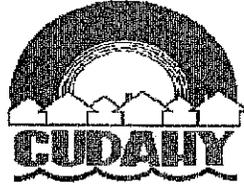
In collaboration with the Cudahy community, the Cudahy Health Department formed the Healthiest Cudahy Coalition in July 2013. The purposes for creating the Coalition were to evaluate the Cudahy Community Health Assessment, provide input into the Cudahy Community Health Improvement Plan and engage the community for change. The Coalition contains 96 members including elected officials, municipal departments, area businesses, non-profit organizations, and Cudahy residents. In 2013, the Coalition hosted two kick-off /informational meetings on July 25th and October 11th. In addition to the kick off meetings, the Coalition held its first quarterly meetings on December 4th and 5th. The quarterly meeting was held twice, once in the evening and once in the morning to accommodate members' schedules.



Public Health Preceptorship Program (E.S. 4,8)

The Health Department continued an active mentoring program in public health and hosted multiple students during this three year period. The students came from a variety of institutions including Cardinal Stritch, Carroll University, Marquette University, and UW-Milwaukee. The students were working towards different degrees including BSN Completion, BSN and Bachelors of Science in Public Health. They assisted in a variety of projects including public health nursing, community health assessment and emergency preparedness.

UPDATE
MAYOR



John Hohenfeldt

Mayor, City of Cudahy

Honorable Members of the Common Council

Update from the Plan Commission November 2014 meeting:

Dear Honorable Members of the Common Council:

I would like to provide this report to the Common Council regarding activity and approval at the Special October Joint meeting of the Plan Commission and Design Review Board and the November Plan Commission Meeting:

1. At a special joint meeting of the Design Review Board and Plan Commission held on Monday October 27, 2014, the governing bodies approved a 17,500 square foot additional building valued at approximately \$12 million dollars at Patrick Cudahy, One Sweet Apple Wood Lane.
2. At the Regular Meeting of the Plan Commission held on Tuesday November 11, 2014, the Plan Commission approved:
 - a. A CSM for 2541-2760 East Adams Court, replacing vacated plat of Cudahy Pines Condominiums.
 - b. A CSM for aggregation and re-subdividing of CDA owned land at 3541 E. Barnard Avenue.
 - c. A CSM for combining lots for a resident at 3628 East Pulaski Avenue.
 - d. A conceptual approval (which will be referred to staff for review) of 1st Annual City Limits Fest as proposed by owner-operator of City Lounge, 3455 East Layton Avenue.

Respectfully reported,

John R. Hohenfeldt

Mayor /Chairman of the Plan Commission

11/12/2014

"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

ORD #1

ORDINANCE NO. 2306.4

**AN ORDINANCE FIXING THE WAGES, SALARIES
AND FRINGE BENEFITS OF THE CITY OF
CUDAHY POLICE DEPARTMENT COMMAND
OFFICERS COMMENCING JANUARY 1, 2013**

The common Council of the City of Cudahy do hereby ordain as follows:

Section 1. The wages, salaries and fringe benefits of the City of Cudahy Police Department Command Officers, as last itemized in Ordinance 2306.2 & .3 and as governed by the Board of Police and Fire Commission shall be changed as follows commencing January 1, 2013, all other Articles or portions of Articles not referenced herein remaining the same:

MEMORANDUM OF AGREEMENT

**BETWEEN
CITY OF CUDAHY
AND
POLICE DEPARTMENT
COMMAND OFFICERS**

**ARTICLE I
WAGES AND SALARIES**

The wages of the Command Officers in the City of Cudahy Police Department, governed by the Board of Police and Fire Commission commencing January 1, 2013, shall be as follows:

Police Lieutenant:

<u>As of 01/01/13</u>	(2%)	
\$6,722.7767 monthly		(\$38.7853/hr)
<u>As of 01/01/14</u>	(2%)	
\$6,857.24 monthly		(\$39.5610/hr)
<u>As of 01/01/15</u>	(2%)	
\$6,994.39 monthly		(\$40.3522/hr)

Detective Sergeant:

<u>As of 01/01/13</u>	(2%)	
\$6,394.05 monthly		(\$36.8887)
<u>As of 01/01/14</u>	(2%)	
\$6,521.9267 monthly		(\$37.6265)
<u>As of 01/01/15</u>	(2%)	
(\$6,652.36 monthly		(\$38.379)

Patrol Sergeant:

<u>As of 01/01/13</u> (2%)	
\$6,166.03 monthly	(\$35.5733)
<u>As of 01/01/14</u> (2%)	
\$6,289.3567 monthly	(\$36.2848)
<u>As of 01-01-15</u> (2%)	
\$6,415.1533 monthly	(\$37.0105)

It is understood that any reference to Sergeant in this Agreement shall apply to both Detective Sergeant and Patrol Sergeant.

ARTICLE II
WORK SCHEDULE

The normally scheduled workweek for members of the bargaining unit shall be 5-2, 4-2 work cycle.

As of 01/01/91, the hourly base pay rate for all members shall be computed by dividing the member's annual salary by 2,080 hours. This computation shall include, but not necessarily be limited to, the following:

1. Overtime
2. Extra Duty Hours
3. Holiday Pay
4. Comp Time Buy Out
5. Severance Pay
6. Future Benefits

Command Officers may change their duty/shift hours on a yearly basis. Such assignments shall be from 01/01 to 12/31 of each calendar year. If required, officers shall flex shifts with a five (5) calendar day notice for a period of time of at least four (4) calendar days. Such disruption shall be done only when necessary to ensure continuity of supervision and to maintain a cost effective operation.

