

**CITY OF NEENAH**  
**FINANCE AND PERSONNEL COMMITTEE MEETING**  
**Monday, September 25, 2017 – 7:00 p.m.**  
**Hauser Room, Neenah City Administration Building**  
**211 Walnut Street, Neenah, Wisconsin**

***NOTICE IS HEREBY GIVEN, pursuant to the requirements of Wis. Stats. Sec. 19.84, that a majority of the Neenah Common Council will be present at this meeting. Common Council members may be present to gather information about a subject over which they have decision-making responsibility. This constitutes a Meeting of the Neenah Common Council and must be noticed as such. The Council will follow the same agenda as the committee, but will not take any formal action at this meeting.***

**AGENDA**

1. Public Appearances.
2. Approval of Minutes from the August 28, 2017 Regular Meeting (minutes can also be found on the City's website).
3. Request for FLSA Accounting Cycle Change (attachment). K. Wilkinson
4. 2017 Wage Update/2018 Wage Proposal (attachment). H. Barber
5. 2018 Health Insurance Plans (attachment). H. Barber
6. Fiscal Matters: August Voucher Review (attachment). M. Easker
7. Adjournment.

**CITY OF NEENAH**  
**FINANCE AND PERSONNEL COMMITTEE MEETING**  
**Monday, August 28, 2017 – 7:00 p.m.**  
**Hauser Room, Neenah City Administration Building**  
**211 Walnut Street, Neenah, Wisconsin**

**MINUTES**

**Present:** Chairman Pollnow; Aldermen Boyette, Erickson, Kunz and Stevenson; Mayor Kaufert, City Attorney Godlewski; Director of Finance Easker.

**Others Present:** Alderman Lendrum, Director of Community Development Haese, Deputy Director of Community Development Schmidt, Director of Information Systems Wenninger, Dana Investment Advisor representatives, Rob Leuty and Matt Slowinski.

**Public Appearances:** None.

**Minutes:** Motion/Second/Carried Erickson/Boyette to approve the minutes from the July 24, 2017 Regular Meeting and the August 16 Special Meeting. All voting aye.

**Dana Investment Advisors Portfolio Review:** Committee reviewed the City's Portfolio and Economic Update report provided by Dana Investment Advisors. As part of the update, Dana Investment Advisor representatives, Rob Leuty and Matt Slowinski provided an analysis of the Dana managed portfolio (approx. \$4 million) as well as the City's other cash and long-term investment portfolios. The analysis indicated that both the Dana and the City's long-term portfolios are performing well when compared to comparable benchmarks. Messrs. Leuty and Slowinski indicated that the portfolios compliment each other well and provide the City the proper diversification to perform in either an increasing or decreasing interest rate environment. Director Easker indicated that the City's current short term cash position provides an opportunity to potentially move additional funds to the Dana portfolio and to the City's long-term portfolio.

Committee and staff discussed various aspects of the portfolio review. Issues discussed included the investment strategy used for both the Dana managed and the City managed funds, the use of the Local Government Investment Pool as the comparable benchmark to Dana, the state statutory limits in place for investing municipal funds, the statutory duties of the municipal treasurer and a discussion on whether the committee should approve a more formalized investment strategy as opposed to leaving the current strategy in place to be managed by the Director of Finance. After further discussion, committee requested that Director Easker provide updated information to the committee on future investment decisions such as moving more funds to the Dana portfolio and to the City's long-term portfolio.

**Community Development Fee Schedule – Tourist Housing Permit Fee (Res. 2017-21):** Committee reviewed memo from Deputy Director Schmidt recommending Council approve Resolution No. 2017-21 repealing and replacing the Community Development Department Planning and Zoning Fee Schedule to include the Tourist Housing Permit fee. As part of the fee schedule, staff is proposing to create a one-time Tourist Housing permit fee of \$50, with an annual permit renewal required at no additional cost to the

property owner. The Common Council has already adopted Ordinance 2017-09 creating standards and regulations for residential property owners to use their property for tourist housing purposes.

Committee and staff discussed various aspects of the proposed tourist housing permit fee. Discussion centered around the City's role regarding monitoring the renting of private homes to visitors, such as the "airbnb" concept. Also discussed was whether the property owner has the responsibility to follow the guidelines mandated for hotels and motels such as the collection and payment of room tax on the rental income. This included a discussion on the City's limited ability to monitor such activity since the rental income is self-reported. Alderman Erickson said she believes that the property owners should be held to the same standard as hotel and motel operators and questioned the City's limited ability to enforce these guidelines. Alderman Boyette felt that some fee amount should also be required upon renewal of the permit by the property owner each year. Chairman Pollnow felt that the permit and related fee would be ineffective as a tool to monitor the home rentals and said he intended to vote no.

RESOLUTION

**Motion/Second/Carried Stevenson/Kunz to recommend Council approve Resolution No. 2017-21 repealing and replacing the Community Development Department Planning and Zoning Fee Schedule to include the Tourist Housing Permit of \$50, with an annual permit renewal required at no additional cost to the property owner.** Motion carried 3-2, with Aldermen Erickson, Kunz and Stevenson voting aye, and Chairman Pollnow and Alderman Boyette voting nay.

**Tax Incremental District #9/Menasha Corporation Development Agreement:**

Committee reviewed memo from Director Haese requesting direction to staff to take the necessary steps to transfer reserve funds of up to \$100,000 from TID #7 Capital Projects Fund to TID #9 Capital Projects Fund to fund the lighting of the recently completed Bergstrom Trail. The funds would be used to add lighting to the off-street pedestrian trail that had been committed to as part of the initial \$330,000 project budget that was required as part of the development agreement with Menasha Corp.

Committee and staff discussed various aspects of the proposed lighting project and funds transfer. Items discussed included the status of the transit bus drop-off program that serves Menasha Corp. employees, the assumption that the development agreement required construction of the trail would include lighting as well as a discussion on the type of lighting to be installed.

REPORT

**Motion/Second/Carried Kunz/Boyette to recommend Council approve amending the 2017 TIF #9 Capital budget by \$100,000 and to transfer reserve funds of up to \$100,000 from TID #7 to TID #9 to fund the lighting of the recently completed Bergstrom Trail.** All voting aye.

**City WiFi Upgrade/Enhancement Request – Phase 2:** Committee reviewed memo of Director Wenninger requesting authorization to enter into agreements with Enterprise Systems Group (ESG) of Little Chute and Meyer Services of Appleton to

upgrade/enhance the City's current external WiFi network at a cost not to exceed \$56,000. He indicated that the project consists of wireless connectivity in the downtown area between Commercial Street and Main Street and at the City Pool and fiber connectivity to the north shelter at Memorial Park. Funding will be split between carry forward funds from Information System's 2015 (\$6,000) and 2016 (\$50,000) CIP budgets.

Committee and staff discussed various aspects of the proposed project. Items discussed included the maintenance cost on the WiFi network, efforts to inform the public where WiFi service is available and how the City compares with other communities regarding public WiFi accessibility, including which public areas are still not WiFi accessible.

**Motion/Second/Carried Kunz/Stevenson recommending Council's authorization to enter into agreements with Enterprise Systems Group (ESG) of Little Chute and Meyer Services of Appleton to upgrade/enhance the City's current external WiFi network at a cost not to exceed \$56,000. Funding will be split between carry forward funds from Information System's 2015 (\$6,000) and 2016 (\$50,000) CIP budgets. All voting aye.**

**Enterprise Resource Planning (ERP) Project Discussion:** Committee reviewed memo from Director Wenninger on the current project plan as developed by the Enterprise Resource Planning (ERP) internal committee. The memo provided a status update that included, among other items, the existing 2017-2019 budget for ERP implementation, current and future plan diagrams, the listing of current software system applications city-wide as well as the ERP project charter and justification criteria as developed by the internal ERP committee. As part of its work, the internal committee highlighted that the current state of software systems within the City is more of a hybrid ERP, with all financial systems operating under the Superior product-line, but with other systems under the different product lines. This includes recently purchased systems such as property assessment and licenses and permits. The internal committee felt that the current situation lends itself to a solution that strongly encourages future acquisitions from the Superior product line to create the most efficient and cost effective solution.

Committee and staff discussed various aspects of the ERP status update. Committee members emphasized their desire to create a system environment that maximizes efficiency and system coordination. Members provided varying opinions as to the potential options moving forward. They included the solution that strongly encourages future acquisitions from the Superior product line, to mandating all future purchases are from the Superior product line, to having the City embark on a full ERP evaluation process. The committee was informed that a working group is being formed to move forward on the replacement of the City's utility billing system and that the Superior system is likely to be recommended as the replacement software. After further discussion, the committee requested that they be updated on the status of the ERP process at the second committee meeting in September.

**Delinquent Personnel Property Tax Collections:** Committee reviewed memo from City Attorney Godlewski and Director Easker recommending the City retain Credit Services of



the Fox Valley, Inc. (CSFV) on a commission basis to assist in the collection of delinquent personal property taxes. The request to retain CSFV is part of the enhanced program developed in 2016 to more aggressively pursue the payment of the delinquent taxes. Discussion took place on various aspects of the delinquent personal property tax collections issue.

REPORT

**Motion/Second/Carried Stevenson/Erickson recommending Council to retain Credit Services of the Fox Valley, Inc. on a commission basis to assist in the collection of delinquent personal property taxes. All voting aye.**

**Claim of Mr. Alvin Long: Supplemental Cost – Claim No. 17-9:** Committee reviewed memo of City Attorney Godlewski recommending Council approve the claim of Mr. Alvin Long, Claim 17-9, for the revised amount of \$6,698.17. The revised amount from the originally approved amount of \$5,927.32 plus 10 days of car rental includes the rental car cost of \$283.34 and an additional \$487.52 for repairs that were not initially identified by the insurance adjuster. Committee and staff discussed various aspects of the amended claim amount.

REPORT

**Motion/Second/Carried Stevenson/Boyette recommending Council approve the claim of Mr. Alvin Long, Claim 17-9, for the revised amount of \$6,698.17. All voting aye.**

**Fiscal Matters: July Vouchers: Motion/Second/Carried Erickson/Pollnow to approve the July vouchers as presented. All voting aye.**

**Fiscal Matters: Second Quarter Financial Statements:** Discussion took place on various aspects of the Second Quarter 2017 Financial Statements.

**Motion/Second/Carried Stevenson/Erickson to approve and place on file the Second Quarter Financial Statements as presented. All voting aye.**

**Motion/Second/Carried Boyette/Stevenson to adjourn the meeting at 10:15 p.m. All voting aye.**

Respectfully submitted,



Michael K. Easker, CPA  
Director of Finance



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## **MEMORANDUM**

To: William Pollnow, Chair  
Finance and Personnel Committee  
Mayor Kaufert

From: Chief Kevin Wilkinson

Re: **Request for FLSA accounting cycle change**

Date: September 21, 2017

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I am requesting a minor modification to the City's FLSA policy, addressing the way we account for work hours for FLSA purposes. My request is intended to alleviate a potential liability for overtime costs for sworn employees who are assigned to work Monday through Friday.

### **Background:**

The Fair Labor Standards Act (FLSA) provides that non-exempt employees who work in excess of 40 hours in a week must be paid at time-and-one-half for those extra hours. As an example, our Comm-Techs work 6 days on and have 3 days off. If their work week starts on a Monday, they will work 6 days in the calendar week. That means they work 48 hours in the week, and per the FLSA must be paid 8 hours at time-and-one-half. You will see that cost denoted on our budget as "FLSA Overtime." The FLSA prohibits us from using any accounting cycle other than the 7-day week for those employees.

