

**CITY OF NEENAH
FINANCE AND PERSONNEL COMMITTEE MEETING
Monday, May 12, 2025– 5:30 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 may 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 April 28, 2025 Regular Meeting (minutes can be found on the City's website)
3. Development and Fee Agreement – 2nd Addition to Freedom Acres Subdivision (Attachments) (Schmidt)
4. Position Status Change – HR Recruitment and Retention Coordinator (Attachments) (Fairchild)
5. Ordinance No. 25-03 Repealing Transportation Assessment Replacement Fee (TARF) and Replacing with Municipal Vehicle Registration Fee (Wheel Tax) (Attachments)
6. Resolution for Associated Bank Trust Agreement (Attachments) (Rasmussen)
7. Police (Local 8) Union Tentative Agreement 2025-2027 (Attachments) (Rashid)
8. Fiscal Matters: March 2025 Vouchers (Attachments) (Rasmussen)
9. Adjournment

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA), the City of Neenah will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities. If you need assistance, or reasonable accommodation in participating in this meeting or event due to a disability as defined under the ADA, please call the Clerk's Office (920) 886-6100 or the **City's ADA Coordinator at (920) 886-6110 or e-mail clerk@neenahwi.gov** at least 48 hours prior to the scheduled meeting or event to request an accommodation.

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MINUTES

The meeting was called to order by Chairman Steiner at 5:30 pm.

Present: Chairman Steiner, Vice-Chair Erickson (arrived at 5:37 p.m.), Aldermen Ellis and Bruno, Director of Finance Rasmussen, and City Clerk Nagel.

Also present: Mayor Lang, City Attorney Rashid, IT Director Schroeder, Police Chief Olson, Public Works Director Kaiser, Human Resources Director Fairchild, Library Director Hardina-Wilhelm, Alderman Lendrum, Neenah News Reporter Bethany Gangler, Post Crescent News Reporter Duke Behnke, Citizen Scott Becher.

Absent/Excused: Council President Borchardt

1. Public Appearances:

- a. Scott Becher, 1061 Green Acres Lane. He would like to see an advisory referendum on the proposed wheel tax. According to Mr. Becher, the perception is that Galloway is getting a new roads on taxpayer dime. He would like to see the city measure twice, cut once.
- b. Alderman Lendrum, 412 11th Street. Alderman Lendrum had conversations with Representative Kaufert who is working on a Constitutional amendment to bring Transportation Assessment Replacement Fee (TARF) back.
- c. Mayor Lang advised that she also had conversation with Representative Kaufert, who has prepared draft Constitutional amendment. However, Representative Kaufert advised it could take years to change legislation.

Chairman Steiner closed Public Appearances at 5:34 p.m.

2. Minutes: Motion/Second/Carried by Ellis/Bruno approve the minutes from the March 10, 2025 Regular Meeting and the April 15, 2025 Special Organizational Meeting as written. All voting aye.

3. Approval of Library Budget Amendment for 2025 CIP Budget (Attachments)
Motion/Second/Carried by Ellis/Bruno to recommend Council approve reallocating the \$7,000 in CIP funds for the youth furniture to repair the seawall, all voting aye.

Director Hardina-Wilhelm advised that with the change from winter to spring, it was very evident the seawall erosion needed repairs. Therefore, the Library Board's recommendation is to reallocate \$7,000 in CIP funds budgeted for the youth furniture to repair the seawall. The youth furniture will be looked at again for the 2026 budget.

4. Approval of Parks & Recreation Budget Amendment for 2025 CIP Budget (Kading)
Motion/Second/Carried by Ellis/Bruno to recommend Council approve the transfer of \$60,000 from Doty Park play equipment CIP funding to the Green Park play equipment fund, all voting aye.

Report

Report

Director Kading presented the budget amendment for playground equipment from Doty Park to Green Park. The budget amendment is based on rising in material costs, including plastic, steel and rubber used in the making of playground equipment.

Director Kading's plan is to postpone the Doty Park play equipment project by at least a year to explore the possibility of theming the play area to reflect the history of Doty Island and Doty Park. A consultant will be hired to assist in this exploration of design for an estimated \$10,000-\$15,000 which will be borrowed. The remaining funds will be used to reduce the borrowing from what was budgeted.

5. Approval of Position Reclassification – Parks & Recreation Office Manager (Kading)
Motion/Second/Carried by Ellis/Erickson to recommend Council approve the reclassification of Parks & Recreation Office Manager, all voting aye.

Director Kading and Director Fairchild presented the reclassification of the Office Manager position. A reorganization analysis of the department was conducted following the departure of part-time administrative assistant which led to additional duties of the office manager thus adding value to the position. Accordingly, a reclassification is warranted according to policy.

The cost of this salary adjustment will be covered by savings from the budgeted 2025 Recreation Supervisor position, as the actual salary for the newly hired Recreation Supervisor is \$6,800 lower than originally projected. Both Director Kading and Director Fairchild support the reclassification of the office manager position.

6. Approval of Capital Carry Forwards from 2024 to 2025 (Attachments) (Rasmussen)
Motion/Second/Carried by Ellis/Erickson to recommend Council approve the Capital Project Carry Forwards from 2024 to 2025, all voting aye.

Director Rasmussen advised the carry forwards are for projects that are either currently in process or are expected to begin soon, with the exception of Information Technology. IT typically has on-going contracts and projects that span over several years. The borrowing schedule was changed last year to be closer to project timelines and bidding processes to cut down on over borrowing.

7. Approval of Recommendation for Replacement of TARF (Attachments) (Kaiser)
Motion/Second/Carried by Ellis/Bruno to recommend Council direct staff to prepare the necessary ordinance and to make the necessary arrangements with the Wisconsin Department Transportation – Division of Motor Vehicles to implement a municipal motor vehicle registration fee starting in 2026, all voting aye.

Director Kaiser advised that the city received legal threats from Wisconsin Manufacturers & Commerce on the validity of the TARF as funding mechanisms. As a result, the Council approved a moratorium, which was approved during the same timeframe of budget workshops. The Council approved a temporary one-time use of debt levy to cover what would have been TARF revenue for 2025.

Report

Report

Report

Staff was directed to look at permanent TARF replacement options. Three options were explored including returning to special assessments to property owners, debt levy borrowing, and the implementation of a city wheel tax. All have advantages and disadvantages.

The consensus of the committee was that although each option had its pros and cons, the wheel tax was the most equitable, legal and fiscally responsible option of the three. A fourth option of doing no street maintenance was discussed briefly but deemed not feasible.

8. Approval of Updated Grant Policy (Attachments) (Rasmussen)
Motion/Second/Carried by Ellis/Erickson to recommend Council approve the updated Grant Policy, all voting aye.

Director Rasmussen advised the Grant Policy came under scrutiny with the Spirit Grant award for the Meridian Barriers in spring of 2024. At that time, it was determined that the current policy needed a comprehensive review to align it with current standards and practices. The policy was last updated in 2015.

9. Q1 Financial Report (Attachments) (Rasmussen)
Motion/Second/Carried by Ellis/Boyette to accept and place on file the Q1 Financial Report. All voting aye.

Director Rasmussen advised the financials are on track for Q1 of 2025.

10. Discussion of Timeline for Borrowing, CIP and Budget (Attachments) (Rasmussen)
Motion/Second/Carried by Ellis/Bruno to recommend Council accept the scheduled Finance Timelines as presented. All voting aye.

Director Rasmussen wanted to make sure the Finance Timelines worked in committee member's schedule.

11. Fiscal Matters: February 2025 Vouchers (Attachments) (Rasmussen)
Motion/Second/Carried by Ellis/Erickson to accept and place on file the February 2025 Vouchers. All voting aye.

12. City Attorney Report (Rashid) (no report)
No report.

13. Adjournment
Motion/Second/Carried Erickson/Bruno to adjourn the meeting 6:16 PM. All voting aye.

Respectfully submitted,



Charlotte Nagel
City Clerk

Report

Report



M E M O R A N D U M

DATE: May 12, 2025
TO: Chairman Steiner and Members of the Finance and Personnel Committee
FROM: Brad Schmidt, AICP, Deputy Director of Community Development
RE: Development and Fee Agreement –2nd Addition to Freedom Acres Subdivision

The Community Development Department, Department of Public Works and the Neenah Water Utility have negotiated a Development Agreement with Van Sistine Homes, LLC for the 2nd Addition to Freedom Acres Subdivision. As with all residential subdivisions in the City, the Development Agreement identifies the terms and responsibilities of the Developer and City and identifies the required fees and costs for developing in the City.

The proposed plat includes 26 single-family residential lots located along the south side of Liberty Avenue. The land is zoned R-1, Single-Family Residence District. This subdivision is the final phase of the Homes at Freedom Meadows/Freedom Acres subdivision.

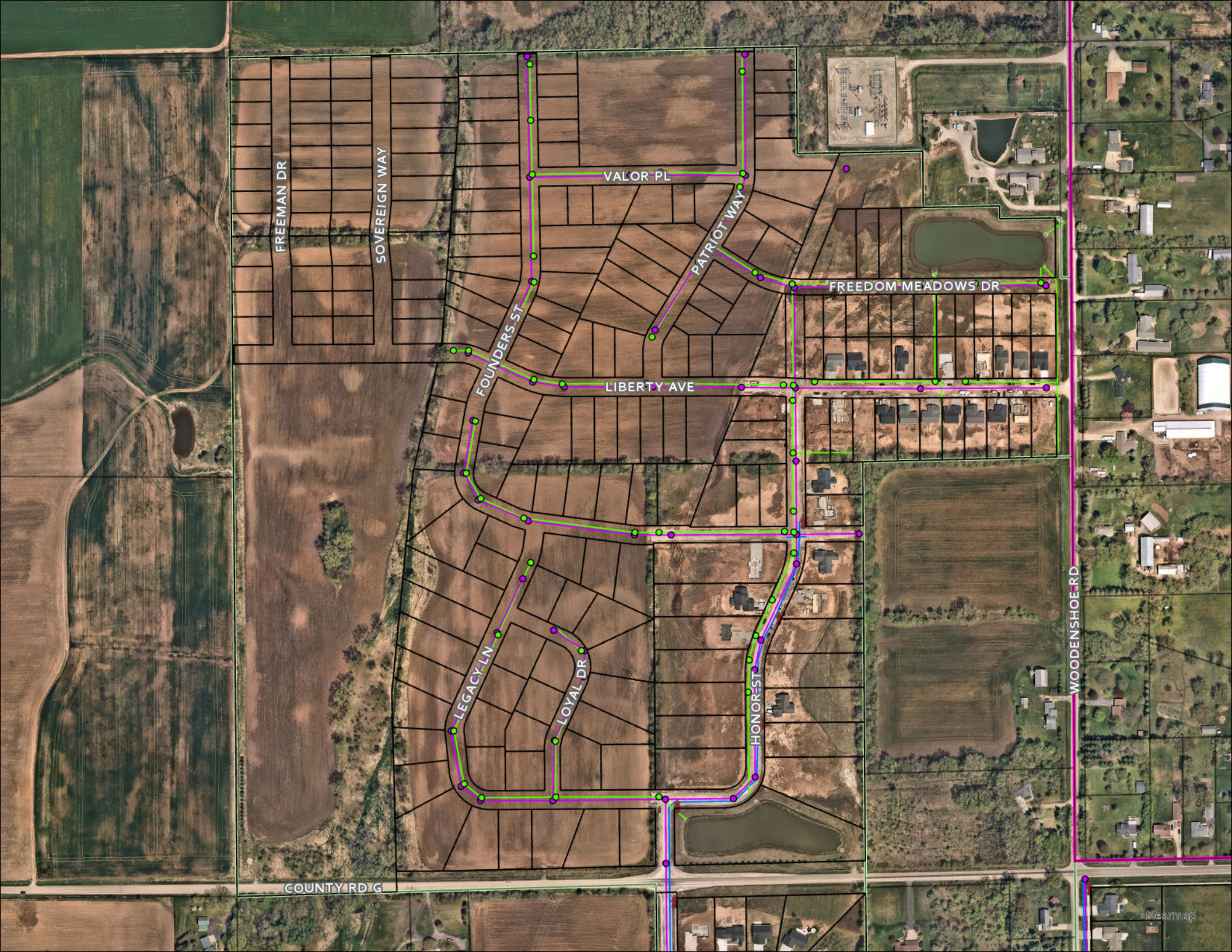
The Developer is responsible for installing public utilities (water, sanitary sewer, and storm water). The City will inspect the installation of those utilities prior to accepting them as public. Additional costs are held in an escrow account including future sidewalk along Freeman Drive, Sovereign Way and Liberty Avenue.