ARTICLE III
SHIFT PREPARATION

Effective January 1, 1992, all command officers shall report for shift preparation fifteen (15) minutes prior to their starting time. Command officers shall report for roll call in the required uniform of the day.

Effective April 9th, 2004, the Sergeant must report fifteen (15) minutes before the start of their respective shift for the purpose of roll call. Sergeants shall be paid at their current hourly rate (not overtime) for 15 minutes of roll call. Sergeants shall not receive any compensation for roll call unless they are in active employment status that day. It is expressly understood that roll call shall not be paid for sick leave, compensatory time, funeral leave, holidays, vacations days, personal days, etc. Such payments shall be made annually no later than the second pay period in January the following year.

ARTICLE IV
FRINGE BENEFITS
COMMAND OFFICERS

The fringe benefits and longevity pay for the Command Officers of the Police Department, not covered by collective bargaining, are as changed as follows:

A. **SHIFT DIFFERENTIAL**: Command officers on second or third shift shall be paid a shift differential of twenty-five cents (\$0.25) per hour based on the shift assigned regardless of actual shift worked. It is understood that the officer must actually report to and work on the second or third shift to receive shift differential pay. Officer will receive all pay including shift differential if injured while on duty.

B. **EDUCATIONAL INCENTIVE COMPENSATION**: Effective upon signing this ordinance, the City agrees to reimburse the members of the Department for tuition and books for police courses and other related courses approved in advance by the Chief of Police. 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 2.0 OR ABOVE (grade Of "C" or better) has been presented to the Chief. No employee shall be allowed to carry more than two (2) courses (six maximum credits) per semester without the approval of the Chief. When a member has completed course work requiring the use of a given text for which he/she has been reimbursed by the City, the member shall return the book(s) to the Chief for use by other Department members.

If the Association members were to leave the Cudahy Police Department for any reason, the member's 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.

C. **LIFE INSURANCE**: The City agrees to pay the full amount of the current group life insurance program during the term of this ordinance.

D. **UNIFORM ALLOWANCE**: The City agrees to pay all employees an annual uniform allowance of five hundred fifty dollars (\$550.00) effective January 1, 2011 and five hundred seventy-five dollars \$575.00 effective January 1, 2012. One half of this amount shall be paid to each employee on June 1st and one half on December 1st of each year with payments to coincide with the closest payroll period.

Commencing on the date this ordinance is adopted by the Common Council, the City maintains an obligation to repair or replace any uniform items damaged or contaminated beyond use during normal and acceptable police functions. The city will reimburse the command officers the price of

replacement. The Command officer shall include the damages in the incident report and request the prosecuting attorney, when appropriate, seek restitution for the City. The repair or replacement of uniform items is to be determined by the Chief after an assessment of the Uniform Repair/Replacement Report. The Repair/Replacement form is to be filed within ten (10) working days of the incident.

E. MEDICAL AND HOSPITALIZATION INSURANCE: The parties agree to reopen health insurance immediately upon passage of a state or national health insurance plan for purposes of modifying current ordinance language, if present ordinance is in violation of any state or federal law.

1. Such hospital and surgical insurance shall be provided to the employees 30 days from the date of his employment. No employees shall make any claim against the City for additional compensation in lieu of or in addition to the insurance premiums paid because he does not qualify for the family plan.

2. Effective January 1, 2013 for all full time employees, the City shall pay ninety-five percent (95%) of the lowest cost qualified plan January 1, 2014, the City shall pay ninety-two percent (92%) of the lowest cost qualified plan; January 1, 2015 the City shall pay eighty-eight (88%) of the lowest cost qualified plan. All employees shall pay any premium costs in excess of the designated City contribution based on the lowest cost qualified plan.

3. The City shall implement a premium only section 125 pre-tax plan.

4. a. For full time employees who retire before July 1, 2003 at or after the normal retirement age pursuant to WRS, the City will pay 100% of any Wisconsin HMO in the State plan or comparable plan for either single or family, selected by the retiree. Effective for any new retirees on or after July 1, 2003 who retire at or after the normal retirement age pursuant to WRS the City shall pay 100% of the lowest cost qualified plan in the Milwaukee County area or comparable plan.

b. Effective January 1, 2009, the City shall pay 95% of the lowest cost qualified plan in the Milwaukee County area or the rate paid by the City for active employees, whichever is less for those full time employees hired into the department on or after June 20, 2007 and who retire at not less than age 53 and with at least 15 years of continuous service with the City of Cudahy. The retiree shall pay any premium costs in excess of the designated City contribution based on the lowest cost qualified plan.

c. The City will continue to pay the amount specified until the employee is eligible for Medicare. If the retired employee secures employment with another employer and /or is eligible for health plan coverage while gainfully employed, he shall not be eligible for paid coverage under the City's group health plan. Should a retiree select or only be eligible for single coverage at retirement or thereafter, the retiree may not select paid family coverage at a later date.

d. If a retiree is eligible for the lowest cost qualified plan, 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. 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.