For police officers and firefighters, there are different rules to accommodate the unique schedules they are often subject to. The employer can choose the accounting cycle for the hours, using anything from 7 to 28 days. The threshold for hours that begins to implicate overtime pay is proportional to 171 hours in 28 days (212 for firefighters). In our case, because our officers work a 26-day cycle, it makes the most sense to have a 26-day accounting period. Our overtime threshold for that accounting cycle is 159 hours. That works well for those assigned to the patrol schedule.

We have noticed, however, that for officers assigned to work a regular Monday-through-Friday schedule the 26-day accounting cycle is impractical and unnecessarily treads on FLSA overtime, even though the contract does not call for it. Those who work that

schedule include our Community Liaison Officer and all Investigative Services personnel.

Our jeopardy occurs most acutely when the 26-day accounting cycle starts on a Monday. In those cases, the cycle includes only six Saturdays/Sundays (days off). A person assigned to work Monday through Friday will thus be scheduled to work 20 days in the cycle, or 160 hours. That's already one hour over the limit, just by working a normal schedule.

As an example, let's say the start of the accounting cycle falls on a Monday. Our high school PSL works the 20 days in the cycle and has weekends off. She's already at 160 hours of work. Our high school PSL is also the coordinator of our Honor Guard, so let's add the possibility of some funeral duty on one of the Saturdays. By agreement, Honor Guard duty is paid only at straight-time rate of pay. But by FLSA rule, we would be required to pay 1 hour of regular work plus all of the Honor Guard work time as overtime.

Using a 26-day cycle for the patrol schedule employees makes sense, because they will always be scheduled to work 12 days, or 144 hours, in each cycle, regardless of which day the cycle begins. But for weekday workers, the number of days worked in each cycle will vary from 18 to 20, or from 144 to 160 hours.

There are many subtractions from those total work hours, including vacation, comp time off, sick time, etc. Thus, the likelihood of FLSA overtime is low. But it's a liability we can easily mitigate by simply changing the accounting cycle for those on a Monday-through-Friday schedule.

We propose putting those workers on a 28-day cycle that always starts on a Sunday. They will then be scheduled to work 20 days, or 160 hours in each cycle, with an FLSA overtime threshold of 171 hours.

City Attorney Godlewski has researched the matter and found that it is lawful and acceptable to have two separate accounting cycles for the two coexisting schedules. I have also conferred with Director Barber and she supports this change.

Here is a link from the Department of Labor that explains the police/fire provisions under FLSA:

<https://www.dol.gov/whd/regs/compliance/whdfs8.pdf>

I am including a red-line version of the City's FLSA policy with the recommended changes.

**Recommendation:**

Recommend to council to approve changing FLSA policy to allow sworn police employees on a Monday-Friday schedule to use an FLSA accounting period of 28 days, always starting on Sunday.



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# P O L I C Y

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**DATE:** 3/23/2012      **EFFECTIVE DATE** 4/4/2012;      **POLICY NO:** 2012-2

**REVISION:** 6/20/2012

**TITLE:** Fair Labor Standards Act (FLSA) Policy

**ISSUER:** Human Resources

**COVERAGE:** All Employees

**AUTHORITY:** Common Council Approval, 4/4/2012; Revision: 6/20/2012; Revision 7/17/13

**DURATION:** Indefinite

**SYNOPSIS:** To Define Exempt and Non-Exempt Employees

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## I. PURPOSE

The Fair Labor Standards Act (FLSA) was created in 1938 to establish minimum wage and a limit to the number of hours that may be worked in a standard workweek without paying overtime. It also provides standards for equal pay, overtime pay, record keeping and child labor. The purpose of this policy is to define the Fair Labor Standards Act (FLSA) as it applies to City of Neenah employees.

## II. POLICY

It is the policy of the City to comply fully with the provisions of the Fair Labor Standards Act of 1938, as amended, as well as applicable state laws and City Collective Bargaining Agreements. Improper pay deductions are prohibited. Violations of this policy may result in discipline up to and including termination. The following policy is applicable to all City employees, subject to separate collective bargaining agreements ("CBA"). To the extent that this policy differs from a CBA, the CBA shall prevail.

### a. Covered Employees

The Fair Labor Standards Act (FLSA) identifies two types of covered employees: exempt and non-exempt. Whether an employee is considered exempt or non-exempt under the FLSA depends on his or her duties, responsibilities and salary.

1. Designation of exempt or non-exempt status is the responsibility of the Human Resources Office. Positions will be reviewed based on the actual work responsibilities and salary assigned to each position. The City of Neenah salary plan denotes the classification with an 'N' for non-exempt, and an "E" for exempt.
2. Employees who are covered by the Wage and Hour provisions of the FLSA and are eligible for overtime after 40 hours worked (except Police and Fire Department non-exempt employees) in a workweek are considered **non-exempt employees**.
3. Employees exempted by the Wage and Hour provisions of the FLSA must meet certain category criteria as stated in the regulations. These employees are not eligible for overtime and are considered FLSA **exempt employees** if their work assignments fall

into one of the following categories: Executive, Professional, Outside Sales, Computer, or Administrative. Also, certain seasonal recreational employees can be considered exempt from specific provisions. Exempt employees are expected to put in those hours necessary to complete their job and are not eligible for overtime.

**b. Non-Covered Employees**

Non-covered employees include elected officials, policy-making appointees, legal advisors, legislative employees, bona fide volunteers, independent contractors, prisoners, and certain trainees.

**c. Work Period**

1. The standard FLSA work period is a fixed period of seven (7) consecutive calendar days for non-Police Officers and non-Firefighters. ~~Police Officers have a 26-day work period.~~ Firefighters have a 27 day work period. Police Officers working the patrol schedule have a 26-day work period. Police Officers working a 5-2 (Monday through Friday) schedule have a 28-day work period beginning on Sunday.
2. The work period defines the time of day and day of the week when the employee's work period begins and ends. For non-Police Officers and non-Firefighters, the work period is Monday through Sunday unless specified otherwise per department work rules. The Police and Fire Chief shall annually report to Human Resources the day of the first full work period in that year.
3. An established work period may only be changed if the change is intended to be permanent and not for the purpose of avoiding the accrual of FLSA overtime. Overtime must be paid for hours worked beyond 40 hours during the 7-day work period for non-Police Officers and non-Firefighters. The City has established different work periods for police and fire personnel allowing for overtime compensation to be computed differently: Under Section 207(k) of the FLSA, employees engaged in fire protection or law enforcement activities with ~~26-28~~<sup>7</sup> consecutive day work periods are entitled to one and one-half times their regular rate of pay if they work excess hours. For fire protection employees, overtime must be paid for hours worked beyond 204.4 during the 27-day work period; for law enforcement employees, working more than 158.8 hours during the 26-day patrol work period, or more than 171 hours during the 28-day 5-2 work period triggers the overtime premium.

**d. Time Worked**

1. Time worked includes all time non-exempt employees are required to be on duty at their prescribed work places and all time during which they are permitted to work.
  - a. Non-exempt employees will be compensated for all time they are required or asked to work which supervisors know or have reason to know they are working.
  - b. Non-exempt employees who work without authorization are subject to disciplinary action, up to and including termination.
  - c. Non-exempt employees are required to report all time worked and are required to accurately reflect this on their timecard or in the City's time system. Failure to correctly record or falsification of actual work time is subject to disciplinary action, up to and including termination.
  - d. Supervisors are not to ignore work that non-exempt employees do on their own time. This is a violation of policy and prohibited by the FLSA.
  - e. The supervisor who signs an employee's timecard or approves his/her time record must have personal knowledge of the hours worked by the employee and

must not “adjust the books” or ask an employee to record more or fewer hours than were actually worked. Such an action is not only a violation of policy, but is also illegal under the FLSA and may subject the employee and or supervisor to disciplinary action, up to and including termination. Any illegal act may also result in legal action.

2. Exempt employees are paid on a salary basis and are not eligible for overtime. Time records for exempt employees should still reflect an accurate accounting of time worked and paid time off.

**e. Meetings/Training**

1. Time spent by non-exempt employees attending meetings, training and similar activities must be counted as time worked unless all of the following criteria are met:

- The attendance is outside of the non-exempt employees’ regular working hours;
- The attendance is voluntary;
- The meeting, training or similar activity is not directly related to the non-exempt employees’ positions; and
- The non-exempt employee performs no work related to his/her position while in attendance.

2. Lunch breaks at training are not considered time worked for non-exempt employees, provided the employee is free to leave and there is no formal instruction during the lunch period.

**f. Travel**

1. Normal travel, for a non-exempt employee, from home to work and return to home is not considered work time. This is true whether the non-exempt employee has a fixed workplace or works at different locations.

2. Travel to work assignments at sites within reasonable commuting distance of the non-exempt employee’s primary work site is considered in the “home to work” category and is not work time. If, however, a non-exempt employee is required to stop by the primary work site for instructions or to pick up materials, the travel from the primary work site to the work assignment will be counted as time worked.

3. Travel between a non-exempt employee’s normal work site and another place of assignment, or travel between one assignment and another during the work day, is considered time worked.

4. Travel associated with a one-day assignment at a different location will be considered time worked to the extent that the travel exceeds the time spent in the non-exempt employee’s normal travel between home and work.

5. FLSA exempt employees are entitled to FLSA compensation for travel time, when it is within their normal hours of work.

**g. Hours Worked Beyond Normal Budgeted Work Period**

1. Non-exempt employees with a scheduled work period of less than 40 hours shall be paid at their regular hourly rate or straight time compensatory time for hours worked in excess of their budgeted work period up to 40 hours in a work period.

2. If overtime occurs (a non-exempt employee works more than the hours allowed in a work period under the FLSA) the non-exempt employee is entitled to receive time and one-half compensation or FLSA compensatory time for the amount of overtime worked.

3. Non-exempt employees must receive prior approval from their supervisor to work beyond their budgeted hours during a work period.

4. Exempt employees are not entitled to overtime compensation or compensatory time for time worked over 40 hours in a work period.

#### **h. Compensatory Time**

As added flexibility for state and local governments, the FLSA authorizes compensatory time (comp time) off in lieu of monetary overtime compensation at a rate of not less than one and one-half hours of compensatory time for each hour of overtime worked.

The City of Neenah utilizes comp time instead of overtime pay unless overtime pay is collectively bargained, or a part of Department-specific work rules.

#### **1. Non-Exempt Employees**

- a. For employees working less than a 40-hour week, hours worked beyond their budgeted work week and 40 hours in a work period shall be eligible to earn comp time on an hour for hour basis. For example, an employee budgeted to work 25 hours per week would receive 5 hours of comp time if the employee worked 30 hours in one week.
- b. Each non-exempt employee approved to receive compensatory time may accumulate FLSA overtime credit of not more than 240 hours. Non-exempt employees must be paid for FLSA overtime worked in excess of this limit.
- c. Each non-exempt employee engaged in a **public safety activity, an emergency response activity or a seasonal activity** may accumulate FLSA overtime credit of not more than 480 hours and must be paid for FLSA overtime worked in excess of this limit.
- d. Because requiring time off for comp time in the following positions may result in the City incurring additional overtime expense, sworn public safety positions, communication technicians, and non-exempt employees at the City Services building, Cemetery, Water Distribution and Treatment Plant who may be subject to emergency call in with a comp time balance may cash out that balance at any time. As a condition of employment, all other nonexempt employees must use comp time balances as paid time off. Any comp time balance shall be paid to non-exempt employees upon termination of employment with the City of Neenah. Payout of comp time shall be in accordance with FLSA regulations.
- e. Comp time balances may be carried over from year to year, but cannot exceed the limits outlined in b. & c. above.