Upon approval of the proposed development agreement, the Developer will purchase, from the City, the land for **\$114,268.01**.

The Developer is responsible to pay for the following subdivision fees and costs (See Exhibit 8 of the Development Agreement for a summary):

- Subdivision Fee (\$1000/acre) - **\$18,178.90**
- Oversized Sanitary Sewer Fee (\$1000/acre) - **\$18,178.90**
- Street Trees (\$200/lot) – **\$5,200**
- Storm water Management Fee (\$200+\$75/lot) - **\$2,150**
- Oversized Water Main Fee (\$2,240.95/acre) - **\$40,738.01**
- Inspection Fees (Billed to Developer) – Water Inspection (**\$5,000**) and DPW Inspection (**\$1,000**)
- Storm Water Pond Construction (Reimbursement to City) - **\$50,525.91**
- Oversized Sanitary Sewer (Reimbursement to Developer) - **\$5,469.00**
- Escrow amount for sidewalk and gravel street maintenance - **\$138,000.00**

An appropriate action at this time is to recommend Common Council approve the 2nd Addition to Freedom Acres Subdivision Development and Fee Agreement.



FREEMAN DR

SOVEREIGN WAY

VALOR PL

PATRIOT WAY

FREEDOM MEADOWS DR

LIBERTY AVE

FOUNDERS ST

LEGACY LN

LOYAL DR

HONOR ST

WOODENSHOE RD

COUNTY RD G

DOCUMENT NUMBER	DEVELOPMENT AND FEE AGREEMENT	THIS SPACE RESERVED FOR RECORDING DATA
<p>THIS AGREEMENT, made pursuant to Chapter 25 of the City of Neenah Municipal Code by and between the CITY OF NEENAH, Winnebago County, Wisconsin, a body politic and municipal corporation by its Common Council ("City") and owner of subject land and Van Sistine Homes, LLC, the developer ("Developer") of the following property lying within the City of Neenah:</p> <p>Part of the Northwest 1/4 of the Southeast 1/4 and Southwest 1/4 of the Southeast 1/4 of Section 1, Township 19 North, Range 16 East, City of Neenah, Winnebago County, Wisconsin.</p> <p>Land being part of the Northwest 1/4 of the Southeast 1/4 and Southwest 1/4 of the Southeast 1/4 of Section 1, Township 19 North, Range 16 East, City of Neenah, Winnebago County, Wisconsin, containing 910,322 Square Feet (20.8981 Acres) of land described as follows:</p> <p>Commencing at the South 1/4 corner of Section 01, Township 19 North, Range 16 East said point also being the Point of Beginning; thence, N00°28'59"W, along the West line of the Southeast 1/4 said Section 01, 1695.07 feet; thence, N89°37'05"E, 652.51 feet to the Northwest corner of Lot 62 of the 1st Addition to Freedom Acres; thence, S12°32'12"W along the west line of the 1st Addition to Freedom Acres, 359.09 feet; thence, S05°31'25"W along the west line of the 1st Addition to Freedom Acres, 703.73 feet; thence, S01°26'40"E along the west line of the 1st Addition to Freedom Acres, 633.51 feet to the South line of the Southeast 1/4 said Section 01; thence; along said South line, S88°18'14"W, 508.71 feet to the Point Of Beginning.</p> <p>WHEREAS, Chapter 25 of the Neenah Municipal Code provides for the installation of required improvements (hereinafter referred to as the "Improvements") in new subdivisions, and</p> <p>WHEREAS, the Developer has proposed to develop a residential subdivision on the above-referenced property located in the City (hereinafter referred to as Second Addition to Freedom Acres" or the "Development"); and</p> <p>WHEREAS, Exhibit 1 shows the Development which has been approved by the City and has or will be recorded in the Winnebago County Register of Deeds Office; and</p> <p>WHEREAS, a series of meetings and negotiations have taken place between the City and the Developer to determine various development and financial responsibilities for on-site and off-site public improvements and fees in connection with the proposed subdivision; and,</p> <p>WHEREAS, the City and the Developer, for their mutual benefit, have mutually agreed as to development and financial responsibilities for public improvements and fees in connection with the proposed subdivision;</p> <p>NOW THEREFORE, in consideration of the mutual promises contained herein, the sufficiency of which is hereby acknowledged, and the above recitals, which are contractual, the City and Developer agree as follows:</p>		<p>Recording Area</p> <p>Return to: David Rashid, City Attorney City of Neenah, 211 Walnut Street Neenah, WI 54956</p> <p>Parcel No.: <u>811-4000-00-08</u></p>

1. **Sanitary Sewer Interceptor Fee and Subdivision Fee.** The Developer shall pay the City a sanitary sewer interceptor fee in the amount of \$1,000.00 per acre (the "Sewer Fee") and a subdivision fee of \$1,000.00 per acre (the "Subdivision Fee") for the Improvements to the Development as more particularly detailed in [Exhibit 2](#). As subsequent phases are developed, the Developer shall be billed for the sewer fee and the subdivision fee at the established rate in effect at the time of platting.
2. **Storm Water Infrastructure Fee.** The Developer shall pay a storm water infrastructure fee in the amount of \$9,000.00 per acre (the "Storm Water Fee") as detailed in [Exhibit 3](#). In addition to the lots created in the subdivision, the storm water acreage calculation shall include street right-of-way and all other public land including, but not limited to parks, and easements lying within and/or adjacent to the subdivision. Existing mapped wetlands shall be excluded from storm water acreage calculation. This storm water infrastructure fee shall include all construction costs associated with storm water infrastructure installation except for the following which shall be funded entirely by the Developer:
 - design engineering
 - plan and specification development
 - contract bidding
 - construction engineering
 - final inspection
 - erosion control
 - yard drains and associated piping
 - perforated catch basin drain pipes
 - final storm sewer cleaning and televising
 - plan review by the City
 - field staking and surveying
 - project administration
 - construction inspection
 - final "as built" measurements
 - bedrock blasting and removal
 - storm sewer house laterals
 - storm water ponds

The Developer shall pay all costs of the storm water infrastructure installation during construction and shall keep an accurate account of all costs certified by the project engineer or other construction professional responsible for supervising the construction of the Development and retained by the Developer. Final accounting of the actual costs of those items covered by the Storm Water Fee will be settled upon completion and City acceptance of such construction. The Developer shall advance the costs of the public storm water infrastructure installation during construction. Final costs of the storm water infrastructure installation as certified at the completion of the subdivision construction, shall be credited against the Storm Water Fee and paid by the Developer. To the extent that installation costs exceed the Storm Water Fee, the City shall reimburse Developer the difference. To the extent that Developer has paid less in installation costs than is due under the Storm Water Fee, the Developer shall pay the City the difference within 30 days of billing by the City.

3. **Storm Water Ponds.** This storm water pond within the Development (Outlot 1) was constructed with the intent to serve both the 2nd Addition to Freedom Acres and the 4th Addition to the Homes at Freedom Meadows. The City reimbursed or held a portion of the cost associated with constructing the storm water pond. The costs held by the City represented the proportion of the total drainage area located in the 2nd Addition to Freedom Acres. The Developer is responsible for reimbursing the City those costs [Exhibit 3](#) outlines the share of the pond cost attributed to the Development.
4. **Storm Water Management.** The Developer shall pay a storm water management, erosion control, plan review and inspection fee of \$200 per plat plus \$75 per lot ([Exhibit 2](#)) to cover the City's costs for plan review and inspection of storm water management and erosion control methods and practices.
5. **Water main within the Subdivision Plat.** The Developer shall pay the full cost to furnish and install water mains and water services within the plat including those that may front on all dedicated

public lands, including but not limited to, parks, schools, dedicated public wetlands and open spaces, detention ponds and other public areas. The Developer shall provide the Water Utility a complete accounting of all costs related to the installation of the water main and appurtenances within the Development. Upon acceptance, Neenah Water Utility shall take ownership of and maintain the water mains and related appurtenances inside the Development. The water service to each residence shall be installed by the Developer and owned by the resident. The Neenah Water Utility shall maintain the service from the water main to and including the curb box. Maintenance from the curb box to the house shall be the responsibility of the resident. The Developer shall pay for Neenah Water Utility inspection and testing during installation of the water main inside the Development as detailed in [Exhibit 4](#).

6. **Oversize Water Main Installation and Reimbursement.** The Neenah Water Utility is proposing an oversized water main within the Development to accommodate future development water supply needs. Upon approval by the Neenah Waterworks Commission, the Neenah Water Utility shall reimburse the Developer for the additional cost attributable to installing a 16-inch water main rather than the 10-inch water main required by the Water Utility's design and construction standards. Utility staff will work with the Developer to estimate the cost difference for labor and materials to install the 16-inch water main versus the 10-inch water main. An estimate of the oversizing reimbursement is included in [Exhibit 4](#).
7. **Oversize Water Main Fee.** The Neenah Water Utility has established a fee in the amount of \$2,240.95/acre. The Oversize water main fee is an area-wide assessment based on the cost to install oversized water main and infrastructure to boost water pressure in the proposed development. See [Exhibit 4](#) for more details.
8. **Sanitary Sewer Within the Subdivision Plat.** Developer shall pay the full cost of installing all sanitary sewer mains and sanitary sewer laterals within the plat including those that may front on all dedicated public lands, including but not limited to, parks, schools, dedicated public wetlands and open spaces, detention ponds and other public areas. If needed, the installation of an oversized sewer main required by the City shall be reimbursed to the Developer as detailed in [Exhibit 7](#). Sanitary sewer main over 10" in diameter and installed at a depth of greater than 13 feet is eligible for reimbursement as are sanitary lateral risers associated with sewer main installation deeper than 13 feet.
9. **Purchase Price.** Per Document number 1826908 recorded in the Winnebago County Register of Deeds office, the City purchased the subject land with the intent of selling the land to the Developer based on the agreed-upon schedule within the Development Agreement. The Developer agrees to purchase the subject land (Second Addition to Freedom Acres) which accounts for 20.8981 acres at a price of \$5,446.69/acre for a total sales price of \$114,268.01. This amount is due to the City prior to the City signing the Final Plat. See [Exhibit 2](#) for more information.
10. **Streets, Curb and Gutter and Sidewalks Within the Subdivision Plat.**

Street Grading/Graveling: The Developer shall pay the full cost of grading/graveling all streets within the plat, including those streets that may front on all dedicated public land and outlots, including but not limited to, parks, schools, dedicated public wetlands and open spaces, detention ponds and other public areas (hereinafter "Temporary Gravel Street"). The City shall establish and enforce spring load limits on all gravel streets.