5. Nonduplication: In the event that one or more related individuals who are eligible to be covered by the same subscriber number (and/or provided through the City of Cudahy) are employed by the City of Cudahy, only one family plan will be provided by the City of Cudahy. The affected employees shall determine which person shall carry the insurance and which shall be a dependent. Whenever affected employees under this section are employed by the City, a written certification of nonduplication of family health insurance coverage shall be submitted by said employees. In the event that one of the affected employees should die, the remaining employee shall continue to receive the applicable coverage (family or single). If the affected employees should divorce or separate from eligible coverage for any reason, all affected employees would be entitled to receive the applicable coverage (family or single)

6. Change in Status: 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.

7. All health and surgical coverage is governed by the policy contract and/or other plan documents.

8. 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.

F. WISCONSIN RETIREMENT FUND: Officers shall be covered under the State of Wisconsin Retirement Fund in accordance with Chapter 41 of the Wisconsin Statutes. Beginning January 1, 2013, Police Command members hired prior to June 28, 2011, shall pay the first 1.5% of the Employee contribution. Beginning January 1, 2014, Police Command members hired prior to June 28, 2011 shall pay the first 3.0% of the Employee contribution. Beginning January 1, 2015, Police

Command members hired prior to June 28, 2011 shall pay the first 4.5% of the Employee contribution. Based upon Act 10/32 legislation, Command members hired after June 28, 2011 shall pay 100% of the employee required contribution effective January 1, 2013. Such contributions are calculated from the Employee's gross earnings. All such payments of contributions made by the City shall be reported to the Wisconsin Retirement Fund in the same manner as though deducted from the earnings of participating Association members. These payments or contributions, which were deducted from the earnings of participant, it being understood that such payments are made by the City, shall not be considered municipality contributions. The City shall continue to contribute the Employer share of total gross earnings to the Wisconsin Retirement Fund according to the established past practice, without change or alteration.

G. HOLIDAYS: The City shall provide a holiday schedule consisting of ten (10) full holidays. These holidays are as follows:

New Years Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day
New Years Eve
Friday Before Easter

All officers shall receive equivalent time off for these holidays. Replacement days shall be given these officers as jointly determined by the individual officer and the Chief. The holidays set forth in this section shall accrue on the above dates and any officer 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 pay check the value of such holiday or holidays received. Officers shall have the option to either take compensatory days off or receive payment.

Computation for holiday pay shall be based on the straight hourly rate at the time the holiday occurs. The computation shall be based on 2,080 hours as of 01-01-91. Payment shall be made on the first payday in the month of December of the current year. Holiday pay cannot be carried over to the following year.

H. SICKLEAVE: Any eligible officer contracting or incurring any non-service connected sickness or disability which renders such officer unable to perform the duties of his employment shall receive sick leave with pay. Eligibility for sick leave shall begin after the completion of six (6) months of employment with the City. Each officer shall accumulate one sick day per month each year. An individual absent three (3) working days or more shall produce a doctor's certificate before returning to work stating that he is physically fit for duty. Officers who are sick and unable to report to work shall notify or cause the officer in charge to be notified at least thirty (30) minutes before the start of the regular shift or assignment or earlier. Officers may accumulate up to a maximum of one hundred twenty (120) sick days retroactive to date of hire. Each sick day shall consist of one workday. The City agrees that it will post a complete list of all officers and their accumulated sick leave between

May 1st and May 15th of each year. Officers shall not be eligible for sick leave in excess of sick days actually earned.

Each officer who accumulates sick leave in excess of one hundred twenty (120) days shall accumulate those additional days in a separate sick bank up to thirty (30) days. The sick days accumulated in the sick bank may not be used by the officer unless he has exhausted his regular sick leave accumulation as a result of a long, severe and continuous illness.

Any employee who exhausts vacation, compensatory time, holidays and sick leave may, at the sole discretion of the Chief, be given an unpaid leave of absence or be terminated.

I. VACATION: Each officer shall receive an earned vacation leave, based upon departmental seniority, on each shift, with pay as follows:

- After one (1) year of service --
Ten (10) days
- After eight (8) years of service --
Fifteen (15) days
- After nine (9) years of service --
Sixteen (16) days
- After ten (10) years of service--
Seventeen (17) days
- After eleven (11) years of service --
Eighteen (18) days
- After twelve (12) years of service --
Nineteen (19) days
- After thirteen (13) years of service --
Twenty (20) days
- After fourteen (14) years of service--
Twenty-one (21) days
- After fifteen (15) years of service --
Twenty-two (22) days
- After sixteen (16) days of service --
Twenty-three (23) days
- After seventeen (17) years of service --
Twenty-four (24) days
- After eighteen (18) years of service --
Twenty-five (25) days

1. Determination by the Chief of Police, or his/her designee, regarding primary vacation picks, which happen to overlap between officers, shall be made by the Chief of Police or his/her designee based upon seniority and minimum staffing needs. Any discrepancies which arise through the use of vacation days shall be assessed and a determination made by the Chief or his/her designee. There shall be only one (1) command officer per shift on vacation or comp time or holiday off time at one time.

2. Definition: One (1) week of vacation is defined as not less than four (4) vacation days used in succession, or any combination before, or after off day groupings. Employees cannot use compensatory time in conjunction with vacation days, however a minimum of four (4) vacation days must be used to constitute a primary pick (except as set forth in sub paragraph 3 herein).

3. A (non-primary pick) vacation day used alone, or in groups not to exceed three, will not take precedence over compensatory days or holidays. They will be of equal value. Non-primary vacation usage in conjunction with compensatory days or holidays may be used if these requests do not interfere with the minimum manpower needs.