#### **2. Exempt Employees**

Exempt Employees are not eligible for comp time accrual.

#### **3. Utilization of Compensatory Time**

City managers should encourage and/or permit their staff to take their compensatory time as soon after it is earned as possible. The use of compensatory time must be scheduled so as not to disrupt the work in the department. Compensatory time accrued in a non-exempt position for FLSA overtime worked must be paid upon termination of employment.

#### **j. Exempt Employees-Deduction for Absences**

Exempt employees are paid on a salary basis for their job. Thus, exempt employees' pay shall not be reduced for partial day absences. However, exempt employees are

expected to utilize appropriate leave banks for absences for personal reasons or for illness per Department procedures. In the event that the exempt employee's leave banks are exhausted, the exempt employee's pay may be reduced only for full day absences for personal reasons including illness.

**k. Complaint Procedure**

An employee who feels they have had an improper pay deduction or have not been paid appropriately should file a complaint with the Human Resources Office immediately. The Human Resources Office will review the situation and determine if an improper deduction has been made and if so, work with the employee to resolve the situation and if applicable, ensure proper reimbursement is made.

**l. Relation to Prior Policies.**

To the extent that this policy conflicts with prior policies adopted by the Common Council, this policy shall prevail.





*Dept. of Human Resources and Safety*  
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HEATHER BARBER  
DIRECTOR OF HUMAN RESOURCES AND SAFETY

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## MEMORANDUM

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**DATE:** September 20, 2017  
**TO:** Chairman Pollnow and Members of the Finance and Personnel Committee  
**FROM:** Heather Barber, Human Resources  
**RE:** 2017 Wage Update / 2018 Wage Proposal

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In 2016, wage information was brought to the Finance Committee as an informational item prior to the budget process to allow staff to explain the reason for the amounts requested in the budget. Prior to 2016, this discussion was taking place in December, once the budget was already approved. Bringing this item forward earlier allowed us to have a good discussion early in the process, and as a result, we have elected to follow the same procedure this year.

I will be requesting that the salary plan itself move 1.5% in 2018, the same rate of movement as 2017. This movement does not result in increases to employee wages. It only affects their position relative to midpoint, since the midpoint increases. (An exception would be if an employee's wage fell below the new minimum, in which case their wage would be bumped to the new minimum.)

In 2017, there were 3 potential increases for employees; a cost of living (inflationary) adjustment, a merit increase, and a midpoint adjustment for employees below the grade midpoint. The increase amounts were as follows:

January: 1% cost of living adjustment  
July: .5% to 1.25% merit increase, based on performance  
October: .3% to 2.6% midpoint adjustment

Employees above midpoint who received performance review scores of "Meets Expectations" received a 1.5 to 2% increase in 2017. Conversely, employees below midpoint who have been here the longest, remain the furthest below midpoint, and received performance review scores of "Exceeds Expectations" received a 4.85% increase. In an effective salary plan, the largest wage increases are given to employees with the highest performance, and to employees with the most seniority who remain furthest below the midpoint. Based on the range listed above, our plan is clearly making those distinctions among employees.

In addition to the wage increases, we also gave Exemplary Performance Awards in the amount of .5% of an employee's wage, (paid as a bonus, not added to their wage) for employees nominated by their Department Heads for going above and beyond in the previous year. These awards ranged from \$100 to \$395.

Arguably the most effective tool that we have implemented with the new salary plan is the October midpoint adjustment. Under the prior salary plan, wage increases were essentially equal to the amount the salary plan moved, and as a result, employees could never reach the midpoint of their grade. Over the 3 years we have applied the October increases, we have begun to make great strides in correcting the wages of employees who remain below midpoint after 10+ years of service. In addition to corrections due to previous plan issues, we're also setting up newer employees to have a progression to the midpoint of the salary plan.

This year we saw a 17 year employee and 22 year employee hit midpoint. Under the previous plan, that likely wouldn't have happened in their career. Continuing some sort of midpoint adjustment ensures that in the future we do not have employees of this tenure below midpoint.

I am requesting the equivalent amounts for increases in 2018 as were budgeted in 2017.

Per the salary plan policy, we shall have wages reviewed at least every 5 years. As a result, I will be recommending a comprehensive salary plan review in 2018, and have requested \$10,000 in my budget to have this review completed.

Since this is for discussion purposes only, I am not requesting any action by the Committee at this time.



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HEATHER BARBER  
DIRECTOR OF HUMAN RESOURCES AND SAFETY

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## MEMORANDUM

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**DATE:** September 21, 2017  
**TO:** Chairman Pollnow and Members of the Finance and Personnel Committee  
**FROM:** Heather Barber, Human Resources  
**RE:** 2018 Health Insurance Plans

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Per our normal procedure, the City, through its broker, Associated Benefits and Risk Consulting (formerly named Associated Financial Group), requested bids to provide health insurance coverage for 2018.

Proposals were requested from several providers, including our current provider, Network Health Plan. The summarized results are as follows:

Humana: Declined to Bid

Wisconsin Counties Association: 5% increase over current rates (Providers include Thedacare, Affinity, and Aurora)

Arise: 11% increase over current rates (Includes Thedacare and Aurora, no Affinity)

WEA Trust: Declined to bid

Anthem Blue Cross: Declined to bid

WPS: 20% increase over current rates (Providers include Thedacare, Affinity, and Aurora)

Network Health Plan: Proposed a 0% increase (Affinity providers, no Thedacare or Aurora)

As you may recall, in January of 2017, Network no longer included Thedacare providers in their covered provider list. While offering all of the providers is the most desirable, we could not justify increasing the health insurance budget by more than 20% to allow access to all providers. Instead we created a higher-cost plan that allowed access to out of network providers. Although offering an out-of-network plan is not ideal due to the risk of high cost out-of-network claims, it was the best solution with the options we had at the time.

While Network came in with the low bid for health insurance, we are significantly closer in terms of the next lowest bid, from Wisconsin Counties Association (WCA) which includes Thedacare, Affinity, and Aurora providers. I believe a slight increase in premiums is justifiable to be able to offer the major local

providers to employees as in-network, and have worked to make the 5% difference more palatable.

In order to further close the 5% gap, I am recommending plan changes that result in additional savings, making the gap closer to 2%. These changes include the elimination of the two highest cost plans, a reduction in HRA money in Plan 2, and a change to the health risk screening requirement, which saves the City the cost of the screenings. Additionally, while not easily quantifiable, we lower our potential exposure by no longer offering the higher cost and higher risk plan with out-of-network coverage that was offered under Network Health Plan to allow access to Thedacare and Aurora providers.

We are also proposing to continue offering the Employee Health Clinic. We will have better estimates of how the clinic is running after our October 19<sup>th</sup> meeting with Ascension, however, at our meeting after the first quarter, the clinic was paying for itself based on its usage. Both Network Health Plan and Wisconsin Counties Association have pledged approximately \$60,000 towards the clinic, the same funding level as 2017. I will send an update to the Council on the clinic after the October 19<sup>th</sup> meeting.

We are proposing to continue offering the Health Insurance Opt-out program in 2018, and based on the savings realized when employees opt-out, we are proposing an increase at this time. We propose increasing the opt-out payment from \$1560 to \$1700, and we are proposing an increase to the opt-out HRA from \$3000 to \$3300. For every employee who elects this option, the City saves up to \$9989 (depending on plan selection).

The budget impact of the total health insurance program when considering plan changes, HRA changes, opt-out changes, and health risk screening changes, is projected to be a 2% increase by accepting the proposal from Wisconsin Counties Association.

Attached are the 2017 Network Health Plans, as well as the proposed 2018 plans through WCA. Please note that we are awaiting the final cost of Plan 1. The rates used are those quoted by Network for an identical plan, and therefore should be very similar. I will forward final numbers prior to the health insurance going before Council for a vote.

**Staff requests a recommendation to Council to accept the three health insurance plans through Wisconsin Counties Association, and an increase to the opt-out plan as detailed above, as offerings for employees in 2018.**

# City of Neenah

## 2017 Health Coverage

Carrier	 Plan 1	 Plan 2	 Plan 3	 Plan 4
<b>Plan Type</b>	HMO	HMO	HMO	POS
<b>Deductible</b>				
In-Network (Single / Family)	\$2,500 / \$5,000	\$2,000/\$4,000	\$2,500/\$5,000	\$3,000 / \$6,000
Out-of-Network (Single / Family)	No Coverage	No Coverage	No Coverage	combined deductible
<b>Health Reimbursement Account</b>				
Employee	\$500	\$1,250	\$1,500	\$1,000
Family	\$1,000	\$2,500	\$3,000	\$2,000
<b>Employee Coinsurance</b>				
In-Network	20%	20%	20%	20%
Out-of-Network	No Coverage	No Coverage	No Coverage	40%
<b>Out-of-Pocket Max</b>	<i>Includes Deductible</i>	<i>Includes Deductible</i>	<i>Includes Deductible</i>	<i>Includes Deductible</i>
In-Network (Single / Family)	\$4,000/\$8,000	\$3,000/\$6,000	\$3,500/\$7,000	\$6,000/\$8,000
Out-of-Network (Single / Family)	No Coverage	No Coverage	No Coverage	\$6,000/\$12,000
<b>Lifetime Maximum</b>	Unlimited	Unlimited	Unlimited	Unlimited
<b>Office Visits</b>				
In-Network	\$40 Copay	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
Out-of-Network	No Coverage	No Coverage	No Coverage	Ded, 40% Coins
<b>Specialist</b>				
In-Network	\$60 Copay	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
Out-of-Network	No Coverage	No Coverage	No Coverage	Ded, 40% Coins
<b>Routine/Preventive Care</b>				
In-Network	100% Coverage	100% Coverage	100% Coverage	100% Coverage
Out-of-Network	No Coverage	No Coverage	No Coverage	Ded, 40% Coins
<b>Inpatient Hospital Services</b>				
In-Network	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
Out-of-Network	No Coverage	No Coverage	No Coverage	Ded, 40% Coins
<b>Outpatient Hospital Services</b>				
In-Network	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
Out-of-Network	No Coverage	No Coverage	No Coverage	Ded, 40% Coins
<b>Emergency Room</b>				
In-Network	\$150 Copay	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
Out-of-Network	\$150 Copay	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
<b>Prescription Drugs - In-Network</b>				
Tier 1 / Tier 2 / Tier 3 / Tier 4 / Tier 5	\$10 / \$25 / \$50 / \$50 / \$80	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
<b>Mail Order Prescription Drugs</b>				
Tier 1 / Tier 2 / Tier 3	\$25 / \$60 / \$150	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
<b>Monthly Premium Rates</b>				
Employee	\$525.19	\$443.53	\$394.48	\$491.46
Family	\$1,394.32	\$1,160.39	\$1,051.67	\$1,285.79
<b>Employee Monthly Premium Contribution WITH Health Risk Screening</b>	12.5% ee Contribution	7.5% ee contribution	5% ee contribution	10% ee contribution
Employee	\$65.65	\$33.26	\$19.72	\$49.15
Family	\$174.29	\$87.03	\$52.58	\$128.58
<b>Employee Monthly Premium Contribution WITHOUT Health Risk Screening</b>	15% ee contribution	10% ee contribution	7.5% ee contribution	12.5% ee contribution
Employee	\$78.78	\$44.35	\$29.59	\$61.43
Family	\$209.15	\$116.04	\$78.88	\$160.72

**NOTE:** This benefit comparison will not replace the benefit grid that is furnished by Network Health Plan/Network Health Insurance Corporation and approved by the Office of the Commissioner of Insurance.