Reclaimed Asphalt Streets: The Developer shall place two inches of compacted reclaimed asphalt in place of the top two inches of gravel on the following streets:

- Freeman Drive

Gravel Street Maintenance: Prior to construction of the Final Street, the Developer shall be completely responsible for all gravel street maintenance including but not limited to:

- removing of mud, dust and other non-granular deleterious material on an “as needed” basis; periodically adding granular material necessary to re-establish the true line and grade and cross section of the street;
- placing calcium chloride dust control treatment on the streets semi-annually;
- cleaning out catch basins;
- regrading and filling all potholes, settled areas and areas where traffic has disturbed the gravel periodically on an “as needed” basis;
- providing any City mandated dust control.

If during the time prior to the City accepting maintenance responsibility, the Developer fails to maintain the gravel streets in a manner acceptable to the City, the City shall, after a 48-hour notice to the Developer, perform the required maintenance on the gravel street and bill all costs for this maintenance work to the Developer.

Two-Inch Asphalt Mat. The Developer shall pay the full cost of placing a two-inch asphalt mat on identified streets within the plat, including those streets that may front on all dedicated public land and outlots, including but not limited to, parks, schools, dedicated public wetlands and open spaces, detention ponds and other public areas (hereinafter “Temporary Asphalt Street”). Cost for said two-inch mat construction shall be prepaid, or escrowed, by the Developer based on estimated costs for similar construction. In the event that actual costs are less than the escrowed fund, any such excess of the escrowed funds shall be returned to the adjacent lot owners of record at the time of the final payment for the work. In the event that the escrow is insufficient, then the City reserves the right to special assess the shortage against the individual lots in Development (See [Exhibit 5](#)).

In late spring or early summer following the installation of utilities and gravel as provided for above, and after the gravel street and utility trenches have been subject to a winter “freeze-thaw” cycle and settled, the Developer shall grade and remove all mud and non-granular deleterious materials, re-shape and fine grade the gravel street, and add any required gravel to re-establish the true, designed grade, profile and cross section of the gravel streets. The City shall then install a two-inch asphalt mat surface on the streets. The City shall establish and enforce spring load limits on all asphalt mat streets.

Should the City determine that it is in its best interests to place a temporary two-inch asphalt mat on streets within the plat not initially identified in this Agreement, including those streets that may front on all dedicated public land and outlots, including but not limited to, parks, schools, dedicated public wetlands and open spaces, detention ponds and other public areas, cost for said two-inch mat construction shall be special assessed against the individual lots in the Development.

Final Street. When installed, curb/gutter and final street pavement shall be assessed 100% by the City to the adjacent lot owners of record with the exception that all costs associated with installation of curb/gutter and permanent pavement that front all public lands, including but not limited to: parks, greenspace, trails, outlots, and detention ponds shall be prepaid, or escrowed, by the Developer based on estimated costs for new street construction. Once public improvements anticipated by this paragraph are installed, in the event that actual costs are less than the escrowed fund, any such excess of the escrowed funds shall be returned to lot owners of record at the time of final payment for the work. In the event that the escrow is insufficient, then the City reserves the right to special assess the shortage against the individual lots in the Development (See [Exhibit 5](#)).

Sidewalks: The Developer shall pre-pay or escrow the estimated cost for installing sidewalk at the locations identified in [Exhibit 5](#). The Developer shall include language in their lot sale contracts requiring construction of public sidewalk to be done by the lot owner in conjunction with home construction. Said terms shall apply to all successors to lot ownership. As sidewalk is built,

the Developer shall receive the proportionate share of the escrow. Any gaps in the sidewalk shall be filled by the City at time of final street construction using funds remaining in the escrow.

Temporary Character of Streets. In no manner shall the City or the Developer regard or consider either the Temporary Gravel Streets or the Temporary Asphalt Streets of the Development as permanent or final street for purposes of Municipal Code Sec. 26-126, and the public is hereby notified of property owners' special assessment responsibilities thereunder.

11. **Contract Procedures.** The Developer's engineer shall prepare the contract documents, construction plans and specifications, let the contracts, and provide all supervision, and all contract administration for the installation of sanitary sewer, storm sewer, water main, grading and graveling, and all appurtenances and shall bill the Developer for these services. The Developer's design engineer shall perform the construction staking. All plans and specifications for the improvements shall be consistent with City specification standards. The City shall review for approval all plans, specifications and contract documents in a timely manner. The City shall provide all construction inspection and shall bill the Developer for these services. Notwithstanding anything to the contrary in this agreement, construction inspection services by the City is not intended to, nor does it provide any guaranty, proper or satisfactory, of performance. The inspection services provided for by the City are for the City's benefit and may be relied upon only by the City. In the event that Improvements installed by the Developer do not operate properly even after inspections by the City, it shall remain the Developer's responsibility, at the Developer's sole cost, to correct any deficiencies so that the Improvements are working properly and in full compliance with all applicable standards before the City is obligated to accept the Improvements as part of the public infrastructure.
12. **Park Dedication.** [Intentionally left blank]
13. **Outlots and Public Parks.** The proposed outlots within the Development shall be transferred to the City for City ownership at no cost to the City. The City intends to maintain the outlots in as-is condition and reserves the right to dedicate said outlots as public right-of-way in the future.
14. **Sewer Cleaning and Televising Inspection.** Upon completion of installation of grading and graveling and prior to final acceptance by the City, the Developer shall clean all sanitary and storm sewer mains, all catch basin leads and all back yard drain pipes using a City approved sewer cleaning contractor utilizing modern "jet trucks" of adequate horsepower and capacity. Upon completion of sewer cleaning all sewer mains and backyard drainpipes shall be televised in color and the televising records provided to the City in a City-approved electronic format. Catch basin leads do not need to be televised but all leads must be cleaned and lamped and their condition verified in a written report. All catch basins and backyard drains shall be cleared of gravel and debris.
15. **Public Improvements Dedication.** The Developer agrees to convey by deed or dedication to the City all the streets, roads, courts, avenues, drives, public ways and parks in the Plat. Developer further agrees to convey the public access ways and storm water detention ponds by deed to the City. All public improvements contemplated in the final plat shall be constructed within areas to be dedicated to the City either by deed, dedication or easement as contemplated in the final plat and this agreement. The City agrees to accept the dedication of all the Public Improvements in the Plat, whether by deed, dedication or easement subject to the City's Acceptance of the Public Improvements provided they are constructed according to the City's specifications and in accordance with and subject to the terms of the City's Subdivision Ordinance.
16. **Utilities.** The Developer shall pay the entire cost associated with installation of underground gas, electric, telephone and cable TV utilities and street lights throughout the entire development including the cost of installing utilities and street lights adjacent to detention ponds, parks, outlots, green space, trails and other public lands. Streetlights are required and the Developer shall be

responsible for requesting the street lighting system from utility company. The street lighting plan, electrical distribution plan, and natural gas layout shall be designed by the utility company and approved by the City.

Standard street lighting shall be wood poles with LED fixtures. The City shall pay the utility company the monthly electrical charge for standard street lighting. The developer shall be responsible for all additional costs associated with installation of a decorative street lighting system by the utility company. In addition, the developer shall also be responsible for the monthly charges for a decorative system that are in excess of the monthly charges for a standard system through payment to the City of the present value of the cost difference. The Developer shall coordinate with the City any street lighting requested beyond the standard.

17. **Off-Site and Other Existing Improvements.** [Intentionally left blank]
18. **Terrace Trees Contribution.** The Developer shall pay a terrace tree contribution in the amount of \$200.00 per lot. This terrace tree contribution shall be paid by the Developer, on a per lot basis at the time of final closing of each lot sale. The subdivision plat shall note on its face "\$200.00 per lot 'Terrace Tree' contribution". This contribution will be deposited in the "City of Neenah Carpenter Tree Fund Trust" tax-exempt account and will be used to plant trees on the street terraces within the subdivision at the time curb and gutter is installed ([Exhibit 6](#)).
19. **Building Permits.** Provided Developer has installed water mains, storm sewer, sanitary sewer and gravel base to a given lot and guarantees of installation have been provided for electric, gas, phone and cable services, Developer and/or Developer's assigns and successors in interest shall be permitted to obtain building and erosion control permits for such lot.
20. **Plan Review and Construction Inspection.** The Developer shall pay a fee for plan review and construction inspection of proposed improvements as outlined in [Exhibit 7](#). Said Fee shall be based on \$2,150 for plan review and an estimated \$6,000 for inspections by City staff. Actual costs shall be determined based on actual time spent by City Staff. In the event that the City, in its sole discretion, determines that it requires the assistance of either outside consultants to review plans or provide for construction inspection services, the Developer shall pay the actual cost of such outside consulting services plus 10% for administration.
21. **Damages.** The Developer shall repair or replace, as directed by the City and to the City's satisfaction, at Developer's own cost, any damage caused to any public or private property by the installation of the improvements.
22. **City Costs.** [Intentionally left blank]
23. **Estimated Cost Summary Escrow Payment.** The estimate of costs paid by the Developer is attached hereto as Exhibits 2-7 (Summarized in [Exhibit 8](#)) and shows the items and estimated amounts to be paid by the Developer, including the basis for the Sewer Fee and Storm Water Fee. The total of the estimate of costs provides the basis for determining the amount of the escrow. The Developer shall submit a payment to be held in a City escrow account in the amount of **\$138,000.00**. The escrow amount is based on the sums shown in [Exhibit 5](#).
24. **Financing Alternative.** As an alternative to the payment of various fees and costs as outlined in this Agreement, the Developer may elect to pay the fees provided in sections [1](#), [2](#), [4](#), [7](#), and [18](#) proportionally on a per lot basis (excluding outlots) as summarized in [Exhibit 8](#). The Developer shall indicate, in writing, whether the per lot fee would be paid to the City when the lot is sold to a third party and collected at time of lot closing, or the fee would be collected at the time a building permit is issued. A three (3) percent administrative fee will be added to fees collected at time of a building permit. The owner of any lot for which the fees have not been paid by January 1, 2030, shall be issued a bill for the unpaid balance on the individual lot. Developer specifically agrees to waive all assessment procedures, including the right to notice and hearing, pursuant to Wis. Stat.

§66.0703(7)(b) and hereby consents to the imposition of the fees and costs anticipated by this Agreement as special assessments against the property in the Development.