J. **LONGEVITY:** The City shall pay longevity pay to officers as follows:

After five years, \$5.00 per month
After ten years, \$10.00 per month
After fifteen years, \$15.00 per month
After twenty years, \$20.00 per month
After twenty-five years, \$25.00 per month
After thirty years, \$30.00 per month

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

K. **OVERTIME PAY:**

1. **Rank of Sergeant:**

- a. **Normal Overtime:** (Effective 01/01/91) Whenever a sergeant is required to perform work in excess of eight (8) hours per day and/or forty (40) hours per week, said sergeant shall be compensated at a pay rate of time and one-half of the sergeant's hourly base rate. A workweek prior to overtime shall consist of forty (40) hours.
- b. **Call-In Overtime:** When a sergeant is "called in" to work during regularly scheduled off days or during hours when not regularly scheduled to work, he shall receive a minimum compensation of two (2) hours. This provision is restricted to and only covers situations which were not known at least twenty-four (24) hours in advance of occurrence. Court time, school time, parades or any events which are scheduled twenty-four (24) hours prior to their occurrence are specifically excluded from this provision. The Chief shall retain sole discretion to make overtime cash payments.

2. **Rank of Lieutenant:**

- a. Effective January 1, 1996, whenever a lieutenant is required to perform work in excess of eight (8) hours and fifteen (15) minutes in a day and/or forty (40) hours per

week, said lieutenant shall be compensated at a rate of time and one-half and paid as either Compensatory Time off or pay. Any and all compensatory time accrued prior to December 31, 2003, shall be used as compensatory time or "cashed out" at retirement. Lieutenants may not convert compensatory time or request cash for payment as outlined in Article IV, Section K-4(c) & (d) of this agreement. All compensatory time shall be approved by the Chief of Police or in his/her absence, the Captain of Police prior to being placed on the books by the Confidential Executive Secretary.

(d) The Confidential Executive Secretary shall be the custodian of the time records for the lieutenants and shall maintain an accurate accounting of reported and approved compensatory time.

3. **Court Appearances:** Such overtime will stop fifteen (15) minutes after he/she is excused. There shall be a maximum of one-half (1/2) hour travel/preparation time and a minimum of one (1) hour court time. Travel time will only be for travel out of the City of Cudahy.

4. **Compensatory Time:** Compensation taken as time off can be used in full eight (8) hour blocks dependent upon minimum staffing needs, and determined by the Chief or his/her designee. Employees may use comp time off in less than eight (8) hour blocks with the approval of the Chief or his/her designee.

- a. Request for comp time off must be made no less than twenty-four (24) hours prior to the requested date.
- b. Request for comp time off cannot be made more than thirty (30) days in advance of the requested date.
- c. Request to carry over comp time, or request for cash payment, must be made no later than November 30th of the calendar year.
- d. An employee can cash out all, or any portion of his/her accumulated comp time, twice a year, May 30 and November 30, with the approval of the Chief.
- e. The amount of compensatory time which can be accumulated at any one time by sergeants is 80 hours.
- f. The amount of compensatory time which can be accumulated at any one time by lieutenants after December 31, 2003, is 80 hours

g.

L. FUNERAL LEAVE: Funeral leave of up to three (3) days shall be granted for use in the event of a funeral of a member of the immediate family (spouse, domestic partner, children, step-children, parents, step-parents, siblings and step-siblings.) Such leave will only be granted where the officer actually attended the funeral. Such leave shall not be used for recreation purposes. These days shall not be deducted from sick leave and officer shall not be entitled to compensatory time off for any days off or holidays which occur during

the emergency leave. Funeral leave up to one (1) day shall be granted for funerals only of grandparents, grandchild, nieces, nephews, aunts, uncles, brother-in-law and sister-in-law.

M.SEVERANCE PAY: Any officer who applies for and receives retirement benefits under WRS or dies while in the employ of the City shall be entitled to the following severance pay to a beneficiary to be designated by him:

1. **Vacation:** Any officer who is laid off, retired, or separated from the service of the City for any reason other than discharge, prior to taking his earned vacation for a given year, shall be compensated in cash, in a lump sum at the time of his termination, for the unused accumulated vacation at the time of separation as calculated below:

(e) Each officer shall receive full payment at his base hourly rate on the effective date of his resignation for all vacation accrued for the prior year of service which has not been utilized at the time of separation from employment and for all vacation accrued during the current calendar year of service. To determine benefits accrued during the current year of service, divide each complete week of service since the beginning of the calendar year by fifty-two (52) weeks and multiply by the total vacation allotment for the years of service under Section I.

2. **Sick Leave:** Sick leave shall accrue up to 408 days for purposes of sick leave pay-out at retirement. Effective 01-01-00, Employees shall receive their first forty-five (45) days of accumulated sick leave. In addition, employees shall receive one sick leave day of pay for each total increment of twelve accumulated sick leave days beyond the forty-five (45) days to a maximum of sixty-six days pay out at retirement. This section only applies to retirement sick leave benefits and does not impact the sick leave benefits under Section H.
3. **Uniform Allowance:** One-twelfth of the prevailing unpaid annual uniform allowance per full month of employment in the year of termination.
4. **Holiday:** Accrued holiday pay shall be paid at the officer's straight time hourly rate.
5. **Accumulated Compensatory Time:** Earned accumulated compensatory time shall be paid at the rate set forth in this ordinance.