*Our standard of care and legal duty to the insured in providing insurance products and services is to follow the instructions of the insured in good faith.*

This constitutes only a summary of the Health plan involved. The actual contract or plan document must be consulted to determine the governing contractual provisions, limitations, or exclusions. There is no guarantee, expressed or implied by Associated Financial Group or vendors of plan provisions or level of payments.

# City of Neenah

## 2018 Health Coverage

Carrier	WCA Plan 1*	WCA Plan 2	WCA Plan 3
<b>Plan Type</b>	HMO	HMO	HMO
<b>Deductible</b>			
In-Network (Single / Family)	\$1,350 / \$2,700	\$2,000/\$4,000	\$2,500/\$5,000
Out-of-Network (Single / Family)	No Coverage	No Coverage	No Coverage
<b>Health Reimbursement Account</b>			
Employee	\$750	\$1,000	\$1,500
Family	\$1,500	\$2,000	\$3,000
<b>Employee Coinsurance</b>			
In-Network	20%	20%	20%
Out-of-Network	No Coverage	No Coverage	No Coverage
<b>Out-of-Pocket Max</b>	<i>Includes Deductible</i>	<i>Includes Deductible</i>	<i>Includes Deductible</i>
In-Network (Single / Family)	\$1,850/\$3,700	\$3,000/\$6,000	\$3,500/\$7,000
Out-of-Network (Single / Family)	No Coverage	No Coverage	No Coverage
<b>Lifetime Maximum</b>	Unlimited	Unlimited	Unlimited
<b>Office Visits</b>			
In-Network	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
Out-of-Network	No Coverage	No Coverage	No Coverage
<b>Specialist</b>			
In-Network	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
Out-of-Network	No Coverage	No Coverage	No Coverage
<b>Routine/Preventive Care</b>			
In-Network	100% Coverage	100% Coverage	100% Coverage
Out-of-Network	No Coverage	No Coverage	No Coverage
<b>Inpatient Hospital Services</b>			
In-Network	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
Out-of-Network	No Coverage	No Coverage	No Coverage
<b>Outpatient Hospital Services</b>			
In-Network	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
Out-of-Network	No Coverage	No Coverage	No Coverage
<b>Emergency Room</b>			
In-Network	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
Out-of-Network	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
<b>Prescription Drugs - In-Network</b>			
Tier 1 / Tier 2 / Tier 3 / Tier 4 / Tier 5	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
<b>Mail Order Prescription Drugs</b>			
Tier 1 / Tier 2 / Tier 3	Ded, 20% Coins	Ded, 20% Coins	Ded, 20% Coins
<b>Monthly Premium Rates</b>			
Employee	\$463.17	\$465.71	\$414.20
Family	\$1,234.80	\$1,218.41	\$1,104.25
<b>Employee Monthly Premium Contribution WITH Physical</b>	10% ee Contribution	7.5% ee contribution	5% ee contribution
Employee	\$46.32	\$34.93	\$20.71
Family	\$123.48	\$91.38	\$55.21
<b>Employee Monthly Premium Contribution WITHOUT Physical</b>	12.5% ee contribution	10% ee contribution	7.5% ee contribution
Employee	\$65.65	\$46.57	\$31.07
Family	\$174.29	\$121.84	\$82.82

\* Cost in Plan 1 is an estimate based on NHP quote

**NOTE:** This benefit comparison will not replace the benefit grid that is furnished by Network Health Plan/Network Health Insurance Corporation and approved by the Office of the Commissioner of Insurance.

*Our standard of care and legal duty to the insured in providing insurance products and services is to follow the instructions of the insured in good faith.*

This constitutes only a summary of the Health plan involved. The actual contract or plan document must be consulted to determine the governing contractual provisions, limitations, or exclusions. There is no guarantee, expressed or implied by Associated Financial Group or vendors of plan provisions or level of payments.

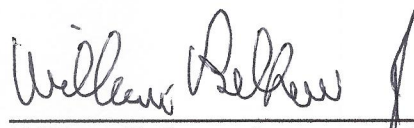


**MEMORANDUM**

**To:** Members of the Finance and Personnel Committee  
**From:** Chairman Pollnow  
**Date:** September 20, 2017  
**Re:** August Voucher Review

\*\*\*\*\*  
On behalf of the Committee and Common Council, I have reviewed the attached schedules of August Automated Fund Transfers and Non-Payroll Expenditure Vouchers over \$2,000.

In addition to these items, the Detail Check Register for the general account and the Generic Check Register for the payroll account are in specifically marked white binders located at City Hall – 211 Walnut Street, Neenah, WI 54956, which are available for review at any time.

  
\_\_\_\_\_  
William Pollnow Jr. Chairman



**EXPENDITURE ABSTRACT FOR PERIOD AUGUST 1 THROUGH AUGUST 31, 2017**  
**EXPLANATION OF AUTOMATED TRANSFERS**

<u>Transfer No.</u>	<u>Transfer Date</u>	<u>Amount</u>	<u>Purpose</u>	<u>Budget/Cost Center</u>
1	8/1/17	\$3,192.92	BANCORP FSA/HRA Debit Card Prefund	N/A
2	8/2/17	\$7,973.90	DELTA DENTAL Dental Claims	FRINGE BENEFIT DIST.
3	8/3/17	\$1,844.74	DIVERSIFIED BENEFIT SERVICES 2017 Employee HRA Plan	N/A
4	8/4/17	\$39.98	PAYPAL-CDR GLOBAL Zebra Printer Charge Station	N/A
5	8/7/17	\$901.68	DIVERSIFIED BENEFIT SERVICES 2017 Employee FSA Plan	N/A
6	8/7/17	\$1,885.31	DIVERSIFIED BENEFIT SERVICES 2017 Employee HRA Plan	N/A
7	8/7/17	\$175,123.90	NETWORK HEALTH 8/1-8/31/17 Health Premiums	FRINGE BENEFIT DIST.
8	8/8/17	\$2,598.51	BANCORP FSA/HRA Debit Card Prefund	N/A
9	8/9/17	\$8,152.33	DELTA DENTAL Dental Claims	FRINGE BENEFIT DIST.
10	8/9/17	\$211,360.25	JP MORGAN CHASE July PC Payment	N/A
11	8/10/17	\$9,025.19	ICMA 457 Deferred Comp Contributions	N/A
12	8/10/17	\$2,256.53	ICMA Employee IRA contributions	N/A
13	8/10/17	\$3,948.49	MIDAMERICA FICA Alternative Plan #3121	N/A
14	8/10/17	\$50.00	NORTHSHORE BANK 457 Deferred Comp. Contributions	N/A
15	8/10/17	\$459.33	ASSOCIATED BANK Deferred Comp Contributions	N/A
16	8/10/17	\$3,337.88	ASSOCIATED BANK Child Support	N/A
17	8/10/17	\$446,044.67	EMPLOYEE PAYROLL ACH Direct Deposit	N/A



18	8/10/17	\$2,616.92	NATIONWIDE 457 Deferred Comp. Contributions	N/A
19	8/10/17	\$862.91	DIVERSIFIED BENEFIT SERVICES 2017 Employee FSA Plan	N/A
20	8/10/17	\$2,056.00	DIVERSIFIED BENEFIT SERVICES 2017 Employee HRA Plan	N/A
21	8/11/17	\$133,110.34	DEPARTMENT OF THE TREASURY Employer/Employee Social Security Federal Withholding	FRINGE BENEFITS DIST.
22	8/14/17	\$1,267.23	DIVERSIFIED BENEFIT SERVICES 2017 Employee HRA Plan	N/A
23	8/14/17	\$403.96	DIVERSIFIED BENEFIT SERVICES 2017 Employee FSA Plan	N/A
24	8/15/17	\$4,979.98	BANCORP FSA/HRA Debit Card Prefund	N/A
25	8/15/17	\$1,422.81	ASSOCIATED BANK July Service Fee	N/A
26	8/15/17	\$263,403.22	LGIP Water Debt Service	N/A
27	8/15/17	\$30,883.41	WISCONSIN DEPT OF REVENUE State Withholding	FRINGE BENEFITS DIST
28	8/15/17	\$3,163,711.89	NEENAH JOINT SCHOOL DISTRICT Final 2016 Tax Settlement	N/A
29	8/15/17	\$1,550,483.23	WINNEBAGO COUNTY Final 2016 Tax Settlement	N/A
30	8/15/17	\$438,334.82	FOX VALLEY TECHNICAL COLLEGE Final 2016 Tax Settlement	N/A
31	8/16/17	\$7,991.20	DELTA DENTAL Dental Claims	FRINGE BENEFIT DIST.
32	8/17/17	\$4,055.09	DIVERSIFIED BENEFIT SERVICES 2017 Employee HRA Plan	N/A
33	8/17/17	\$247.00	DIVERSIFIED BENEFIT SERVICES 2017 Employee FSA Plan	N/A
34	8/18/17	\$4,645.72	WISCONSIN DEPT OF REVENUE July Sales Tax	N/A
35	8/21/17	\$1,617.14	DIVERSIFIED BENEFIT SERVICES 2017 Employee FSA Plan	N/A

36	8/21/17	\$6,186.18	DIVERSIFIED BENEFIT SERVICES 2017 Employee HRA Plan	N/A
37	8/22/17	\$1,975.66	BANCORP FSA/HRA Debit Card Prefund	N/A
38	8/23/17	\$7,079.10	DELTA DENTAL Dental Claims	FRINGE BENEFITS DIST
39	8/23/17	\$74.92	PAYPAL Zebra Printer Chargers-Parking	N/A
40	8/24/17	\$994.11	DIVERSIFIED BENEFIT SERVICES 2017 Employee HRA Plan	N/A
41	8/24/17	\$940.95	DIVERSIFIED BENEFIT SERVICES 2017 Employee FSA Plan	N/A
42	8/24/17	\$9,502.26	ICMA 457 Deferred Comp Contributions	N/A
43	8/24/17	\$2,256.53	ICMA Employee IRA contributions	N/A
44	8/24/17	\$4,175.28	MIDAMERICA FICA Alternative Plan #3121	N/A
45	8/24/17	\$50.00	NORTHSHORE BANK 457 Deferred Comp. Contributions	N/A
46	8/24/17	\$2,616.92	NATIONWIDE 457 Deferred Comp. Contributions	N/A
47	8/24/17	\$3,314.93	ASSOCIATED BANK Child Support	N/A
48	8/24/17	\$445,554.93	EMPLOYEE PAYROLL ACH Direct Deposit	N/A
49	8/24/17	\$459.20	ASSOCIATED BANK Deferred Comp Contributions	N/A
50	8/24/17	\$330.00	PAYPAL CheddarCon Registration-IT	N/A
51	8/25/17	\$134,911.33	DEPARTMENT OF THE TREASURY Employer/Employee Social Security Federal Withholding	FRINGE BENEFITS DIST.
52	8/25/17	\$5.00	OFFICIAL PAYMENTS Returned E-Ck Fee	N/A
53	8/28/17	\$4,705.49	DIVERSIFIED BENEFIT SERVICES 2017 Employee HRA Plan	N/A