25. **Consistency With Adopted Ordinances and Resolutions.** The City represents that this Agreement and the terms and conditions contained herein are consistent with adopted ordinances and resolutions on the subject matter.
26. **Merger; Successors and Assigns.** This Agreement, together with all referenced and attached Exhibits, sets forth the entire understanding of the parties relative to its subject matter and supersedes and merges any and all prior communications, negotiations and agreements, oral or written. The terms of this Agreement shall survive any closing involving the transfer of lots to any grantee and shall not merge with the deed. The terms and conditions of this Agreement shall be binding on successors and assignees of the Developer.
27. **Governing Law and Venue.** This Agreement shall be construed in accordance with the laws of the State of Wisconsin and the venue for resolution of any legal action commenced to enforce same shall be in the Wisconsin Circuit Court for Winnebago County.
28. **Severability.** It is understood and agreed that the provisions of this agreement shall be deemed severable and the invalidity or unenforceability of any one or more of the provisions contained herein shall not affect the validity and enforceability of the other, remaining provisions contained herein.
29. **Modification.** This agreement may not be modified or amended, except in writing, with the written approval of both the City and the Developer.
30. **Notices.** Any notices required under this agreement shall be deemed made as of the date deposited in the US mail, postage prepaid and addressed to the following.

If to the City:

Director of Public Works
City of Neenah
211 Walnut Street
Neenah, WI 54956

If to Developer:

Van Sistine Homes, LLC
Attn: Richard Van Sistine III
203 W Wisconsin Avenue
Neenah, WI 54956

Dated this _____ day of _____, 2025.

CITY OF NEENAH

VAN SISTINE HOMES, LLC

_____(SEAL)
Jane Lang, Mayor

Richard C. Van Sistine III, Member

Attest: _____(SEAL)
Charlotte Nagel, City Clerk

AUTHENTICATION
Signature(s) of Jane Lang, Mayor and Charlotte Nagel, City Clerk authenticated this _____ day of _____, 2025.

ACKNOWLEDGMENT
STATE OF WISCONSIN)
) ss.
COUNTY OF _____)

David Rashid
Title: Member State Bar of Wisconsin

Personally came before me this _____ day of _____, 2025 the above- named Richard C. Van Sistine III who acknowledged that he is sole member of Van Sistine Homes, LLC, a Wisconsin limited liability company, and that he is authorized to execute the foregoing instrument on Van Sistine Homes, LLC's behalf.

THIS INSTRUMENT DRAFTED BY:

David Rashid, City Attorney
211 Walnut St., Neenah, WI 54956

(SIGNATURES MAY BE AUTHENTICATED OR
ACKNOWLEDGED. BOTH ARE NOT NECESSARY.)

Notary Public, _____ County, Wisconsin.
My commission is permanent.
(If not, state expiration date:_____)

2nd Addition to Freedom Acres



2nd Addition to Freedom Acres

Recording Information
Doc. No. _____
Parcel No(s): 81140000005

and _____, Secretary (cashier) of the above named corporation, to me known to be the persons who executed the foregoing instrument, and to me known to be such President and Secretary (cashier) of said corporation, and acknowledged that they executed the foregoing instrument as such officers as the deed of said corporation, by its authority.

Downloaded from <http://ajphaphapublications.org/> at Aboonikla on June 1, 2015

Exhibit 2
Second Addition to Freedom Acres

Fee Schedule

Total Developable Acres = 18.1789
Total Lots = 26

1. Subdivision Fee: \$1,000/acre x 18.1789	\$18,178.90
2. Oversized sanitary sewer interceptor fee: \$1,000/acre x 18.1789	\$18,178.90
3. Storm water management, erosion control, plan review and inspection fee: \$200 + \$75/lot	\$2,150.00

Total Fees Due Upon Billing	\$38,507.80
------------------------------------	--------------------

Land Sale: \$5,446.69/acre x 20.9	\$114,268.01
-----------------------------------	--------------

Due to City prior to signing Final Plat	\$114,268.01
------------------------------------------------	---------------------

Exhibit 3
Second Addition to Freedom Acres
Storm Sewer Cost
Public Infrastructure
(Estimated)

1. Acreage

Total Developable Acres – 18.1789	18.1789
-----------------------------------	---------

2. Storm/Infrastructure Construction Costs

Total Public Costs (estimated)	\$22,919.00
--------------------------------	-------------

3. Summary Public Infrastructure Costs

Developer Storm Fee Due City (\$9,000/ac x 18.1789 acres)	\$163,610.10
Public Storm Sewer Funded by Developer (estimated)	(\$22,919.00)
Balance Due Developer for Public Storm Sewer Funded by Developer (estimated)	\$140,691.10

4. Storm Water Pond Reimbursement Costs

Construction Cost of pond in 2nd Add of Freedom Acres = \$103,275

Total Watershed Served by Pond = 36.62 acres

Contributing Area within 4th Add to Freedom Meadows = 15.72 acres

Percent of Total Watershed = 43%

Contributing Area within 2nd Add to Freedom Acres = 20.9 acres

Percent of Total Watershed = 57%

\$ 50,251.91

Developer Reimbursement to City for Pond Construction Cost

NOTE: The final amount due under this exhibit shall be determined based on an “as-built” cost determination at the conclusion of construction of the public improvements contemplated by this agreement.

Exhibit 4
Second Addition to Freedom Acres

Water Main Costs
Public Infrastructure
(Estimated)

1. Acreage

Total Developable Acres	18.1789
-------------------------	---------

2. Water Main Infrastructure Costs

Total Private (Developer) Construction Costs (estimated)	\$200,115.00
----------------------------------------------------------	--------------

3. Total Public Infrastructure Costs

Total Water Main Oversizing Costs Due Developer (estimated)	\$23,000.00
-------------------------------------------------------------	-------------

4. Inspection Fee Due Water Utility Upon Billing (estimated)	\$5,000.00
--------------------------------------------------------------	------------

5. Water Main Oversizing Fee - \$2,240.95/acre (Due City)	\$40,738.01
-----------------------------------------------------------	-------------

Total Water Main Oversizing Fee Due to City	\$40,738.01
---------------------------------------------	--------------------

Exhibit 5
Second Addition to Freedom Acres

Escrow/Prepayment

Two-Inch Mat, Future Street and Sidewalk

- | | |
|----------------------------------------------------------------------------------|--------------|
| 1. Gravel Street Maintenance (\$10/centerline foot)
Freeman Drive: 1,380 feet | \$13,800.00 |
| 2. Sidewalk Installation (at \$45/lineal foot)
Freeman Drive: 2,760 LF | \$124,200.00 |

Total Prepayment/Escrow required	\$ 138,000.00
-----------------------------------------	----------------------

Exhibit 6
Second Addition to Freedom Acres

Terrace Tree Contribution

1.	Terrace Tree Contribution: \$200/lot x 26 lots	\$5,200.00
----	---------------------------------------------------	------------

Total amount due	\$5,200.00
-------------------------	-------------------

Exhibit 7
Second Addition to Freedom Acres

Oversize Sanitary Sewer

Estimated Developer's Cost Due City

Sanitary Sewer Main Costs Due Developer (estimated ¹)	\$ 2,490.00
Sanitary Sewer Manhole Costs Due Developer (estimated ¹)	\$ 2,829.00
Sanitary Sewer Riser Costs Due Developer (estimated ¹)	\$ 105.00
Installation Inspection Fee Due Department of Public Works (estimated)	\$ 1,0000.00
<hr/>	
Total Due at the time of billing	\$ 1,000.00

¹ Assumptions for Sanitary Sewer Reimbursement

- \$5/lineal foot for pipe depth lower than 13 feet.
- Unit price per vertical foot (\$460/VF) for manhole depth greater than 13 feet.
- Sanitary Sewer Riser for riser length greater than 4 feet.

Exhibit 8
Second Addition to Freedom Acres

Summary of Developer's Costs and Financing Per Lot

Land Sale – Due to City Immediately

[Exhibit 2:](#) \$5,446.69/acre x 20.9 acres \$114,268.01

Estimated Developer's Cost Due at Billing

[Exhibit 4:](#) Inspection Fee – Water Utility (Estimate) \$ 5,000.00

[Exhibit 7:](#) Construction Inspection Fees (Estimate) \$ 1,000.00

Estimated Storm Sewer Due City

[Exhibit 3:](#) Storm Water Pond Construction due City \$ 50,525.91

[Exhibit 3:](#) Public Storm Sewer Fee Due City
(Estimate) \$ 140,691.10

Estimated Oversized Water Main and Sanitary Sewer Reimbursement Due Developer

[Exhibit 4:](#) 12 inch and 16 inch water main and valves (Estimate) \$ 23,000.00

[Exhibit 7:](#) Oversize sanitary sewer main depth (Estimate) \$ 2,490.00

[Exhibit 7:](#) Oversize sanitary sewer manhole depth (Estimate) \$ 2,829.00

[Exhibit 7:](#) Oversize sanitary riser depth (Estimate) \$ 150.00

Estimated Developer's Costs to be Financed by City of Neenah (No Interest Due)

[Exhibit 2:](#) Subdivision Fee \$ 18,178.90

Oversized Sanitary Fee \$ 18,178.90

Storm Water Management Fee \$ 2,150.00

[Exhibit 6:](#) Terrace Tree Contribution (\$200.00 x 47 lots) \$ 5,200.00

[Exhibit 4:](#) Oversized Water Main Fee \$ 40,738.01

Total to be financed by City (estimated) \$ 84,445.81

**Special Assessment Applied To
Each Lot (estimated) and Due at Building Permit \$ 3,247.92**
(\$84,445.81/26 lots = \$3,247.92/lot)

Developer's Escrow Fees Required

[Exhibit 5:](#) Gravel Street Maintenance \$ 13,800.00
Sidewalk Installation \$124,200.00

Total Escrow Required \$138,000.00



MEMORANDUM

Date: May 12, 2025

To: Chairperson Steiner and Members of the Finance and Personnel Committee

From: Amy Fairchild, Director of Human Resources and Safety

RE: Position Status Change – HR Recruitment and Retention Coordinator

The Human Resources Department currently operates with one full-time Director and two part-time staff members. While recent technological upgrades have helped streamline certain processes, the department continues to experience a high volume of work as we support the City's evolving needs.

In addition to our core responsibilities—such as recruitment, retention, compliance, and benefits administration—HR plays a critical role in supporting departments with ongoing training, operational guidance, and initiatives related to organizational culture. These areas require sustained attention and are essential to maintaining a high-performing and people-focused workplace.

Given the increasing demands, the need to transition the part-time recruitment and retention coordinator into a full-time position is becoming more apparent to ensure workload balance, continuity of service, and expanded capacity. This shift will also allow the department to take a more proactive role in employee engagement, workforce planning, and cultural development.

Our goal is to evolve HR into a more strategic partner for the City—placing a stronger emphasis on people-oriented operations while continuing to meet compliance and operational needs. This transition represents phase-one of a two-phase vision for the position, as the ultimate goal is to develop the position into a People Operations Manager, adding additional responsibilities and setting the position up for future succession planning.

To help fund this change in status, cost savings have been identified through the removal of an underperforming add-on service tied to our job application platform. This service was originally intended to enhance candidate pools, but after a thorough review, it has been determined that it is not delivering the expected results.

The cost for this request is \$7,640.59 for the remainder of the year, which will be offset by the cost of the recruitment service, which is \$7,975.00 per year to renew.

Staff Recommendation: Transition of HR Recruitment and Retention Coordinator from part-time to full-time effective July 1, 2025.