N.BALLISTIC VESTS: Commencing on the date this contract is signed/adopted the City agrees to replace ballistic vests of officers once every 5 years, to be done on a yearly rotational basis. The cost to the City shall not exceed six hundred dollars (\$600) per vest. The employee shall submit a paid receipt. Should the purchase price be less than the stated amount, the employee shall be reimbursed for the actual out of pocket amount expended.

O.SEPARATE CHECK: All holiday pay, uniform allowance, compensatory time, and retroactive pay, if applicable shall be in a separate check.

ARTICLE V
CONFERENCES AND NEGOTIATIONS

Conferences and negotiations shall be carried on between the City of Cudahy and the Cudahy Professional Police Supervisor's Association during the year of 2009 as follows:

Step 1. Submission of Association bargaining requests in writing by July 1st to the Labor Negotiator and Common Council.

Step 2. The Labor Negotiator will advise the Association by July 31, in writing, of the position of the City concerning its bargaining requests.

Step 3. Negotiations to begin after the response of the City but in no event later than August 1.

It is agreed that the dates specified in this timetable are subject to adjustment by mutual agreement of the parties consistent with the progress of negotiations. It is also agreed that the proposals submitted by both parties shall contain, if applicable, the cost of each proposal.

ARTICLE VI
NO STRIKE

a. **STRIKE PROHIBITED:** Neither the Association or any officer, agent or employee will sponsor, engage in, encourage, or condone any strike, sympathy strike, picketing, (except informational picketing during non-duty hours) slowdown, concerted work stoppage, refusal to work overtime, as reasonably determined by the Chief (or his designee) or any other intentional interruption of work during the term of this agreement.

b. **BARGAINING UNIT ACTION:** Upon notification by the employer to the bargaining unit that certain of its employees are engaged in a violation of this provision, the bargaining unit shall immediately, in writing, order such employees to return to work, provide the employer with a copy of such an order, and a responsible official of the bargaining unit shall promptly order them to return to work. In the event that a strike or other violation not authorized by the bargaining unit occurs, the bargaining unit agrees to take all reasonable, effective and affirmative action to secure the employee's return to work as promptly as possible. Failure of the bargaining unit to issue the orders and take the action required herein shall be considered in determining whether or not the bargaining unit caused or authorized the strike.

c. **PENALTIES:** Any or all of the employees who violate any of the provisions of this section may be discharged or disciplined by the employer, including loss of compensation, vacation benefits and holiday pay. In any arbitration proceedings involving breach of these provisions, the sole questions for the arbitrator to determine is whether the employee engaged in the prohibited activity.

In addition to penalties provided herein, the employer may enforce any other legal rights and remedies to which by law it is entitled.

ARTICLE VII
MANAGEMENT RIGHTS

The City possesses the sole right to operate the Police Department and all management rights repose in it. These rights include, but are not limited to, the following:

- A. To direct all operations of the Department.

- B. To establish reasonable work rules and schedules of work.
- C. To create, combine, modify and eliminate positions within the Department.
- D. To hire, promote, transfer, schedule and assign employees in positions within the Department.
- E. To suspend, demote, discharge and take other disciplinary action against employees.
- F. To relieve employees from their duties.
- G. To maintain efficiency of department operations.
- H. To take whatever action is necessary to comply with State or Federal law.
- I. To introduce new or improved methods or facilities.
- J. To change existing methods or facilities.
- K. To determine the kinds and amounts of services to be performed as pertains to department operations, and the number and kind of classifications to perform such services.
- L. To contract out for goods or services.
- M. To determine the methods, means and personnel by which department operations are to be conducted.

N. To take whatever action is necessary to carry out the functions of the department in situations or emergency.

ARTICLE VIII

SENIORITY

Seniority shall be based on rank (Sergeant or Lieutenant) and time within the rank. Seniority shall be the basis for determining vacation and compensatory time off. Seniority will not be based on time within the bargaining unit.

ARTICLE IX

MEMBERSHIP

The Cudahy Police Supervisors Association shall inform the City of Cudahy's bargaining representative who their representative is. All communication, verbal or written, shall be submitted through that representative.

ARTICLE X

SWITCHING DAYS

The switching of workdays will be allowed between command officers only.

1. When two command officers agree to switch, it is the responsibility of the officer who agreed to switch to report as scheduled or find a replacement at no additional cost to the City.

ARTICLE XI

RESIDENCY

Effective January 1, 2013, employees shall reside within fifteen (15) miles of the jurisdictional boundaries of the City Limits.

ARTICLE XII
NOTICE OF SEVERANCE
OR RETIREMENT

Two (2) weeks notice must be given to the City in the event that an employee voluntarily resigns their employment with the City.

A sixty (60) calendar day notice must be given to the City in the event of retirement, unless the departure is for employment to an agency other than a contributor to the Wisconsin Retirement Fund (WRF). If these notices are not provided in accordance with this section, the accrued vacation under Article 4, I. Vacation, and Article 4, M. Severance Pay, would be forfeited.

This section shall not apply in the event of a catastrophic illness or injury.

ARTICLE XIII
DURATION

The terms of this ordinance are effective from January 1, 2013 through and including December 31, 2015.

ARTICLE XIV
AMERICANS WITH DISABILITIES ACT

The Employer and the Union agree to comply with the Americans with Disabilities Act. The Employer and the Union mutually agree that an individual with a disability as covered by the Americans with Disabilities Act is eligible for, upon request, reasonable accommodation as defined in the Act. In the event the Employer finds it necessary to accommodate the disability of an applicant or employee whose work is within the parameters of Ordinance No. 1720, the Employer may modify job responsibilities, job assignment or work schedule. The Employer will inform the Union of the need and the reasons therefore. The Employer and the union will discuss and work what is necessary to accommodate the disabled employee.