54	8/28/17	\$3.33	DIVERSIFIED BENEFIT SERVICES 2017 Employee FSA Plan	N/A
55	8/29/17	\$3,947.10	BANCORP FSA/HRA Debit Card Prefund	N/A
56	8/30/17	\$7,938.45	DELTA DENTAL Dental Claims	FRINGE BENEFIT DIST.
57	8/31/17	\$2,124.60	DIVERSIFIED BENEFIT SERVICES 2017 Employee HRA Plan	N/A
58	8/31/17	\$29,907.43	WISCONSIN DEPT OF REVENUE State Withholding	FRINGE BENEFITS DIST
59	8/31/17	\$173,957.41	WI EMPLOYEE TRUST FUNDS Retirement Contribution	FRINGE BENEFITS DIST
	<b>TOTAL</b>	<b>\$7,333,299.59</b>		

CHECK #	CHECK DATE	TRANSACTION AMOUNT	VENDOR NAME	ACCOUNT NUMBER	DESCRIPTION	DEPT. NAME
124	8/10/2017	2,060.38	JPMORGAN CHASE BANK NA	68-6633-968-0252	UNTD RNTLS 180214	Sundry Civic Trusts
	8/10/2017	4,018.57	JPMORGAN CHASE BANK NA	44-7705-738-0214	KUEHL ELECTRIC INC	Parking Utility Fund
	8/10/2017	2,132.84	JPMORGAN CHASE BANK NA	10-8904-788-0236	LAKE SHORE CLEANERS	City Wide Fores/Gyps
	8/10/2017	11,570.00	JPMORGAN CHASE BANK NA	400-0401-770-6410	POLYDYNE INC	Water
	8/10/2017	2,113.75	JPMORGAN CHASE BANK NA	49-3908-733-0236	WISCONSIN LAKE & PON	Storm Water Manageme
	8/10/2017	3,661.05	JPMORGAN CHASE BANK NA	49-3908-733-0236	WISCONSIN LAKE & PON	Storm Water Manageme
	8/10/2017	2,760.00	JPMORGAN CHASE BANK NA	13-7554-743-0236	LANDSCAPE CONTRACTOR	Facility Improvement
	8/10/2017	2,000.00	JPMORGAN CHASE BANK NA	41-6205-952-0236	LANDSCAPE CONTRACTOR	Benefit Accrual Fund
	8/10/2017	2,375.00	JPMORGAN CHASE BANK NA	10-4104-733-0236	SPEEDY CLEAN INC	Sanitation/T-V Sewe
CHECK TOTAL		32,691.59				
126	8/10/2017	2,073.13	JPMORGAN CHASE BANK NA	43-1701-708-0254	GORDON FLESCH COMPAN	Information Systems
	8/10/2017	6,980.40	JPMORGAN CHASE BANK NA	10-2101-711-0235	TI *TASER INTL	Police Departme/Poli
	8/10/2017	5,706.23	JPMORGAN CHASE BANK NA	10-4101-733-0244	WASTE MGMT WM EZPAY	Sanitation/Refuse Ga
	8/10/2017	4,200.00	JPMORGAN CHASE BANK NA	11-2128-743-8113	RESPONSE TECH/STOP S	Capital Equipment Fu
	8/10/2017	3,636.00	JPMORGAN CHASE BANK NA	10-8405-784-0211	BASSETT MECHANICAL	Independent Pro/Muni
	8/10/2017	2,100.00	JPMORGAN CHASE BANK NA	10-8505-785-0251	BOYS AND GIRLS BRIG	Playground Prog/Soft
	8/10/2017	6,105.72	JPMORGAN CHASE BANK NA	10-4101-733-0249	ADVANCED DISPOSAL ON	Sanitation/Refuse Ga
	8/10/2017	4,265.64	JPMORGAN CHASE BANK NA	10-4101-733-0249	ADVANCED DISPOSAL ON	Sanitation/Refuse Ga
CHECK TOTAL		35,067.12				
127	8/10/2017	4,021.36	JPMORGAN CHASE BANK NA	400-0401-770-6410	KEMIRA WATER SOLUTIO	Water
	8/10/2017	3,940.52	JPMORGAN CHASE BANK NA	400-0401-770-6410	KEMIRA WATER SOLUTIO	Water
	8/10/2017	3,301.92	JPMORGAN CHASE BANK NA	400-0401-770-6410	HAWKINS INC	Water
CHECK TOTAL		11,263.80				
42787	8/03/2017	5,832.00	EMBURY LTD	10-9598-821-0236	CONFERENCE ROOM CHAI	Public Library/Funds
CHECK TOTAL		5,832.00				
42790	8/03/2017	2,000.00	FOX CITIES BOOK FESTIVAL	67-9588-969-0236	2017 BOOK FESTIVAL	Library Fd/ Misc. Tr
CHECK TOTAL		2,000.00				
42800	8/03/2017	7,734.03	LEVENHAGEN OIL CORPORATION	39-0000-131-0400	DIESEL/3802 GALS	Fleet Management
	8/03/2017	1,335.21	LEVENHAGEN OIL CORPORATION	39-0000-131-0400	UNLEADED/647 GALS	Fleet Management
CHECK TOTAL		9,069.24				
42805	8/03/2017	518.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUN SVCS - PLEXUS	Sewer Operating Util
	8/03/2017	423.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUN SVCS - NEENAH FO	Sewer Operating Util
	8/03/2017	304.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUN SVCS - MENASHA C	Sewer Operating Util
	8/03/2017	518.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUN SVCS - ITU	Sewer Operating Util
	8/03/2017	518.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUN SVCS -GEORGIA PA	Sewer Operating Util



GMB002  
QPADEV0005  
DCALABRESE

C I T Y O F N E E N A H  
Check Register for Checks over \$2,000.00

PAGE: 2  
RUN DATE: 09/01/2017  
RUN TIME: 09:40:19

CHECK #	CHECK DATE	TRANSACTION AMOUNT	VENDOR NAME	ACCOUNT NUMBER	DESCRIPTION	DEPT. NAME
	8/03/2017	416.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUN SVCS - GALLOWAY	Sewer Operating Util
	=====					
	CHECK TOTAL	2,697.00				
42808	8/03/2017	20,000.00	NV KLINGER PAINTING CO INC	13-7543-743-0236	CITY GARAGE DOOR REP	Facility Improvement
	8/03/2017	850.00	NV KLINGER PAINTING CO INC	30-2416-742-0236	NEENAH MAIN STREET W	TIF#10-Near Downtown
	=====					
	CHECK TOTAL	20,850.00				
42810	8/03/2017	32,919.00	NEENAH MENASHA SEWERAGE COMMIS	46-3201-922-0581	JUL PRINCIPAL PAYMEN	Sewer Capital Fund
	8/03/2017	16,208.00	NEENAH MENASHA SEWERAGE COMMIS	46-3201-922-0582	JUL INTEREST PAYMENT	Sewer Capital Fund
	8/03/2017	152,684.83	NEENAH MENASHA SEWERAGE COMMIS	45-3101-921-0560	JUL PLANT EXPENSE	Sewer Operating Util
	=====					
	CHECK TOTAL	201,811.83				
42814	8/03/2017	96,149.92	R & R WASH MATERIALS INC	13-8820-743-0236	WASH2 - WASHINGTON P	Facility Improvement
	=====					
	CHECK TOTAL	96,149.92				
42821	8/03/2017	9,788.99	WE ENERGIES	400-0401-770-6230	PUMPING - ELECTRIC	Water
	8/03/2017	59.89	WE ENERGIES	400-0401-770-6260	PUMPING - HEAT	Water
	8/03/2017	157.88	WE ENERGIES	400-0401-770-6420	WATER TREATMENT-HEAT	Water
	8/03/2017	3,765.00	WE ENERGIES	400-0401-770-6430	WATER TREATMENT-ELEC	Water
	8/03/2017	344.92	WE ENERGIES	400-0401-770-6610	WATER TOWER - ELECTR	Water
	8/03/2017	189.12	WE ENERGIES	400-0401-770-6630	METER SERVICE-ELECTR	Water
	8/03/2017	1,702.03	WE ENERGIES	400-0401-770-6650	DISTRIBUTION-ELECTRI	Water
	8/03/2017	57.00	WE ENERGIES	10-7101-736-0222	GREEN BAY RD & MAIN	Street Signal &/Traf
	8/03/2017	47.45	WE ENERGIES	10-7101-736-0222	NICOLET AND COMMERCI	Street Signal &/Traf
	8/03/2017	40.95	WE ENERGIES	10-3702-732-0223	333 W CECIL ST	Municipal Facil/Ceci
	8/03/2017	31.99	WE ENERGIES	10-7104-736-0222	WINNECONNE & GREEN B	Street Signal &/Stre
	=====					
	CHECK TOTAL	16,185.22				
42827	8/10/2017	5,825.00	ABSOLUTE ASPHALT LTD	216-9801-981-0236	BLACK TOP 1231 S COM	2016 CDRG
	=====					
	CHECK TOTAL	5,825.00				
42831	8/10/2017	2,833.33	ASSOCIATED APPRAISAL CONSULTAN	10-9314-801-0236	AUG SERVICES	Community Devel/Asse
	=====					
	CHECK TOTAL	2,833.33				
42834	8/10/2017	5,175.00	BAKER TILLY VIRCHOW KRAUSE LLP	10-0505-703-0232	AUDIT SERVICES THRU	Finance/Annual Finan
	=====					
	CHECK TOTAL	5,175.00				

CHECK #	CHECK DATE	TRANSACTION AMOUNT	VENDOR NAME	ACCOUNT NUMBER	DESCRIPTION	DEPT. NAME
42835	8/10/2017	11,232.10	BROWN COUNTY C-LEC LLC	30-3412-743-0236	MAIN ST PARKING LOT	TIF#10-Near Downtown
		CHECK TOTAL				
42843	8/10/2017	2,800.00	DTAK LLC	10-8801-788-0312	PLAYGROUND ENG WOOD	Parks/Parks Operatio
		CHECK TOTAL				
42848	8/10/2017	41,789.20	FOX CITIES CONVENTION AND	10-0000-323-2700	2ND QTR 2017 ROOM TA	General Fund
	8/10/2017	1,567.10	FOX CITIES CONVENTION AND	10-0000-503-0102	CITY'S TAX REMITTANC	General Fund
	8/10/2017	10,447.30	FOX CITIES CONVENTION AND	10-0000-503-0101	CITY'S ROOM TAX DIRE	General Fund
	8/10/2017	31,341.90	FOX CITIES CONVENTION AND	10-0000-323-2700	EXHIBITION CENTER	General Fund
	8/10/2017	10,447.30	FOX CITIES CONVENTION AND	10-0000-323-2700	TOURISM FACILITY	General Fund
		CHECK TOTAL				
42849	8/10/2017	2,669.85	GRAYMONT CAPITAL INC	400-0401-770-6410	HYDRATED LIME	Water
		CHECK TOTAL				
42852	8/10/2017	4,865.86	IAFF LOCAL 275	10-0000-312-1400	P/R DIST 08-10	General Fund
		CHECK TOTAL				
42855	8/10/2017	3,500.00	LAKE RENEWAL CO	10-9602-831-0236	2017 AQUATIC PLANT	Harbor Commissi/Harb
		CHECK TOTAL				
42863	8/10/2017	37,259.59	MENASHA, CITY OF	41-6302-952-0450	JUL RETIREMENT/FIRE	Benefit Accrual Fund
	8/10/2017	8,164.00	MENASHA, CITY OF	88-7051-938-0575	JUL MUNICIPAL COURT	Joint Municipal Cour
		CHECK TOTAL				
42868	8/10/2017	33,844.00	NEENAH MENASHA SEWERAGE COMMIS	46-3201-922-0581	AUG PRINCIPAL	Sewer Capital Fund
	8/10/2017	16,664.00	NEENAH MENASHA SEWERAGE COMMIS	46-3201-922-0582	AUG INTEREST	Sewer Capital Fund
	8/10/2017	162,390.61	NEENAH MENASHA SEWERAGE COMMIS	45-3101-921-0560	AUG PLANT EXP	Sewer Operating Util
		CHECK TOTAL				
42876	8/10/2017	6,000.00	SEH	30-2476-743-0236	ARROWHEAD PARK GRANT	TIF#10-Near Downtown
	8/10/2017	2,022.00	SEH	27-2498-743-0236	CECIL ST BRIDGE	TIF #7 - Westside Bu
		CHECK TOTAL				