Amy J. Fairchild

From: Circa Renewal Notification <renewal@circaworks.com>
Sent: Monday, May 5, 2025 6:00 AM
To: Amy J. Fairchild
Subject: Your Circa Auto-Renewal is Coming Up

Follow Up Flag: Flag for follow up
Flag Status: Completed

You don't often get email from renewal@circaworks.com. [Learn why this is important](#)

Hello City of Neenah,

As a friendly reminder, your account for the services specified below will auto-renew on 7/4/2025. To keep your account with us, no action is required.

Here's some information on your current renewal terms:

Quantity	Product
1	Talent Acquisition Powered
1	Up to 25 Concurrent Job Postings with Marketing
1	Diversity Postings Screen Shots

Renewal Amount: \$7,975.00
Contract Term: 36
You will be billed: Annually

At renewal, many of our customers choose to upgrade to a 3- or 5-year term in order to take advantage of additional savings over an extended period of time. Additionally, this is a great time to check out the variety of additional products that provide an end-to-end DEI solution for you!

- **Diversity Sourcing Powered by ThisWay Global** – Access an expansive, searchable network of 169M+ diverse candidates while removing job ad bias and focusing on the most qualified candidates. *Neogov*
- **Advancing Belonging & Inclusion** – Provides an out-of-box DEI calendar, content guides, and resources for consistent employee engagement and support of DEI strategies to advance inclusion and belonging in the workplace. *Neogov*
- **Harassment Prevention, DEI, and Compliance Training powered by Syntrio** – High-value, innovative eLearning libraries that drives winning cultures, mitigates risks, and meets regulatory standards to stimulate lasting performance and success. *Neogov*
- **Work Opportunity Tax Credits (WOTC) & Employee Retention Credits (ERC)** - Receive tax credits of up to \$9,600 per employee for WOTC and up to \$33,000 in ERC's per employee. There is no cost up front to customers. *Tax Exempt - N/A*

Circa is excited to highlight the enhanced benefits that come with being integrated into the Mitratesch family. With access to Mitratesch's comprehensive suite of HR and Compliance products, you can streamline your recruitment processes, save valuable time on compliance, and optimize talent management—empowering your organization to work more efficiently and effectively.

- From Mitratesch
 - **AssureHire** for fast and compliant background screenings
 - **IMS Tracker** for immigration tracking software
 - **INSZoom** for immigration case management software
 - **Tracker I-9** for an I-9 compliance software solution
 - **TalentReef** for an all-in-one talent management solution
 - **Trakstar** for an end-to-end HR management platform

A few important notes: Your subscription fee is subject to increase based on usage. For example, if your number of VEVRAA (state job bank) service states or job posting volume has increased, your fee may increase as well. If your needs are different than the VEVRAA Service States listed above, please contact us immediately. To prevent the automatic renewal from occurring, you must give written notice which must be received no less than forty-five (45) days in advance of the end of the subscription term. Written notices should be sent to renewal@circaworks.com.

↑ Cancellation Contact

If you are interested in any additional terms or products, or have any other questions or want to discuss the additional benefits that are available to you please contact your account manager.

Account Manager Info: Hector Sandi: hector.sandi@mitratesch.com



[EXTERNAL EMAIL] DO NOT CLICK links or attachments unless you recognize the sender and know the content is safe.

Amy J. Fairchild

From: Amy J. Fairchild
Sent: Monday, May 5, 2025 8:11 AM
To: renewal@circaworks.com
Subject: City of Neenah Cancellation Notice

← cancellation notice

Circa Account Rep,

The City of Neenah wishes to discontinue Circa services and not renew on the 7/4/25 effective date.

Best Regards,



Amy J. Fairchild, SHRM-CP

Director of Human Resources and Safety
City of Neenah

Phone: 920-886-6103

Mobile: 918-282-3871

Email: afairchild@neenahwi.gov

211 Walnut St
Neenah, WI 54956

www.ci.neenah.wi.us

"We strengthen our community by building on the past, owning the present, and stewarding the future together. " ~ City of Neenah Mission Statement

Procurement Card Inq

Merchant CIRCA

Collapse All

Merchant Information

Merchant name: CIRCA
Merchant city: CHICAGO
Merchant state: IL
Total purchases YTD:
Total purchases LTD: 21750.00

GL Vendor Information

GL Vendor number: 10331
GL Vendor name: CIRCA
Vendor address 1: 23811 NETWORK PLACE
Vendor address 2:
Vendor address 3:
City, state, zip: CHICAGO IL 606731238

Detailed transactions

Prior Service Charges

Option	Cardholder	Transaction Date	Invoice Number	Amount	GL Vendor	St
View Detail	EASKER, MICHAEL	9/30/2024	INV0000040124	7250.00	10331	POSTED T
View Detail	EASKER, MICHAEL	8/08/2023	INV0000026244	7250.00	10331	POSTED T
View Detail	EASKER, MICHAEL	9/21/2022	INV0000009875	7250.00	10331	POSTED T

Renewal Cost

7975 per year



211 Walnut Street
Neenah, WI 54956

AN ORDINANCE: By Public Works, Repealing the Transportation Assessment Replacement Fee (TARF), and Replacing with the Municipal Vehicle Registration Fee (Wheel Tax)

Re: AN ORDINANCE REPEALING ARTICLE VIII. SECTIONS 17-201 through 17-212 CITY OF NEENAH MUNICIPAL CODE RELATING TO TARF, and REPLACING WITH ARTICLE VIII. SECTION 17-213 RELATING TO WHEEL TAX

ORDINANCE NO. 25-03

Introduced: _____

Committee/Commission Action: _____

AN ORDINANCE

The Common Council of the City of Neenah, Wisconsin, does ordain as follows:

Section 1. Chapter 17 – Utilities Article VIII is amended by striking the title verbiage, “TRANSPORTATION ASSESSMENT REPLACEMENT FEE” and replacing same with the following title verbiage, “MUNICIPAL VEHICLE REGISTRATION FEE (WHEEL TAX)”

Section 2. Sections 17-201 through Sections 17-212, of said Article VIII, Neenah Municipal Code are hereby repealed, including all substance of said inclusive Sections, with the numbers of said sections being hereby Reserved.

Section 3. Chapter 17 – Utilities Article VIII Section 17-213 is hereby established by adding the following:

ARTICLE VIII. – MUNICIPAL VEHICLE REGISTRATION FEE (WHEEL TAX)

Sec. 17-213. Municipal vehicle registration fee.

- (a) *Authority.* This section is adopted pursuant to the authority granted by Wis. Stats. § 341.35, as amended from time to time.
- (b) *Purpose.* The purpose of this section is to provide the City of Neenah a source of revenue to be used for transportation related purposes as identified by Wis. Stats. § 341.35, as amended from time to time. Such transportation purposes may include, but not be limited to, the following:
 - (1) Elimination of special assessments for improvements on certain residentially-zoned properties;

- (2) Reduction by 50 percent of special assessments for improvements on properties not residentially-zoned;
 - (3) Alley resurfacing and reconstruction projects;
 - (4) Bridge maintenance;
 - (5) Maintenance programming, such as crack sealing and patching, intended to extend the life of existing improvements;
 - (6) Rail crossing repairs;
 - (7) Expansion of the asphalt resurfacing and street reconstruction programs.
- (c) *Allocation of proceeds.* The allocation of proceeds generated by the municipal vehicle registration fee to various program needs will be reviewed annually as part of the Capital Improvement Program.
- (d) *Imposition of municipal vehicle registration fee.*
- (1) Pursuant to Wis. Stats. § 341.35, an annual flat municipal vehicle registration fee in the amount as provided in the City Fee Schedule is hereby imposed on all motor vehicles registered in the State of Wisconsin, qualifying under subsection (1) thereof, and that are registered within the City of Neenah by the Wisconsin Department of Motor Vehicles.
 - (2) This fee shall be paid by the registration applicant at the time that a motor vehicle is first registered and at each time of its registration renewal.
 - (3) The municipal vehicle registration fee shall be paid as provided by Wis. Stats. § 341.35(5).
 - (4) The municipal vehicle registration fee shall be in addition to state registration fees.
- (e) *Administrative costs.* The Wisconsin Department of Transportation shall retain a portion of monies collected equal to the actual administrative costs related to the collection of these fees. The method for computing the administrative costs will be reviewed annually by the Wisconsin Department of Transportation, as provided by Wis. Stats. § 341.35.
- (f) *Exemptions.* The following motor vehicles are exempt from the municipal vehicle registration fee established by this section:
- (1) All vehicles exempted by Wis. Stats. Ch. 341 from state vehicle registration requirements, generally.
 - (2) All vehicles exempted by Wis. Stats. Ch. 341 from paying an annual state vehicle registration fee.
 - (3) All vehicles registered by the State of Wisconsin under Wis. Stats. § 341.26(2) for a fee of \$5.00.
 - (4) Motorcycles and mopeds, being not included in the definition of “automobile” under Wis. Stats. Ch. 341.35(1).
 - (4) Municipal owned vehicles, and all other vehicles registered by the State of Wisconsin under Wis. Stats. § 341.26(2m).
 - (5) A motor vehicle which is a replacement for a motor vehicle for which a current municipal vehicle registration fee has been paid.
- (g) *Deposit of fee revenues.* All monies under the applicable statute and this section remitted to the City by the Wisconsin Department of Transportation or other applicable agency shall be deposited into a segregated fund, separate from the general fund and any other construction fund, and be used solely for the purposes defined herein.
- (h) *Date collection begins.* The City of Neenah shall begin collection of the municipal vehicle registration fee beginning with registrations due on January 1, 2026.

Section 4. All ordinances, or parts of ordinances in conflict herewith are hereby repealed.

Section 5. This ordinance shall not take effect until publicly presented and duly approved as presented, according to rule.

Section 6. Severability. In the event any section, subsection, clause, phrase or portion of this ordinance is for any reason held illegal, invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct and independent provision, and such holding shall not affect the validity of the remainder of this ordinance. It is the legislative intent of the Common Council that this ordinance would have been adopted if such illegal provision had not been included or any illegal application had not been made.

Section 7. Repeal and Effective Date. All ordinances or parts of ordinances and resolutions in conflict herewith are hereby repealed. This ordinance shall take effect from and after its passage and publication.

Adopted: _____

Published: _____

Approved:

Jane B. Lang, Mayor

Attest:

Charlotte K. Nagel, City Clerk

City of Neenah
RESOLUTIONS

BE IT RESOLVED THAT Vicky Rasmussen, a Director of Finance of City of Neenah, is authorized to enter into an Institutional Investment Agency Agreement between City of Neenah and Associated Trust Company, N.A., and is further authorized to identify, from time to time, those representatives of the above-named organization who are authorized to give directions and otherwise transact business with Associated Trust Company, N.A.

BE IT FURTHER RESOLVED THAT Vicky Rasmussen, a Director of Finance of City of Neenah, is hereby authorized to sell, assign, and endorse for transfer certificates representing stocks, bonds, or other securities now or hereafter registered in the name of City of Neenah, and is further authorized to give such directions as may be necessary for the transfer of assets from brokerage accounts or any other deposit accounts in the name of the above-named organization to Associated Trust Company, N.A.