Introduced by the Personnel Committee.

PASSED AND ADOPTED by the Common Council of the City of Cudahy on this _____ day of _____, 2014.

JOHN HOHENFELDT, Mayor

Attest:

DENNIS BRODERICK, City Clerk

ADOPTED: _____
APPROVED: _____
PUBLISHED: _____

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

ORDINANCE NO. 2411**AN ORDINANCE PROVIDING FIREWORKS AND USE OF FIREARMS EXCEPTIONS FOR WILDLIFE MANAGEMENT ACTIVITIES AROUND GENERAL MITCHELL INTERNATIONAL AIRPORT**

WHEREAS, bird hazards in and around airports are of serious concern to pilots before, during, and after a flight.

WHEREAS, the Wisconsin Bureau of Aeronautics reported in May, 2011 that between 2000 and 2008 there were 6,699 average wildlife strikes reported to the Federal Aviation Administration, 97% of which were birds.

WHEREAS, the 2013 “Annual Report: Wildlife Strikes to Civil Aircraft in the United States (1990-2013),” in its Executive Summary – Part 2, references wildlife management improvements and research specific to the following areas:

- Alternative habitat management strategies to reduce attraction to airports of hazardous wildlife species,
- Techniques for restricting access of hazardous wildlife species to attractive features like storm water ponds,
- Technologies for harassing and deterring hazardous species,
- Evaluation of avian radar systems for detecting and tracking birds on or near airports,
- Aircraft-mounted lighting systems to enhance bird detection and avoidance of aircraft.

WHEREAS, wildlife management in and around airports, while utilizing the least restrictive means on mammals and birds alike, is crucial to eliminating wildlife strikes thereby creating a safer environment for all concerned.

NOW, THEREFORE, the Common Council of the City of Cudahy does hereby ordain as follows:

Section 1. Subparagraph 9.02(2)(b)4. of the City of Cudahy Municipal Code is hereby created to read as follows:

4. By wildlife management activities conducted on County lands managed by General Mitchell International Airport under the supervision of qualified wildlife personnel consistent with federal or state regulations.

Section 2. Paragraph 9.04(1)(d) of the City of Cudahy Municipal Code is hereby repealed and recreated to read as follows:

- (d) *Permissible Uses.* Nothing herein contained shall prohibit the use or sale of blank cartridges for circus or theatrical purposes; signal purposes in athletic contests or sports events or use by militia, police or military organizations; wildlife management activities

conducted on County lands managed by General Mitchell International Airport under the supervision of qualified wildlife personnel consistent with federal or state regulations; nor the use or sale of colored flares or torpedoes for railway, aircraft or highway signal purposes.

Section 3. All ordinances or parts of ordinance 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 upon passage and publication as provided by law, and the City Clerk shall so amend the Code of Ordinances of the City of Cudahy, and shall indicate the date and number of this amending ordinance therein.

Introduced by the Rules, Laws, and Licensing Committee.

PASSED AND ADOPTED by the Common Council of the City of Cudahy on this _____ day of _____, 2014.

JOHN R. HOHENFELDT, Mayor

Attest:

DENNIS P. BRODERICK, City Clerk

ADOPTED: _____
APPROVED: _____
PUBLISHED: _____

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

RES #1

RESOLUTION NO. 6895

RESOLUTION APPROVING CERTIFIED SURVEY
MAP IN THE SOUTHWEST ONE-QUARTER (1/4)
SECTION TWENTY-SIX (26), TOWNSHIP SIX (6)
NORTH, RANGE TWENTY-TWO (22) EAST

Sean M. Kelly, OWNER

RESOLVED, that a certified survey map of a parcel of land containing one (1) lot on E. Pulaski Ave., in Southwest One-quarter of Section Twenty-six (26), Township 6 North, Range Twenty-two (22) East, in the City of Cudahy, County of Milwaukee, Wisconsin, otherwise known as 3628 E. Pulaski Avenue, owner's property address, Sean M. Kelly, owner, having been approved by the Planning and Zoning Commission of the City of Cudahy, be and the same is hereby approved by the Common Council.

Introduced at a meeting of the Common Council of the City of Cudahy, held this 18th day of November, 2014.

Passed and approved this _____ day of _____, 2014.

JOHN HOHENFELDT, Mayor

Attest:

DENNIS BRODERICK, City Clerk

Approved as to form: PAUL T. EBERHARDY, City Attorney
Wis. State Bar No. 1045304

RES#2

RESOLUTION NO. 6896

**A RESOLUTION DENYING THE CLAIM OF
PROGRESSIVE UNIVERSAL INS. CO.**

WHEREAS, a claim was filed against the City of Cudahy by **Progressive Universal Life Ins. Co.** requesting reimbursement in the amount of **\$2,730.00** for damage to a vehicle, owned by insured Richard Isaacson, allegedly caused by uneven pavement in the City of Cudahy near Ramsey and New York Avenue on **July 7, 2014**.

WHEREAS, after an investigation by the City of Cudahy and the Board of Claims it was determined that the claim against the City is denied because the City has no liability.