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42877	8/10/2017	105,327.50	SOMMERS CONSTRUCTION COMPANY I	29-2402-742-0236	CN3-17 BERGSTROM TRA	TID #9-U.S. Hwy41 In
	8/10/2017	29,646.00	SOMMERS CONSTRUCTION COMPANY I	28-2485-742-0236	CN3-17 DOTY AVENUE	TIF #8 Doty Island
	8/10/2017	84,063.75	SOMMERS CONSTRUCTION COMPANY I	12-4519-743-0236	CN4-17 INDUSTRIAL DR	Streets,Utility,Side
CHECK TOTAL		219,037.25				
42887	8/10/2017	6,036.87	WE ENERGIES	10-9501-821-0222	240 E WISCONSIN AVE	Public Library/Libra
	8/10/2017	45.17	WE ENERGIES	10-7101-736-0222	COMMERCIAL & CECIL	Street Signal &/Traf
	8/10/2017	36.29	WE ENERGIES	10-7101-736-0222	COMMERCIAL & ALCOTT	Street Signal &/Traf
	8/10/2017	66.42	WE ENERGIES	44-7702-738-0222	355 MILLVIEW DR	Parking Utility Fund
	8/10/2017	103.00	WE ENERGIES	10-7101-736-0222	W DOTY AVE	Street Signal &/Traf
	8/10/2017	44.23	WE ENERGIES	10-7101-736-0222	100 BLK W FOREST	Street Signal &/Traf
	8/10/2017	102.86	WE ENERGIES	10-7101-736-0222	WINNECONNE & COMMERC	Street Signal &/Traf
	8/10/2017	86.86	WE ENERGIES	10-7101-736-0222	COMMERCIAL & COLUMBI	Street Signal &/Traf
	8/10/2017	124.35	WE ENERGIES	10-7104-736-0222	MAIN ST	Street Signal &/Stre
	8/10/2017	99.64	WE ENERGIES	10-9323-801-0222	CHURCH ST & DOTY	Community Devel/Mass
	8/10/2017	86.46	WE ENERGIES	44-7702-738-0222	9999 MILLVIEW DR	Parking Utility Fund
CHECK TOTAL		6,832.15				
42890	8/10/2017	201.93	WINNEBAGO COUNTY TREASURER	10-4103-733-0236	AUG FIBER LOCATES	Sanitation/Sanit Sew
	8/10/2017	201.93	WINNEBAGO COUNTY TREASURER	49-3901-733-0236	AUG FIBER LOCATES	Storm Water Manageme
	8/10/2017	1,389.42	WINNEBAGO COUNTY TREASURER	10-2101-711-0231	JUN PRISONER CARE	Police Departme/Poli
	8/10/2017	1,643.50	WINNEBAGO COUNTY TREASURER	88-7051-938-0577	JUL MUNICIPAL COURT	Joint Municipal Cour
	8/10/2017	2,306.10	WINNEBAGO COUNTY TREASURER	88-7051-938-0577	JUL MUNICIPAL COURT	Joint Municipal Cour
	8/10/2017	50.00	WINNEBAGO COUNTY TREASURER	88-0000-561-1000	JUL IGNITION INTERLO	Joint Municipal Cour
	8/10/2017	78.75	WINNEBAGO COUNTY TREASURER	10-0000-531-1100	JUL DOG LICENSES	General Fund
CHECK TOTAL		5,871.63				
42893	8/10/2017	4,234.20	WISCONSIN DEPT OF ADMINISTRATI	88-7051-938-0576	JUL MUNICIPAL COURT	Joint Municipal Cour
	8/10/2017	5,437.90	WISCONSIN DEPT OF ADMINISTRATI	88-7051-938-0576	JUL MUNICIPAL COURT	Joint Municipal Cour
CHECK TOTAL		9,672.10				
42897	8/17/2017	3,883.80	APPLETON, CITY OF	62-5701-936-0266	JUN DIAL A RIDE	Dial-A-Ride Transpor
CHECK TOTAL		3,883.80				
42898	8/17/2017	4,355.24	AYRES ASSOCIATES INC	13-8820-743-0236	JUL SRVCS-WASHINGTON	Facility Improvement
CHECK TOTAL		4,355.24				
42906	8/17/2017	2,800.00	DTAK LLC	10-8801-788-0312	PLAYGROUND ENG WOOD	Parks/Parks Operatio
CHECK TOTAL		2,800.00				



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42908	8/17/2017	4,720.00	FRIENDS OF THE WISCONSIN SINGE	68-6633-968-0236	COMMUNITYFEST 07/04/	Sundry Civic Trusts
CHECK TOTAL		4,720.00				
42912	8/17/2017	3,001.86	GRAYMONT CAPITAL INC	400-0401-770-6410	HYDRATED LIME	Water
CHECK TOTAL		3,001.86				
42934	8/17/2017	3,727.35	OLIN CORPORATION	400-0401-770-6410	SOD HYPO	Water
CHECK TOTAL		3,727.35				
42936	8/17/2017	23,070.00	RADTKE CONTRACTORS INC	10-0509-703-0799	RPR ICE SHOVE DAMAGE	Finance/Property Dam
CHECK TOTAL		23,070.00				
42938	8/17/2017	290.50	RAY'S TIRE	39-3703-732-0360	TIRES	Fleet Management
	8/17/2017	1,754.00	RAY'S TIRE	10-4101-733-0339	TIRE WORK	Sanitation/Refuse Ga
	8/17/2017	293.37	RAY'S TIRE	39-3703-732-0360	TIRES	Fleet Management
	8/17/2017	42.84	RAY'S TIRE	39-3703-732-0360	TIRES	Fleet Management
	8/17/2017	946.50	RAY'S TIRE	10-4101-733-0339	TIRE WORK	Sanitation/Refuse Ga
	8/17/2017	946.50	RAY'S TIRE	81-6901-935-0339	TIRE WORK	Recycling Fund
	8/17/2017	1,316.00	RAY'S TIRE	180-2301-712-0213	E31 TIRE WORK	Neenah Menasha Fire
CHECK TOTAL		5,589.71				
42941	8/17/2017	2,324.71	SECURIAN FINANCIAL GROUP INC	41-6204-951-0431	SEP INSURANCE	Benefit Accrual Fund
	8/17/2017	3,262.72	SECURIAN FINANCIAL GROUP INC	41-6204-951-0432	SEP INSURANCE	Benefit Accrual Fund
	8/17/2017	435.98	SECURIAN FINANCIAL GROUP INC	41-6204-951-0431	SEP FD NEENAH INS	Benefit Accrual Fund
	8/17/2017	861.56	SECURIAN FINANCIAL GROUP INC	41-6204-951-0432	SEP FD NEENAH INS	Benefit Accrual Fund
	8/17/2017	292.03	SECURIAN FINANCIAL GROUP INC	41-6204-951-0431	SEP FD MENASHA INS	Benefit Accrual Fund
	8/17/2017	473.98	SECURIAN FINANCIAL GROUP INC	41-6204-951-0432	SEP FD MENASHA INS	Benefit Accrual Fund
CHECK TOTAL		7,650.98				
42948	8/17/2017	10.56	WE ENERGIES	10-2101-711-0223	1480 TULLAR RD	Police Departme/Poli
	8/17/2017	3,791.57	WE ENERGIES	10-2101-711-0222	2111 MARATHON AVE	Police Departme/Poli
	8/17/2017	178.97	WE ENERGIES	10-2101-711-0223	2111 MARATHON AVE	Police Departme/Poli
	8/17/2017	1,751.76	WE ENERGIES	10-4103-733-0222	JUL LIFT STATIONS	Sanitation/Sanit Sew
	8/17/2017	45,383.71	WE ENERGIES	10-7104-736-0222	JUL STREET LIGHTING	Street Signal &/Stre
	8/17/2017	48.27	WE ENERGIES	10-7101-736-0222	WINNECONNE & TULLAR	Street Signal &/Traf
	8/17/2017	67.35	WE ENERGIES	10-7101-736-0222	WINNECONNE & CO RD J	Street Signal &/Traf
	8/17/2017	17.33	WE ENERGIES	49-3908-733-0222	BRUCE ST	Storm Water Manageme
	8/17/2017	12.32	WE ENERGIES	10-4103-733-0223	1200 LYNROSE LN	Sanitation/Sanit Sew
	8/17/2017	84.85	WE ENERGIES	10-7104-736-0222	BREEZEWOOD & GILLING	Street Signal &/Stre
	8/17/2017	13.81	WE ENERGIES	10-3701-732-0222	1495 TULLAR RD	Municipal Facil/Muni
	8/17/2017	4.60	WE ENERGIES	39-3703-732-0222	1495 TULLAR RD	Fleet Management