I, Jane B Lang, an officer of City of Neenah, hereby certify that the foregoing is a true and correct copy of a resolution adopted by the City of Neenah of said organization at a meeting held on May 21, 2025, at which a quorum was present and voting, and that the same has not been repealed or amended and remains in full force and effect and does not conflict with the organization's articles, bylaws, or any other document under which the organization is operating.

Dated:

(SEAL)

Jane B Lang, City of Neenah Mayor
(Signatory must be someone other than the officer authorized to enter into the agreement with Associated Trust Company, N.A.)

Subscribed and sworn to before me this
____ day of _____, 20__.

Notary Public
State of _____
My Commission: _____



MEMORANDUM

DATE: May 9, 2025

TO: Chairman Dan Steiner, Ald., Finance & Personnel Committee, Mayor Lang

From: City Attorney David Rashid & Chief Aaron Olson

RE: Police (Local 8) Union Tentative Agreement 2025-2027

The police union and City's bargaining team met recently for finalization of a new, Tentative Agreement (TA) which has been approved by myself, for the City, and both the union representative, Tom Schrenk, and its president, Austin Riska.

The main points of change from the contract otherwise expiring at the end of this calendar year, include (in summary description) the following:

- Salary increases (for patrol, sergeants and investigators), phased in over the term of the contract
- Enhancement in credited service of laterally hired officers for vacation benefits
- Confirmation of scheduling changes made during the last contract period
- Reduction in overtime for officers called in for "call-in time" and court time
- Reduction or elimination of certain "banked" time for vacation for current, separated or retired officers
- Reduction in number of hours permitted for comp time carry-forwards
- Reduction or elimination of number of hours permitted for sick leave pay-outs upon retirement
- Adjustments to Professional Improvement Program and Grievance Procedures
- Elimination of outmoded residency requirements
- The term of the agreement is reduced from three to one-and-a-half years in length, effective from July 1, 2025 to December 31, 2027

Please consult the terms of the TA for all, specific details of the above.

APPROPRIATE AND RECOMMENDED ACTION IS A MOTION TO RECOMMEND THE COMMON COUNCIL APPROVE THE TENTATIVE AGREEMENT REACHED BY THE CITY AND UNION.

TENTATIVE AGREEMENTS BETWEEN THE CITY OF NEENAH AND
WISCONSIN PROFESSIONAL POLICE ASSOCIATION LOCAL 8
FOR A REOPENER AND SUCCESSOR AGREEMENT TO THE 2022 – 2025 COLLECTIVE BARGAINING
AGREEMENT

April 25, 2025

1. ARTICLE 3 SALARIES AND RETIREMENT BENEFITS

The salaries for the contract year are set forth in Exhibit A, which is attached hereto and incorporated herein by reference as though fully set forth at length. The City shall participate in the Wisconsin Retirement System ("WRS") Pension Plan. Employees shall pay towards the WRS Pension Plan as follows:

Employees shall pay 100% of the employee's share of the pension payments to the WRS, which is defined as the actuarially determined rate by the WRS for public safety employees. ~~(Example: the full employee's share for 2019 is 6.55% of earnings.)~~

2. ARTICLE 3 SALARIES AND RETIREMENT BENEFITS

Maintain 2.5% ATB January 1, 2025

July 1, 2025, 1% ATB Patrol Steps Hire – 6 Years

July 1, 2025, 7% Patrol Step 7 Years

January 1, 2026, 1.5% ATB Patrol

July 1, 2026, 1.5% ATB Patrol

January 1, 2027, 1.5% ATB Patrol

July 1, 2027, 1.5% ATB Patrol

Pay for Investigators shall be 5% above the highest (Currently 7 Years) step for Patrol wage, and the pay for Sergeants shall be 8% of Patrol's Highest wage step (Currently 7 years).

Elimination of all six columnar "steps" for both the Sergeant and Investigator wages throughout Exhibit A's Salary Schedule table, replacing therewith a single column for the respective stated pay for those higher positions

NOTE: *Exhibit F Wage Scale from current 2022 – 2025 Agreement will be eliminated and replace with the New Wage scale July 1, 2025 – December 31, 2027*

Article 3: Salary and Retirement Benefits

1. Salary Benefits Based on Prior Service (Lateral):

- New hire law enforcement officers and current officers with verified full-time law enforcement experience will receive salary benefits based on their prior credited years of service.
- These credited years are used to establish salaries under Article 3 (Salaries and Retirement Benefits).

TENTATIVE AGREEMENTS BETWEEN THE CITY OF NEENAH AND
WISCONSIN PROFESSIONAL POLICE ASSOCIATION LOCAL 8
FOR A REOPENER AND SUCCESSOR AGREEMENT TO THE 2022 – 2025 COLLECTIVE BARGAINING
AGREEMENT

April 25, 2025

- This service credit will not affect department seniority in any other context where seniority is a determining factor.
- Example: An officer with six years of prior full-time law enforcement experience will be placed on the six-year salary schedule upon hire and will progress to the next steps with additional years of service at Neenah added to the prior years of service.

2. Correctional or Probation/Parol Experience:

- New hires with verified full-time correctional or probation / Parol experience will receive half credit for their prior service.
- Example: An officer with six years of full-time correctional or probation / Parol experience will be placed on the three-year wage step upon hire and will progress to the next steps with additional years of service at Neenah.

3. Exhibit A - Salary Schedule:

- The salaries for the contract year are set forth in Exhibit A, which is attached hereto and incorporated herein by reference as though fully set forth at length.

4. Wisconsin Retirement System (WRS) Pension Plan:

- The City shall participate in the Wisconsin Retirement System (WRS) Pension Plan.
- Employees shall pay 100% of the employee's share of the pension payments to the WRS, which is defined as the actuarially determined rate by the WRS for public safety employees.

3. ARTICLE 5 HOURS

Patrol: The normal work day shall consist of twelve (12) hours.

The normal work cycle shall average one hundred forty-four (144) hours based on a Twenty-six (26) day cycle of three (3) days on duty followed by three (3) days off duty, followed by three (3) days on duty followed by three (3) days off duty, followed by three (3) days on duty followed by three (3) days off duty, followed by three (3) days on duty followed by five (5) days off duty (3/3, 3/3, 3/3, 3/5) on a repeating cycle. The normal work hours shall be as follows:

A.M.		P.M.	
0600 – 1800		1200 – 2400	<u>0600 - 1800</u>
0700 – 1900	OR	1600 – 0400	<u>1200 - 0000</u>
0900 – 2100		1800 – 0600	<u>1800 - 0600</u>

and shall be scheduled on a forward rotation through the A.M. group OR the P.M. group only.
Each officer shall be so scheduled.

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4. ARTICLE 6 OVERTIME

Reduction of Maximum Compensatory Time

The parties agree to reduce the maximum compensatory time over the course of the term of this agreement as follows:

- **December 31, 2025:** Reduced to two hundred and fifty (250) hours
- **December 31, 2026:** Reduced to two hundred (200) hours

Note: The parties agree to review the agreement articles and adjust as needed to comply with the new reduced hours. (e.g. Article 9 NEW HIRES 300 vacation hours and 300-hours comp would need adjustments)

5. ARTICLE 7 CALL TIME

Whenever an officer is summoned to return to paid duty, the officer shall be paid for two (2) hours at the time of the officer's arrival for duty plus time and one-half for the time worked, unless the time worked runs into the officer's normally scheduled shift, at which point the officer will be compensated at the officer's normal rate of pay for those hours that are part of the officer's normally scheduled shift.

If an officer is given at least twelve (12) hours' notice, no call time shall be paid, and the officer shall be compensated at the rate of time and one-half for the time worked if it is over and above the officer's normal work period.

Court appearances, when an officer is off duty, shall be paid at a minimum of two (2) hours at time and one-half for all court appearances. All time over the two (2) hours shall be paid at time and one-half.

Call time shall also apply anytime an officer is subpoenaed due to the performance of official duties as a police officer for the City of Neenah or the State of Wisconsin and shall be paid in accordance with the existing paragraphs set forth in the contract.

When an officer is subpoenaed for an official court appearance during off-duty time and the appearance is subsequently canceled without at least twelve (12) hours prior notice of the cancellation being given to the officer, the officer shall be compensated at the rate of time and one-half for two (2) hours. The Department will implement administrative procedures to check on the status of officer court appearances at least 24 hours prior to the court appearance.

In the event that the department is required to call in officers to fill a shift under circumstances that require the payment of call-time pay, and two or more officers voluntarily agree to cover one shift, the call-time premium pay shall be split proportionally between the two officers based on the portion of the

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shift they work. Voluntary splitting of a call-in shift shall be done on a mutually agreed upon basis, with each officer covering a portion of the call-in shift and receiving the proportionate amount of the call-time premium

Note: *The parties have agreed to the reduction from three hours to two hours throughout Article 7. Article 7 has been re-written to correct grammar errors and reflect the reduction from three to two hours*

6. ARTICLE 9 VACATIONS

Time in the vacation bank may be used in hourly increments, to include hours.

~~No 12-hour patrol officer may have more than 36 hours of banked vacation at any given time.~~

~~No non-patrol officer may have more than 240 hours of banked vacation at any given time.~~

7. Article 9: Vacations

1. Lateral Hires:

- New Hire law enforcement officers and current officers with verified full-time law enforcement experience will receive vacation benefits based on their prior credited years of service.
- These credited years are used to establish vacation under Article 9 (Vacations).
- This service credit will not affect department seniority in any other context where seniority is a determining factor.

5. Example: An officer with six years of prior full-time law enforcement experience will be placed on the five-year vacation schedule upon hire and will move to the ten-year scale after four additional years of serves with Neenah.

6. Correctional or Probation/Parol Experience:

- New hires with verified full-time correctional or Probation / Parol experience will receive half credit for their prior service.
- Example: An officer with six years of prior full-time law enforcement experience will be placed on the vacation schedule step closes to three years upon hire and will move to then next step scale after adding the additional years of serves with Neenah.

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8. ARTICLE 9 VACATIONS

The parties should also strike the provisions (see various "pay out" references p.11, lines 9-26,

1 permits, but they are subject to cancellation.

2 In the event that an employees scheduled "Off Extra" is cancelled and the employee
3 works their normal shift, the employee shall be paid straight time for hours worked on the actual
4 scheduled shift. Call time shall be paid if the "Off Extra" is cancelled within four (4) hours of the
5 beginning of the scheduled shift.

6 If an officer desires to use current vacation time within one month of the date in question,
7 the request will be treated as an "Off Extra" request and is subject to cancellation.

8 Banked Vacation

9 A non-patrol officer who is eligible for 96 hours of vacation per year may carry forward
10 up to 48 hours of unused vacation as an accumulated banked vacation at the end of the calendar
11 year. These carried over banked hours can be used for vacation or for payment in subsequent
12 years.

13 A non-patrol officer who is eligible for 144 hours or more of vacation per year may carry
14 forward up to 120 hours of unused vacation as accumulated banked vacation at the end of the
15 calendar year, provided the carry-forward hours do not cause the officer's total accumulated
16 vacation bank to exceed 240 hours. These carried-over banked hours can be used for vacation or
17 for payment in subsequent years.

18 In no case may any officer accumulate or carry forward vacation in excess of 240 hours.

19 12-Hour Patrol officers have a 36-hour maximum limit allowed in their accumulated banked
20 vacation. They shall be allowed to carry over vacation hours to their accumulated banked
21 vacation as long as the carried over hours do not exceed the 36-hour maximum limit allowed in
22 the bank.