NOW THEREFORE, the Common Council of the City of Cudahy does Hereby Resolve that any and all claims of said claimant arising out of the event on the aforementioned date be and are hereby disallowed.

This Resolution after adoption shall be mailed to **Progressive Universal Life Ins. Co., PO Box 412929, Los Angeles, CA 90051-0929**, by certified mail, return receipt, and shall be the notice required by Wisconsin Statute 893.80.

NO ACTION ON THIS CLAIM, AGAINST THE CITY OF CUDAHY, ITS OFFICERS, OFFICIALS AGENTS OR EMPLOYEES, MAY BE BROUGHT AFTER SIX (6) MONTHS FROM THE DATE OF SERVICE OF THIS NOTICE.

(Wis. Stat. 893.80(1g)).

Introduced by the Claims Committee.

Passed and approved this _____ day of _____, 2014.

JOHN HOHENFELDT, Mayor

Attest:

JAMES WILLIAMSON, Comptroller

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

RES #3

RESOLUTION NO. 6897

A RESOLUTION DENYING THE CLAIM OF
KAREN BECHTEL

WHEREAS, a claim was filed against the City of Cudahy by **Karen Bechtel** requesting reimbursement in the amount of **\$863.33** for damage to a gauge in her vehicle allegedly caused by parking on a City of Cudahy street due to nearby construction on or around 3804 E. Iona Terrace between **August 25, 2014** and **August 26, 2014**.

WHEREAS, after an investigation by the City of Cudahy and the Board of Claims it was determined that the claim against the City is denied because the City has no liability.

NOW THEREFORE, the Common Council of the City of Cudahy does Hereby Resolve that any and all claims of said claimant arising out of the event on the aforementioned date be and are hereby disallowed.

This Resolution after adoption shall be mailed to **Karen Bechtel, 3804 E. Iona Terrace, Cudahy, WI 53110**, by certified mail, return receipt, and shall be the notice required by Wisconsin Statute 893.80.

NO ACTION ON THIS CLAIM, AGAINST THE CITY OF CUDAHY, ITS OFFICERS, OFFICIALS AGENTS OR EMPLOYEES, MAY BE BROUGHT AFTER SIX (6) MONTHS FROM THE DATE OF SERVICE OF THIS NOTICE.

(Wis. Stat. 893.80(1g)).

Introduced by the Claims Committee.

Passed and approved this _____ day of _____, 2014.

JOHN HOHENFELDT, Mayor

Attest:

JAMES WILLIAMSON, Comptroller

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

RES #4

RESOLUTION NO. 6898

**A RESOLUTION DENYING THE CLAIM OF
KELBE BROTHERS EQUIPMENT CO. INC.**

WHEREAS, a claim was filed against the City of Cudahy by **Kelbe Brothers Equipment Co. Inc.** requesting reimbursement in the amount of **\$19,999.45** for cost of excavator rental unit, et al., allegedly caused during a recent project in the City of Cudahy in **early 2014**.

WHEREAS, after an investigation by the City of Cudahy and the Board of Claims it was determined that the claim against the City is denied as the City has no liability because the claim is more properly commenced against the prime contractor who oversaw the matter and breached the contract. Additionally, part of the claim is for rental expenses and not property damage per our Code, and alleged property damage done to equipment is over the \$5,000 limit itemized in our Code, both of which effectively limit the authority of the Claims Committee.

NOW THEREFORE, the Common Council of the City of Cudahy does Hereby Resolve that any and all claims of said claimant arising out of the event on the aforementioned date be and are hereby disallowed.

This Resolution after adoption shall be mailed to **Kelbe Brothers Equipment Co. Inc., PO Box 467, 12770 W. Silver Spring Drive, Butler, WI 53007**, by certified mail, return receipt, and shall be the notice required by Wisconsin Statute 893.80.

NO ACTION ON THIS CLAIM, AGAINST THE CITY OF CUDAHY, ITS OFFICERS, OFFICIALS AGENTS OR EMPLOYEES, MAY BE BROUGHT AFTER SIX (6) MONTHS FROM THE DATE OF SERVICE OF THIS NOTICE.
(Wis. Stat. 893.80(1g)).

Introduced by the Claims Committee.

Passed and approved this _____ day of _____, 2014.

JOHN HOHENFELDT, Mayor

Attest:

JAMES WILLIAMSON, Comptroller

RES #5

RESOLUTION NO. 6899

**A RESOLUTION DENYING THE CLAIM OF
BUDNIK & SONS INC.**

WHEREAS, a claim was filed against the City of Cudahy by **Budnik & Sons, Inc.** requesting reimbursement in the amount of **\$7,913** for trucking costs accumulated during a recent project in the City of Cudahy in **early 2014**.

WHEREAS, after an investigation by the City of Cudahy and the Board of Claims it was determined that the claim against the City is denied as the City has no liability because the claim is more properly commenced against the prime contractor who oversaw the matter and breached the contract. Additionally, the amount alleged is not property damage and alleged damages done are over the \$5,000 limit itemized in our Code, both of which limit the authority of the Claims Committee.

NOW THEREFORE, the Common Council of the City of Cudahy does Hereby Resolve that any and all claims of said claimant arising out of the event on the aforementioned date be and are hereby disallowed.

This Resolution after adoption shall be mailed to **Budnik & Sons, Inc., 5208 S. Nicholson Ave., Cudahy, WI 53110**, by certified mail, return receipt, and shall be the notice required by Wisconsin Statute 893.80.