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	8/17/2017	152.30	WE ENERGIES	10-3701-732-0223	1495 TULLAR RD	Municipal Facil/Muni
	8/17/2017	50.77	WE ENERGIES	39-3703-732-0223	1495 TULLAR RD	Fleet Management
	8/17/2017	4,425.41	WE ENERGIES	10-1801-709-0222	211 WALNUT ST	Municipal Build/Muni
	8/17/2017	251.58	WE ENERGIES	49-3908-733-0222	1460 PLAINS AVE	Storm Water Manageme
	8/17/2017	314.26	WE ENERGIES	49-3908-733-0222	1838 HEDGEVIEW DR	Storm Water Manageme
	8/17/2017	298.32	WE ENERGIES	49-3908-733-0222	1418 PLAINS AVE	Storm Water Manageme
	8/17/2017	475.76	WE ENERGIES	49-3908-733-0222	GRASSY LN	Storm Water Manageme
	8/17/2017	253.02	WE ENERGIES	49-3908-733-0222	REMINGTON RD	Storm Water Manageme
	8/17/2017	611.94	WE ENERGIES	49-3908-733-0222	REDWING DR	Storm Water Manageme
	8/17/2017	409.43	WE ENERGIES	49-3908-733-0222	POND VIEW LN	Storm Water Manageme
	8/17/2017	134.86	WE ENERGIES	49-3908-733-0222	NATURE TRAIL DR	Storm Water Manageme
	8/17/2017	52.29	WE ENERGIES	10-7101-736-0222	BELL ST & COMMERCIAL	Street Signal &/Traf
	8/17/2017	38.04	WE ENERGIES	10-7101-736-0222	BELL ST & MARATHON A	Street Signal &/Traf
	8/17/2017	51.69	WE ENERGIES	10-1801-709-0223	211 WALNUT ST	Municipal Build/Muni
	8/17/2017	62.55	WE ENERGIES	10-7104-736-0222	WALNUT BTWN DOTY & C	Street Signal &/Stre
	8/17/2017	92.91	WE ENERGIES	10-7104-736-0222	FIRST ST & E NORTH W	Street Signal &/Stre
	8/17/2017	1,192.82	WE ENERGIES	44-7705-738-0222	135 CHURCH ST	Parking Utility Fund
	8/17/2017	332.01	WE ENERGIES	49-3908-733-0222	NATURE TRAIL DR	Storm Water Manageme
	8/17/2017	110.52	WE ENERGIES	10-2101-711-0222	1470 TULLAR RD	Police Departme/Poli
	8/17/2017	3,580.05	WE ENERGIES	10-8405-784-0222	600 S PARK AVE	Independent Pro/Muni
	8/17/2017	62.23	WE ENERGIES	10-8405-784-0222	600 S PARK AVE - LAT	Independent Pro/Muni
	8/17/2017	851.40	WE ENERGIES	10-8405-784-0223	600 S PARK AVE	Independent Pro/Muni
	8/17/2017	127.83	WE ENERGIES	10-8801-788-0222	DOTY PARK	Parks/Parks Operatio
	8/17/2017	39.66	WE ENERGIES	10-8801-788-0222	GREEN PARK SHELTER	Parks/Parks Operatio
	8/17/2017	10.56	WE ENERGIES	10-8801-788-0223	GREEN PARK SHELTER	Parks/Parks Operatio
	8/17/2017	50.16	WE ENERGIES	10-8801-788-0222	MEMORIAL PARK GARAGE	Parks/Parks Operatio
	8/17/2017	48.00	WE ENERGIES	10-8801-788-0222	HERB & DOLLY SMITH P	Parks/Parks Operatio
	8/17/2017	16.79	WE ENERGIES	10-8801-788-0222	525 CEDAR ST	Parks/Parks Operatio
	8/17/2017	.18	WE ENERGIES	10-8801-788-0222	525 CEDAR ST - LATE	Parks/Parks Operatio
	8/17/2017	268.17	WE ENERGIES	10-8801-788-0222	MEMORIAL APPLE BLOSS	Parks/Parks Operatio
	8/17/2017	14.09	WE ENERGIES	10-8801-788-0223	MEMORIAL APPLE BLOSS	Parks/Parks Operatio
	8/17/2017	14.91	WE ENERGIES	10-8801-788-0222	DOTY CABIN	Parks/Parks Operatio
	8/17/2017	29.44	WE ENERGIES	10-8801-788-0222	GREAT NORTHERN PARK	Parks/Parks Operatio
	8/17/2017	16.25	WE ENERGIES	10-8801-788-0222	SOUTHVIEW PARK-BALL	Parks/Parks Operatio
	8/17/2017	1,003.17	WE ENERGIES	10-8805-788-0222	SHATTUCK PARK SHELTE	Parks/Riverwalk/Park
	8/17/2017	32.14	WE ENERGIES	10-8805-788-0223	SHATTUCK PARK SHELTE	Parks/Riverwalk/Park
	8/17/2017	404.99	WE ENERGIES	10-8801-788-0222	NPRD ELECTRIC THRU 0	Parks/Parks Operatio
	8/17/2017	55.16	WE ENERGIES	10-8801-788-0223	NPRD GAS THRU 07/18	Parks/Parks Operatio
	8/17/2017	6.61	WE ENERGIES	10-8801-788-0222	LATE FEE	Parks/Parks Operatio
	8/17/2017	58.60	WE ENERGIES	10-9703-841-0222	NPRD CEMETERY ELECTR	Oak Hill Cemete/Ceme
	8/17/2017	.56	WE ENERGIES	10-9703-841-0222	LATE FEE	Oak Hill Cemete/Ceme
	8/17/2017	1,552.87	WE ENERGIES	10-8801-788-0222	NRPD ELECTRIC THRU 0	Parks/Parks Operatio
	8/17/2017	9.90	WE ENERGIES	10-8801-788-0223	NRPD GAS THRU 07/12	Parks/Parks Operatio
	8/17/2017	32.40	WE ENERGIES	180-2301-712-0222	1430 TULLAR RD	Neenah Menasha Fire
	8/17/2017	1,678.58	WE ENERGIES	180-2301-712-0222	125 E COLUMBIAN AVE	Neenah Menasha Fire
	8/17/2017	68.58	WE ENERGIES	180-2301-712-0223	125 E COLUMBIAN AVE	Neenah Menasha Fire
	8/17/2017	72.67	WE ENERGIES	180-2301-712-0223	1911 MANITOWOC RD	Neenah Menasha Fire
	8/17/2017	632.02	WE ENERGIES	10-8804-788-0222	PLAYING IN THE RAIN	Parks/City Sculpture
	8/17/2017	98.01	WE ENERGIES	10-9703-841-0222	OAK HILL CEMETERY	Oak Hill Cemete/Ceme
	8/17/2017	11.66	WE ENERGIES	10-9703-841-0223	OAK HILL CEMETERY	Oak Hill Cemete/Ceme
	8/17/2017	34.82	WE ENERGIES	10-8801-788-0222	MEMORIAL OPEN SHELTE	Parks/Parks Operatio
	8/17/2017	.05	WE ENERGIES	10-8801-788-0222	MEMORIAL OPEN SHELTE	Parks/Parks Operatio
	8/17/2017	43.02	WE ENERGIES	10-9321-801-0222	235 W WISCONSIN AVE	Community Devel/Hous

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CHECK TOTAL		71,601.11				
42954	8/24/2017	3,741.62	APPLETON, CITY OF	62-5701-936-0266	JUL DIAL A RIDE	Dial-A-Ride Transpor
=====						
CHECK TOTAL		3,741.62				
42956	8/24/2017	120.00	ASSESSMENT TECHNOLOGIES OF WI	11-9332-742-8114	PROGRAMMER SUPPORT T	Capital Equipment Fu
	8/24/2017	7,027.50	ASSESSMENT TECHNOLOGIES OF WI	11-9332-742-8114	MARKET DRIVE MAINT A	Capital Equipment Fu
=====						
CHECK TOTAL		7,147.50				
42965	8/24/2017	8,476.00	GO GREEN RECYCLING LLC	30-2416-742-0236	RAZE 206 MARTENS ST	TIF#10-Near Downtown
=====						
CHECK TOTAL		8,476.00				
42966	8/24/2017	3,003.39	GRAYMONT CAPITAL INC	400-0401-770-6410	HYDRATED LIME	Water
	8/24/2017	3,392.01	GRAYMONT CAPITAL INC	400-0401-770-6410	HYDRATED LIME	Water
=====						
CHECK TOTAL		6,395.40				
42969	8/24/2017	10,053.75	INVESTMENT CREATIONS LLC	75-7801-905-0291	2016 INCENTIVE PAYME	TIF #5-Special Reven
=====						
CHECK TOTAL		10,053.75				
42974	8/24/2017	6,698.17	MISC - CLAIM REFUNDS	40-7317-959-0261	CLAIM 17-9 AL LONG	Liability Insurance
=====						
CHECK TOTAL		6,698.17				
42976	8/24/2017	42.55	MENASHA, CITY OF	180-2301-712-0223	ST #35 WE ENERGIES	Neenah Menasha Fire
	8/24/2017	1,649.27	MENASHA, CITY OF	180-2301-712-0310	APR - JUNE FUEL	Neenah Menasha Fire
	8/24/2017	73,990.00	MENASHA, CITY OF	180-0000-323-9900	2016 NMFR FUND BAL D	Neenah Menasha Fire
=====						
CHECK TOTAL		75,681.82				
42988	8/24/2017	94,281.62	R & R WASH MATERIALS INC	13-8820-743-0236	WASHINGTON PARK PHAS	Facility Improvement
=====						
CHECK TOTAL		94,281.62				
42990	8/24/2017	8,045.00	ROBERT E LEE & ASSOCIATES INC	400-0000-207-0373	JUN-JUL SVCS-DESIGN	Water
=====						
CHECK TOTAL		8,045.00				

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42992	8/24/2017	3,000.00	SPARKLE AND SHINE CLEANING	10-1801-709-0236	AUG CLEANING SERVICE	Municipal Build/Muni
	8/24/2017	350.00	SPARKLE AND SHINE CLEANING	44-7705-738-0236	AUG CLEANING SERVICE	Parking Utility Fund
CHECK TOTAL		3,350.00				
42993	8/24/2017	95,000.00	SPRING CREEK CENTER LLC	77-7801-907-0291	2016 INCENTIVE PAYME	TID #7/ Special REV
CHECK TOTAL		95,000.00				
42994	8/24/2017	3,928.41	STANTEC CONSULTING SERVICES IN	30-2416-742-0236	JUL SERVICES - SITE	TIF#10-Near Downtown
CHECK TOTAL		3,928.41				
42999	8/24/2017	1,519.00	WE ENERGIES	180-2301-712-0222	1080 BREEZEWOOD LN	Neenah Menasha Fire
	8/24/2017	325.50	WE ENERGIES	10-1802-709-0222	1080 BREEZEWOOD LN	
	8/24/2017	325.50	WE ENERGIES	43-1710-708-0222	1080 BREEZEWOOD LN	Information Systems
	8/24/2017	81.48	WE ENERGIES	180-2301-712-0223	1080 BREEZEWOOD LN	Neenah Menasha Fire
	8/24/2017	17.46	WE ENERGIES	10-1802-709-0223	1080 BREEZEWOOD LN	
	8/24/2017	17.46	WE ENERGIES	43-1710-708-0223	1080 BREEZEWOOD LN	Information Systems
	8/24/2017	39.79	WE ENERGIES	10-7101-736-0222	BELL & INDUSTRIAL	Street Signal &/Traf
	8/24/2017	132.46	WE ENERGIES	10-3702-732-0222	W CECIL ST GARAGE	Municipal Facil/Ceci
	8/24/2017	19.07	WE ENERGIES	10-7104-736-0222	113 W WISCONSIN AVE	Street Signal &/Stre
	8/24/2017	40.45	WE ENERGIES	10-7101-736-0222	OAK & WISCONSIN ST	Street Signal &/Traf
	8/24/2017	80.67	WE ENERGIES	10-7104-736-0222	HARRISON ST/W BELL S	Street Signal &/Stre
	8/24/2017	39.23	WE ENERGIES	10-7101-736-0222	1ST & FOREST AVE	Street Signal &/Traf
	8/24/2017	16.38	WE ENERGIES	10-7101-736-0222	WINNECONNE & ZEMLOCK	Street Signal &/Traf
	8/24/2017	17.61	WE ENERGIES	10-7101-736-0222	WINNECONNE & HARRISO	Street Signal &/Traf
	8/24/2017	99.76	WE ENERGIES	10-7104-736-0222	WINNECONNE & HARRISO	Street Signal &/Stre
	8/24/2017	602.39	WE ENERGIES	10-7104-736-0222	100 1ST ST	Street Signal &/Stre
	8/24/2017	29.15	WE ENERGIES	10-7104-736-0222	1010 CAMERON WAY	Street Signal &/Stre
	8/24/2017	15.71	WE ENERGIES	10-4103-733-0222	DELL CT & DOGWOOD TR	Sanitation/Sanit Sew
	8/24/2017	64.39	WE ENERGIES	10-7104-736-0222	CANAL ST	Street Signal &/Stre
	8/24/2017	35.36	WE ENERGIES	10-7101-736-0222	MAIN ST & LAKE ST	Street Signal &/Traf
	8/24/2017	39.14	WE ENERGIES	10-7104-736-0222	CECIL ST - PLOT 2	Street Signal &/Stre
	8/24/2017	1,008.09	WE ENERGIES	10-3701-732-0222	1495 TULLAR RD	Municipal Facil/Muni
	8/24/2017	336.03	WE ENERGIES	39-3703-732-0222	1495 TULLAR RD	Fleet Management
	8/24/2017	317.79	WE ENERGIES	10-4103-733-0222	AUG LIFT STATIONS	Sanitation/Sanit Sew
	8/24/2017	25.81	WE ENERGIES	49-3901-733-0222	AUG SKYVIEW LIFT STA	Storm Water Manageme
CHECK TOTAL		5,245.68				
43002	8/24/2017	668.98	WINNEBAGO COUNTY TREASURER	10-2101-711-0231	JUL PRISONER CARE	Police Departme/Poli
	8/24/2017	63.00	WINNEBAGO COUNTY TREASURER	400-0401-770-6430	JUL BULB RECYCLING F	Water
	8/24/2017	4.50	WINNEBAGO COUNTY TREASURER	10-9314-801-0202	JUN LAREDO PRINTS	Community Devel/Asse
	8/24/2017	1,511.65	WINNEBAGO COUNTY TREASURER	49-3904-733-0243	JUL SWEEPINGS	Storm Water Manageme
	8/24/2017	24,983.40	WINNEBAGO COUNTY TREASURER	10-4101-733-0243	JUL YARD WASTE	Sanitation/Refuse Ga
	8/24/2017	926.95	WINNEBAGO COUNTY TREASURER	81-6901-935-0243	JUL YARD WASTE	Recycling Fund
	8/24/2017	2,579.72	WINNEBAGO COUNTY TREASURER	81-6907-935-0243	JUL YARD WASTE	Recycling Fund
	8/24/2017	18.75	WINNEBAGO COUNTY TREASURER	10-2101-711-0202	JUN PRINTING	Police Departme/Poli