23 Each year, officers may decide whether to take cash payment for some or all of the
24 banked vacation balance (at the salary rate when the hours were originally earned) or to retain
25 some parts or all for future use or payment. Payment for banked vacation may be requested at
26 any time and will be paid at the next regular pay period.

27 Banked vacation may be used at any time, subject to operational requirements and
28 supervisory approval.

9. ARTICLE 9 VACATIONS

as well as lines 1-8 on the following page, all under "Banked Vacation") permitting the payment out in
cash of any banked vacation hours.

Pg12

1 For banked vacation taken as pay, banked vacation time shall be paid at the salary rate it
2 was earned when placed in the bank.

3 A week's banked vacation can be used as a week of vacation at full current rates
4 regardless of when it was banked. Banked vacation taken shall come out of the bank on a "first

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~~in, first-out" basis, either in cash or as time.~~

~~6 Time in the vacation bank may be used in hourly increments, to include partial hours.~~

~~7 No 12-hour patrol officer may have more than 36 hours of banked vacation at any given time.~~

~~8 No non-patrol officer may have more than 240 hours of banked vacation at any given time.~~

10. ARTICLE 9 VACATIONS

Additionally, the parties should add to line 17, p. 12, under "Separation of Employment" that payment will be made for any accumulated banked vacation at current salary rate. (See Note 10).

Separation of Employment

16 In the event of termination for any reason (including retirement, resignation, discharge,
17 death, etc.), payment will be made for any accumulated banked vacation at current salary rate. An
officer who leaves

18 the employment of the City shall be paid for any unused vacation allowance due the officer,
19 provided a two (2) weeks' notice of the officer's leaving is given.

11. ARTICLE 9 VACATION

Moreover, also stricken should be the provision that permits placement of accumulated vacation hours (i.e. 50) "on the books" as comp time (See p. 12, lines 10-11, under "Comp Time"). Lines 13-14, same page, in this section should also be stricken (See Assoc 5 Article 6 Overtime above).

12. ARTICLE 9 VACATIONS

Comp Time (p12)

~~10 All sworn officers (except new officers) shall be allowed to take 50 hours of vacation and
11 place them on the books as time. These hours may be taken off under the existing City policy for
12 overtime.~~

13 No officer, patrol or non-patrol, may carry forward more than ~~300~~ two hundred and fifty (250) in
2025 and two hundred (200) into 2026 hours of comp time at
14 the end of a calendar year.

Article 9: Vacations

1. New Hires:

- New hires years of experience, will be given their allotted hours of vacation upon the date of hire.
- New hires must successfully complete Phase IV of the Field Training Program before any vacation time off is granted.

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- At the time of the new hire's one-year anniversary, the officer will be issued their allotted amount of hours of vacation for one year of service.
- At the end of the calendar year of the one-year anniversary, on the last pay period of the year, the officer will be allowed and required to perform a one-time transfer of up to 250 vacation hours at the end of in 2025 and 200 vacation hours at the end of 2026 to comp time and/or up to 36 hours to banked vacation, provided the transfer does not exceed the 250 or 200-hour comp limit for 2025 or 2026 or the 36-hour banked vacation limit.
- No 12-hour patrol officer may carry forward more than 250 hours at the end of in 2025 and 200 hours at the end of 2026 of comp or 36 hours of banked vacation into the following calendar year.
- Following the successful completion of one full year of employment, the officer will be given new vacation hours on each January 1 and follow the same banking procedures as tenured officers.
- **Example:**
 - Officer A was hired on November 1, 2025, and was given 96 hours of vacation upon the hire date.
 - Officer A cannot use any vacation hours until successfully completing Phase IV of the Field Training Program.
 - On December 31, 2025, any unused vacation hours will automatically transfer into 2026 as regular vacation hours.
 - On November 1, 2026, Officer A reaches one full year of employment and is given another 96 hours of vacation.
 - On the last pay period of the year, Officer A is allowed and required to perform a one-time transfer of up to 250 vacation hours in 2025 and 200 vacation hours in 2026 to comp time and/or up to 36 hours to banked vacation, provided the officer's comp bank does not exceed the maximum hours and the officer's banked vacation does not exceed 36 hours at the end of the calendar year.
 - On January 1, 2027, Officer A receives another 96 hours of vacation and will follow the same procedures as tenured officers moving forward.

13. ARTICLE 9 SICK LEAVE

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Lastly, here, the practice of paying out sick leave for those terminating employment prior to retirement shall end, such that the provisions in Article 11 Sick Leave, lines 19-22 under "Sick Leave Conversion ... ", page 16 should be eliminated and stricken (See Note 8).

Sick Leave Conversion due to Retirement, Job Related Disability and Resignation

15 An officer who leaves employment and is eligible to retire based on Wis. Stat. §40.23 as
16 amended or who leaves City employment because of job related disability shall be credited at
17 the officer's current salary rate to the City's post-retirement benefit plan up to a maximum of
18 1000 hours of accumulated sick leave as outlined in Article 12. .

19 Officers who terminate their employment in good standing shall receive a cash payout, at
20 current salary rate, for accumulated sick leave at the following rate:

21 At least five years of service — 25% of total leave

22 Ten years of service or longer — 50% of total leave

14. ARTICLE 13 PROFESSIONAL IMPROVEMENT PROGRAM

~~When it has been certified that an officer hired after April 1, 1981 but before January 1, 1993 has received credits for Police Science courses, the officer's monthly compensation shall be increased according to the following schedule:~~

~~a) Each officer's compensation shall be increased \$5.00 per month for each three (3) credits earned up to \$50.00 for 30 credits.~~

~~b) The maximum of \$75.00 per month shall be paid to each officer who earns 65 credits and attains the Associate Degree in Police Science.~~

~~c) Any officer who earns in excess of 30 credits shall receive an increase in compensation only upon reaching the 65 credits required in sub-section b above.~~

~~d) No payment shall be paid for school credits while an officer is a probationary employee.~~

~~Payment shall be for credits received at either the University of Wisconsin-Oshkosh or a Vocational Technical Institute as part of their Police Administration programs.~~

~~Officers shall receive accreditation for all credits earned at the end of each semester and payment for same.~~

~~Payment for credits earned shall be limited to a total of sixty-five (65) credits or a total required for an Associate Degree in Police Science.~~

~~Whenever a course is satisfactorily completed, the officer shall be reimbursed 1 for the cost of the tuition, books, and materials for the course.~~

~~Any officer who has attained a four-year bachelor degree from an accredited college or university shall be paid \$75.00 per month professional improvement pay after completion of the officer's probationary period. This payment shall not be in addition to any other contractual professional improvement payments. This paragraph shall become effective on the date the agreement is executed.~~

~~Officers who have received credits from any technical institute or university and have completed their probationary period may receive professional improvement credit for credits~~

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~~earned if said credits are accepted by either the Fox Valley Technical Institute, Police Science Program or the University of Wisconsin at Oshkosh Law Enforcement and Criminal Justice Program. No payment shall be made for transfer credits during an officer's probationary period.~~

Officers hired after January 1, 1993, shall receive \$75.00 per month upon proof of attaining a bachelor's degree.

Effective January 1, 2009, Officers taking college courses related to police work shall be reimbursed \$100 per credit towards the cost of the course upon successful completion (B- or better). Courses eligible for reimbursement shall be approved by the Chief or Chief designee prior to the Officer registering for the course in order to be eligible for reimbursement.

15. ARTICLE 20 GRIEVANCE PROCEDURE

If the grievance is not settled to the satisfaction of both parties after ten (10) days (Saturdays, Sundays and holidays excluded), either party may petition to the Wisconsin Employment Relations Commission for a panel of ~~five (5)~~ current staff arbitrators to be alternately struck by the parties until only one name remains.

16. Article 23 TERM OF THE AGREEMENT

Modify term of agreement to run July 1, 2025 – December 31, 2027

17. ~~ARTICLE 29 RESIDENCY~~

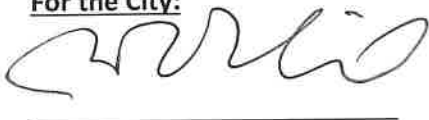
~~All Officers hired after January 1, 1997, shall, within six months after the completion of their probationary period, reside within thirty miles of the City of Neenah city limits.~~

18. Parties agree to reviewing Exhibits A – I and deleting the blank ones from Agreement and jointly work on updating and creating language to placing the remainders in the agreement under appropriate articles.

19. Parties agree to the City engaging services from Attorney Jim Macy to redraft the collective bargaining agreement basic template, subject to the Unions oversight and mutual agreement with the City as to final form.

20. *Before the new CBA is signed the city and association will review and approved the updated CBA. The parties recognize this will take months to complete, so once the parties have reached a Tentative Agreement which is signed and then ratified by both parties, all newly bargained items along with the remaining status quo items of the current CBA will take effect on July 1, 2025.*

For the City:



For Local 8:


Austin Risk

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Exhibit A - Salary Schedule July 1, 2025

Sergeant	Wage Rate Basis	Promoted								
	Method	8% above Top Patrol								
	Annual	\$98,402								
	Hourly - 12-Hours Patrol (2022 Hours)	\$48.67								
	Hourly - Non-Patrol (2028 Hours)	\$48.52								
Investigators	Wage Rate Basis	Promoted								
	Method	5% above Top Patrol								
	Annual	\$95,668								
	Hourly - Non-Patrol (2028 Hours)	\$47.17								
Patrol	Wage Rate Basis	Hire	1 year	18 months	2 Years	3 years	4 Years	5 Years	6 Years	7 Years
	Method	1%	1%	1%	1%	1%	1%	1%	1%	7%
	Annual	\$62,474	\$65,405	\$68,353	\$71,302	\$74,249	\$77,197	\$80,166	\$83,095	\$91,113
	Hourly - 12-Hours Patrol (2022 Hours)	\$30.90	\$32.35	\$33.80	\$35.26	\$36.72	\$38.18	\$39.65	\$41.10	\$45.06

Exhibit A - Salary Schedule January 1, 2026

Sergeant	Wage Rate Basis	Promoted								
	Method	8% above Top Patrol								
	Annual	\$99,878								
	Hourly - 12-Hours Patrol (2022 Hours)	\$49.40								
	Hourly - Non-Patrol (2028 Hours)	\$49.25								
Investigators	Wage Rate Basis	Promoted								
	Method	5% above Top Patrol								
	Annual	\$97,103								
	Hourly - Non-Patrol (2028 Hours)	\$47.88								
Patrol	Wage Rate Basis	Hire	1 year	18 months	2 Years	3 years	4 Years	5 Years	6 Years	7 Years
	Method	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
	Annual	\$63,411	\$66,386	\$69,378	\$72,371	\$75,363	\$78,355	\$81,368	\$84,341	\$92,479
	Hourly - 12-Hours Patrol (2022 Hours)	\$31.36	\$32.83	\$34.31	\$35.79	\$37.27	\$38.75	\$40.24	\$41.71	\$45.74