NO ACTION ON THIS CLAIM, AGAINST THE CITY OF CUDAHY, ITS OFFICERS, OFFICIALS AGENTS OR EMPLOYEES, MAY BE BROUGHT AFTER SIX (6) MONTHS FROM THE DATE OF SERVICE OF THIS NOTICE.

(Wis. Stat. 893.80(1g).

Introduced by the Claims Committee.

Passed and approved this _____ day of _____, 2014.

JOHN HOHENFELDT, Mayor

Attest:

JAMES WILLIAMSON, Comptroller

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

RES #6

RESOLUTION NO. 6900

**A RESOLUTION DENYING THE CLAIM OF
ADVANCED DISPOSAL SERVICES EMERALD PARK LANDFILL, LLC**

WHEREAS, a claim was filed against the City of Cudahy by **Advanced Disposal Services Emerald Park Landfill, LLC** requesting reimbursement in the amount of **\$31,228.00** for disposal of demolition debris during a recent project in the City of Cudahy in **early 2014**.

WHEREAS, after an investigation by the City of Cudahy and the Board of Claims it was determined that the claim against the City is denied as the City has no liability because the claim is more properly commenced against the prime contractor who oversaw the matter and breached the contract. Additionally, the amount alleged is not property damage and alleged damages done are over the \$5,000 limit itemized in our Code, both of which limit the authority of the Claims Committee.

NOW THEREFORE, the Common Council of the City of Cudahy does Hereby Resolve that any and all claims of said claimant arising out of the event on the aforementioned date be and are hereby disallowed.

This Resolution after adoption shall be mailed to **Advanced Disposal Services Emerald Park Landfill, LLC, W124 S10629 S. 124th Street, Muskego, WI 53150**, by certified mail, return receipt, and shall be the notice required by Wisconsin Statute 893.80.

NO ACTION ON THIS CLAIM, AGAINST THE CITY OF CUDAHY, ITS OFFICERS, OFFICIALS AGENTS OR EMPLOYEES, MAY BE BROUGHT AFTER SIX (6) MONTHS FROM THE DATE OF SERVICE OF THIS NOTICE.

(Wis. Stat. 893.80(1g)).

Introduced by the Claims Committee.

Passed and approved this _____ day of _____, 2014.

JOHN HOHENFELDT, Mayor

Attest:

JAMES WILLIAMSON, Comptroller

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

YES #7

RESOLUTION NO. 6901

**A RESOLUTION DENYING THE CLAIM OF
NATIONAL CONSTRUCTION RENTALS**

WHEREAS, a claim was filed against the City of Cudahy by **National Construction Rentals** requesting reimbursement in the amount of **\$1,000.00** for fence rental during a recent project in the City of Cudahy in **early 2014**.

WHEREAS, after an investigation by the City of Cudahy and the Board of Claims it was determined that the claim against the City is denied as the City has no liability because the claim is more properly commenced against the prime contractor who oversaw the matter and breached the contract. Additionally, the amount alleged is not property damage and alleged damages done are over the \$5,000 limit itemized in our Code, both of which limit the authority of the Claims Committee.

NOW THEREFORE, the Common Council of the City of Cudahy does Hereby Resolve that any and all claims of said claimant arising out of the event on the aforementioned date be and are hereby disallowed.

This Resolution after adoption shall be mailed to **National Construction Rentals, 4501 W. 46th St., Chicago, IL 60632** by certified mail, return receipt, and shall be the notice required by Wisconsin Statute 893.80.

NO ACTION ON THIS CLAIM, AGAINST THE CITY OF CUDAHY, ITS OFFICERS, OFFICIALS AGENTS OR EMPLOYEES, MAY BE BROUGHT AFTER SIX (6) MONTHS FROM THE DATE OF SERVICE OF THIS NOTICE.

(Wis. Stat. 893.80(1g)).

Introduced by the Claims Committee.

Passed and approved this _____ day of _____, 2014.

JOHN HOHENFELDT, Mayor

Attest:

JAMES WILLIAMSON, Comptroller

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

RES #8

RESOLUTION NO. 6903

**RESOLUTION APPROVING CERTIFIED SURVEY
MAP IN THE SOUTHEAST ONE-QUARTER (1/4)
SECTION TWENTY-SEVEN (27), TOWNSHIP SIX
(6) NORTH, RANGE TWENTY-TWO (22) EAST**

WAB Holdings 80 LLC, OWNER

RESOLVED, that a certified survey map of a parcel of land containing two (2) lots on E. Adams Court, in Southeast One-quarter of Section Twenty-seven (27), Township 6 North, Range Twenty-two (22) East, in the City of Cudahy, County of Milwaukee, Wisconsin, otherwise known as **2541 E. Adams Ct., 2561 E. Adams Ct. #1 thru 2760 E. Adams Ct. #8, and Garage Unit #1 Adams Ct. thru Garage Unit #80 Adams Ct.**, owner's property address, **WAB Holdings 80 LLC**, owner, having been approved by the Planning and Zoning Commission of the City of Cudahy, be and the same is hereby approved by the Common Council.

Introduced at a meeting of the Common Council of the City of Cudahy, held this 18th day of November, 2014.

Passed and approved this _____ day of _____, 2014.

JOHN HOHENFELDT, Mayor

Attest:

DENNIS BRODERICK, City Clerk

Approved as to form: **PAUL T. EBERHARDY**, City Attorney
Wis. State Bar No. 1045304