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	8/24/2017	37.50	WINNEBAGO COUNTY TREASURER	10-2101-711-0202	JUL PRINTING	Police Departme/Poli
	CHECK TOTAL	30,794.45				
43005	8/31/2017	31,642.00	APPLETON, CITY OF	10-9323-801-0236	AUG TRANSIT SERVICES	Community Devel/Mass
	CHECK TOTAL	31,642.00				
43009	8/31/2017	3,700.00	BUILDING SERVICES GROUP INC	67-9589-969-0670	RESURFACE BATHROOM F	Library Fd/ Misc. Tr
	CHECK TOTAL	3,700.00				
43010	8/31/2017	38,438.00	CASTLE OAK DEVELOPMENT LLC	49-5235-743-0236	STRM SWR ADJ-CASTLE	Storm Water Manageme
	CHECK TOTAL	38,438.00				
43013	8/31/2017	2,199.50	DJW INVESTMENTS	49-5235-743-0236	STORM SEWER ADJ	Storm Water Manageme
	CHECK TOTAL	2,199.50				
43017	8/31/2017	1,233.33	FORSGREN, ERIK R	10-0905-705-0236	JUL LEGAL SERVICES	City Attorney/Extern
	8/31/2017	300.00	FORSGREN, ERIK R	10-0507-703-0236	JUL INS INVESTIGATIO	Finance/Risk Managem
	8/31/2017	1,233.33	FORSGREN, ERIK R	10-0905-705-0236	AUG LEGAL SERVICES	City Attorney/Extern
	8/31/2017	300.00	FORSGREN, ERIK R	10-0507-703-0236	AUG INS INVESTIGATIO	Finance/Risk Managem
	CHECK TOTAL	3,066.66				
43019	8/31/2017	367.00	GRAPHIC COMPOSITION INC	10-0915-705-0202	REGULAR #10 ENVELOPE	Legal & Adm. Se/City
	8/31/2017	367.00	GRAPHIC COMPOSITION INC	10-0201-701-0301	REGULAR #10 ENVELOPE	Mayors/Mayors Office
	8/31/2017	1,780.00	GRAPHIC COMPOSITION INC	10-8701-787-0202	RIVERSIDE PLAYERS	Riverside Playe/Prod
	CHECK TOTAL	2,514.00				
43020	8/31/2017	225.00	GUTERMANN INC	400-0402-770-6780	LEAK DETECTOR REPAIR	Water
	8/31/2017	2,562.00	GUTERMANN INC	400-0000-207-0367	LEAK DETECTOR	Water
	CHECK TOTAL	2,787.00				
43024	8/31/2017	518.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUL SERVICES	Sewer Operating Util
	8/31/2017	423.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUL SERVICES	Sewer Operating Util
	8/31/2017	304.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUL SERVICES	Sewer Operating Util
	8/31/2017	518.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUL SERVICES	Sewer Operating Util
	8/31/2017	518.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUL SERVICES	Sewer Operating Util
	8/31/2017	416.00	MIDWEST CONTRACT OPERATIONS IN	45-3101-921-0281	JUL SERVICES	Sewer Operating Util
	CHECK TOTAL	2,697.00				

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43027	8/31/2017	2,415.00	NEENAH ANIMAL SHELTER INC	10-0000-684-2100	DROOL IN THE POOL 8/	General Fund
		CHECK TOTAL				
		2,415.00				
43028	8/31/2017	250,000.00	NEENAH DOWNTOWN REDEVELOPMENT	80-7801-900-0291	2016 INCENTIVE PAYME TIF #10	Special Reve
		CHECK TOTAL				
		250,000.00				
43035	8/31/2017	6,000.00	SEH	30-2476-743-0236	ARROWHEAD PK PLAN/PE TIF#10-Near Downtown	
		CHECK TOTAL				
		6,000.00				
43038	8/31/2017	2,000.00	USPS-HASLER	10-0000-132-0500	REPLENISH POSTAGE ME	General Fund
		CHECK TOTAL				
		2,000.00				
43045	8/31/2017	44.94	WE ENERGIES	10-9501-821-0223	240 E WISCONSIN AVE	Public Library/Libra
	8/31/2017	363.42	WE ENERGIES	10-7104-736-0222	DPW STREET LIGHTS TH	Street Signal &/Stre
	8/31/2017	52.69	WE ENERGIES	10-7101-736-0222	GREEN BAY RD & MAIN	Street Signal &/Traf
	8/31/2017	42.75	WE ENERGIES	10-7101-736-0222	NICOLET & COMMERCIAL	Street Signal &/Traf
	8/31/2017	31.08	WE ENERGIES	10-3702-732-0223	333 W CECIL ST	Municipal Facil/Ceci
	8/31/2017	15.64	WE ENERGIES	10-8801-788-0222	LATE FEE	Parks/Parks Operatio
	8/31/2017	1,313.89	WE ENERGIES	10-8801-788-0222	NPRD ELECTRIC THRU 8	Parks/Parks Operatio
	8/31/2017	9.57	WE ENERGIES	10-8801-788-0223	NPRD GAS THRU 8/10	Parks/Parks Operatio
	8/31/2017	232.96	WE ENERGIES	10-8801-788-0222	MEMORIAL PARK/AREA L	Parks/Parks Operatio
	8/31/2017	127.83	WE ENERGIES	10-8801-788-0222	DOTY PARK	Parks/Parks Operatio
	8/31/2017	1.28	WE ENERGIES	10-8801-788-0222	DOTY PARK-LATE FEE	Parks/Parks Operatio
	8/31/2017	42.75	WE ENERGIES	10-8801-788-0222	GREEN PARK-SHELTER	Parks/Parks Operatio
	8/31/2017	9.57	WE ENERGIES	10-8801-788-0223	GREEN PARK-SHELTER	Parks/Parks Operatio
	8/31/2017	.50	WE ENERGIES	10-8801-788-0222	GREEN PARK-SHELTER	Parks/Parks Operatio
	8/31/2017	4.66	WE ENERGIES	10-8801-788-0222	LATE FEE	Parks/Parks Operatio
	8/31/2017	426.90	WE ENERGIES	10-8801-788-0222	NPRD ELECTRIC THRU 8	Parks/Parks Operatio
	8/31/2017	53.63	WE ENERGIES	10-8801-788-0223	NPRD GAS THRU 8/16	Parks/Parks Operatio
	8/31/2017	56.56	WE ENERGIES	10-9703-841-0222	NPRD CEMETERY ELECTR	Oak Hill Cemete/Ceme
	8/31/2017	.59	WE ENERGIES	10-9703-841-0222	LATE FEE	Oak Hill Cemete/Ceme
	8/31/2017	31.31	WE ENERGIES	10-8801-788-0222	MEMORIAL PARK GARAGE	Parks/Parks Operatio
	8/31/2017	.50	WE ENERGIES	10-8801-788-0222	MEMORIAL PARK GARAGE	Parks/Parks Operatio
	8/31/2017	47.04	WE ENERGIES	10-8801-788-0222	HERB & DOLLY SMITH P	Parks/Parks Operatio
	8/31/2017	.48	WE ENERGIES	10-8801-788-0222	HERB & DOLLY SMITH P	Parks/Parks Operatio
	8/31/2017	9,901.83	WE ENERGIES	400-0401-770-6230	PUMPING-ELECTRIC	Water
	8/31/2017	53.89	WE ENERGIES	400-0401-770-6260	PUMPING-HEAT	Water
	8/31/2017	142.06	WE ENERGIES	400-0401-770-6420	WATER TREATMENT-HEAT	Water
	8/31/2017	3,808.39	WE ENERGIES	400-0401-770-6430	WATER TREATMENT-ELEC	Water
	8/31/2017	342.34	WE ENERGIES	400-0401-770-6610	WATER TOWER-ELECTRIC	Water
	8/31/2017	191.03	WE ENERGIES	400-0401-770-6630	METER SVC-ELECTRIC &	Water
	8/31/2017	1,719.20	WE ENERGIES	400-0401-770-6650	DIST-ELECTRIC & HEAT	Water
	8/31/2017	16.24	WE ENERGIES	10-8801-788-0222	525 CEDAR ST	Parks/Parks Operatio
	8/31/2017	3,488.58	WE ENERGIES	10-8405-784-0222	600 S PARK AVE	Independent Pro/Muni
	8/31/2017	532.95	WE ENERGIES	10-8405-784-0223	600 S PARK AVE	Independent Pro/Muni

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	8/31/2017	66.68	WE ENERGIES	44-7702-738-0222	355 MILLVIEW DR	Parking Utility Fund
	8/31/2017	87.25	WE ENERGIES	10-7101-736-0222	COMMERCIAL & COLUMBI	Street Signal &/Traf
	8/31/2017	123.28	WE ENERGIES	10-7104-736-0222	MAIN STREET OVERPASS	Street Signal &/Stre
	8/31/2017	39.91	WE ENERGIES	10-7101-736-0222	100 BLK W FOREST	Street Signal &/Traf
	8/31/2017	92.77	WE ENERGIES	10-7101-736-0222	WINNECONNE & COMMERC	Street Signal &/Traf
	8/31/2017	97.20	WE ENERGIES	10-7101-736-0222	W DOTY AVE	Street Signal &/Traf
=====						
CHECK TOTAL		23,614.14				

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