Exhibit A - Salary Schedule July 1, 2026

Sergeant	Wage Rate Basis	Promoted								
	Method	8% above Top Patrol								
	Annual	\$101,376								
	Hourly - 12-Hours Patrol (2022 Hours)	\$50.14								
	Hourly - Non-Patrol (2028 Hours)	\$49.99								
Investigators	Wage Rate Basis	Promoted								
	Method	5% above Top Patrol								
	Annual	\$98,560								
	Hourly - Non-Patrol (2028 Hours)	\$48.60								
Patrol	Wage Rate Basis	Hire	1 year	18 months	2 Years	3 years	4 Years	5 Years	6 Years	7 Years
	Method	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
	Annual	\$64,362	\$67,381	\$70,419	\$73,457	\$76,493	\$79,531	\$82,589	\$85,606	\$93,867
	Hourly - 12-Hours Patrol (2022 Hours)	\$31.83	\$33.32	\$34.83	\$36.33	\$37.83	\$39.33	\$40.85	\$42.34	\$46.42

Exhibit A - Salary Schedule January 1, 2027

Sergeant	Wage Rate Basis	Promoted
	Method	8% above Top Patrol
	Annual	\$102,896
	Hourly - 12-Hours Patrol (2022 Hours)	\$50.89
	Hourly - Non-Patrol (2028 Hours)	\$50.74

Investigators	Wage Rate Basis	Promoted
	Method	5% above Top Patrol
	Annual	\$100,038
	Hourly - Non-Patrol (2028 Hours)	\$49.33

Patrol	Wage Rate Basis	Hire	1 year	18 months	2 Years	3 years	4 Years	5 Years	6 Years	7 Years
	Method	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
	Annual	\$65,327	\$68,392	\$71,475	\$74,559	\$77,641	\$80,724	\$83,828	\$86,890	\$95,275
	Hourly - 12-Hours Patrol (2022 Hours)	\$32.31	\$33.82	\$35.35	\$36.87	\$38.40	\$39.92	\$41.46	\$42.97	\$47.12

Exhibit A - Salary Schedule July 1, 2027										
Sergeant	Wage Rate Basis	Promoted								
	Method	8% above Top Patrol								
	Annual	\$104,440								
	Hourly - 12-Hours Patrol (2022 Hours)	\$51.65								
	Hourly - Non-Patrol (2028 Hours)	\$51.50								
Investigators	Wage Rate Basis	Promoted								
	Method	5% above Top Patrol								
	Annual	\$101,539								
	Hourly - Non-Patrol (2028 Hours)	\$50.07								
Patrol	Wage Rate Basis	Hire	1 year	18 months	2 Years	3 years	4 Years	5 Years	6 Years	7 Years
	Method	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
	Annual	\$66,307	\$69,418	\$72,547	\$75,677	\$78,805	\$81,934	\$85,085	\$88,194	\$96,704
	Hourly - 12-Hours Patrol (2022 Hours)	\$32.79	\$34.33	\$35.88	\$37.43	\$38.97	\$40.52	\$42.08	\$43.62	\$47.83



MEMORANDUM

To: Members of the Finance and Personnel Committee

From: Chairman Steiner

Date: May 08, 2025

Re: March Voucher Review

On behalf of the Committee and Common Council, I have reviewed expenditure abstracts and other Finance Department records supporting:

1. March General Expenditure Voucher Nos. 2574 through 2643 (\$685,264.73) and 2527 through 2612 and 59960 through 60088 (\$1,840,303.81) and March payroll (\$100.15) for a combined total of \$2,525,668.69.
2. March Automated Transfers Nos. 1 through 61 totaling \$2,954,354.97.

I recommend their approval.

Attached are schedules of March Automated Fund Transfers and Non-Payroll Expenditure Vouchers over \$2,000.

Attachments

EXPENDITURE ABSTRACT FOR PERIOD MARCH 1 THROUGH MARCH 31, 2025
EXPLANATION OF AUTOMATED TRANSFERS

Transfer No.	Transfer Date	Amount	Vendor	Purpose	Budget/Cost Center
1	3/3/25	\$1,422.42	DELTA DENTAL	Vision Premium	FRINGE BENEFIT DIST
2	3/3/25	\$26,106.67	HUNTINGTON BANK	GO Note Payment	N/A
3	3/4/25	\$1,951.31	BANCORP	FSA/HRA Debit Card Prefund	N/A
4	3/5/25	\$5,759.95	DELTA DENTAL	Dental Claims	FRINGE BENEFIT DIST
5	3/5/25	\$250.20	DIVERSIFIED BENEFIT SERVICES	2024 Employee FSA Plan	N/A
6	3/5/25	\$1,088.53	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
7	3/6/25	\$23,988.05	UMR	2/26 - 3/4 Health Insurance Disbursements	FRINGE BENEFIT DIST
8	3/6/25	\$7,672.20	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
9	3/11/25	\$1,398.27	BANCORP	FSA/HRA Debit Card Prefund	N/A
10	3/11/25	\$2,065.82	QUADIENT	Postage	N/A
11	3/12/25	\$1,050.00	WISCONSIN DEPT OF REVENUE	TIF Admin Fee	N/A
12	3/12/25	\$7,236.80	DELTA DENTAL	Dental Claims	FRINGE BENEFIT DIST
13	3/12/25	\$366.99	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
14	3/12/25	\$1,597.70	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
15	3/13/25	\$18,447.37	MISSIONSQUARE	457 Deferred Comp. Contributions	N/A
16	3/13/25	\$3,596.25	MISSIONSQUARE	Employee IRA Contributions	N/A
17	3/13/25	\$1,873.65	MIDAMERICA	FICA Alternative Plan #3121	N/A
18	3/13/25	\$49.00	COMMUNITY FIRST CU	FD Local 275 Conduit	N/A
19	3/13/25	\$6,297.48	COMMUNITY FIRST CU	FD Union Dues	N/A
20	3/13/25	\$1,446.47	ASSOCIATED BANK	Child Support	N/A
21	3/13/25	\$515,058.04	EMPLOYEE PAYROLL	ACH Direct Deposit	N/A
22	3/13/25	\$1,695.00	NATIONWIDE	457 Deferred Comp. Contributions	N/A
23	3/13/25	\$1,200.00	NATIONWIDE	Employee IRA Contributions	N/A
24	3/13/25	\$37,368.82	UMR	3/5 - 3/11 Health Insurance Disbursements	FRINGE BENEFIT DIST
25	3/14/25	\$138,756.40	DEPARTMENT OF THE TREASURY	Employer/Employee Social Security Federal Withholding	FRINGE BENEFIT DIST
26	3/14/25	\$53,375.86	UMR	Admin Fee and Stop Loss	N/A
27	3/14/25	\$671.33	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
28	3/14/25	\$101.44	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
29	3/14/25	\$4,660.31	ASSOCIATED BANK	Feb Bank Service Fee	N/A
30	3/17/25	\$30,783.42	WISCONSIN DEPT OF REVENUE	State Withholding	FRINGE BENEFIT DIST
31	3/18/25	\$612.00	ASSOCIATED BANK	CDA Fee	N/A
32	3/18/25	\$4,426.33	BANCORP	FSA/HRA Debit Card Prefund	N/A
33	3/19/25	\$3,181.70	DELTA DENTAL	Dental Claims	FRINGE BENEFIT DIST
34	3/19/25	\$13,823.23	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
35	3/19/25	\$1,839.22	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
36	3/20/25	\$1,467.21	WISCONSIN DEPT OF REVENUE	Feb Sales Tax	N/A
37	3/20/25	\$15,501.81	UMR	3/12 - 3/18 Health Insurance Disbursements	FRINGE BENEFIT DIST
38	3/21/25	\$1,328.62	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
39	3/21/25	\$2,036.19	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
40	3/25/25	\$9,136.27	BANCORP	FSA/HRA Debit Card Prefund	N/A
41	3/26/25	\$4,687.70	DELTA DENTAL	Dental Claims	FRINGE BENEFIT DIST
42	3/26/25	\$3,316.38	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
43	3/26/25	\$10,190.42	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
44	3/27/25	\$17,272.37	MISSIONSQUARE	457 Deferred Comp. Contributions	N/A
45	3/27/25	\$3,596.25	MISSIONSQUARE	Employee IRA Contributions	N/A
46	3/27/25	\$115,958.04	PELION/PRECISION PRIME	RHS Employee Benefit	N/A
47	3/27/25	\$2,571.07	MIDAMERICA	FICA Alternative Plan #3121	N/A
48	3/27/25	\$49.00	COMMUNITY FIRST CU	FD Local 275 Conduit	N/A
49	3/27/25	\$1,446.47	ASSOCIATED BANK	Child Support	N/A
50	3/27/25	\$511,499.23	EMPLOYEE PAYROLL	ACH Direct Deposit	N/A
51	3/27/25	\$1,620.00	NATIONWIDE	457 Deferred Comp. Contributions	N/A
52	3/27/25	\$1,200.00	NATIONWIDE	Employee IRA Contributions	N/A
53	3/27/25	\$80,333.01	UMR	3/19 - 3/25 Health Insurance Disbursements	FRINGE BENEFIT DIST
54	3/28/25	\$135,350.21	DEPARTMENT OF THE TREASURY	Employer/Employee Social Security Federal Withholding	FRINGE BENEFIT DIST
55	3/28/25	\$685,264.73	US BANK	2/26-3/25 P-Card Statement	N/A
56	3/28/25	\$76.84	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
57	3/28/25	\$984.59	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
58	3/31/25	\$30,276.66	WISCONSIN DEPT OF REVENUE	State Withholding	FRINGE BENEFIT DIST
59	3/31/25	\$233,301.26	WI EMPLOYEE TRUST FUNDS	Retirement Contribution	FRINGE BENEFIT DIST
60	3/31/25	\$10,234.99	MERCHANT SERVICES	Debit Card/Credit Card Service Fee	N/A
61	3/31/25	\$154,437.42	WE Energies	Invoices	N/A
MARCH TOTAL		\$2,954,354.97			

Mar 2025 Check Register-Over \$2,000

AP Pymt Date	AP Pymt #	AP Vendor Name	AP Invoice #	AP Trans Amount	AP Description 01	AP Description 02	Fund Description
03/06/2025	2528	ASSOCIATED APPRAISAL CONSULTANTS	179135	3,041.67	MAR ASSOCIATED APPRAISAL	CONSULT	General Fund
03/06/2025	2533	DONALD HIETPAS & SONS INC	CN3-24 FINAL	33,733.02	PAY REQUEST NO.9_FINAL_CO	NTRACT 3-24	Water
		DONALD HIETPAS & SONS INC	CN3-24 FINAL	23,115.65	PAY REQUEST NO.9_FINAL_CO	NTRACT 3-24	Sewer Capital Fund
		DONALD HIETPAS & SONS INC	CN3-24 FINAL	3,349.47	PAY REQUEST NO.9_FINAL_CO	NTRACT 3-24	Storm Water Management
		DONALD HIETPAS & SONS INC	CN3-24 FINAL	147,620.58	PAY REQUEST NO.9_FINAL_CO	NTRACT 3-24	Streets,Utility,Sidewalks
03/06/2025	2534	GRAYMONT WESTERN LIME INC	35236229RI	4,949.82	HYDRATED LIME		Water
03/06/2025	2535	GRIES ARCHITECTURAL GROUP INC	25013197	5,875.00	INNOVATION CENTER PROGRAM	MING & SCHEMATIC DESIGN	Facility Improvement Fund
03/06/2025	2536	HYDRITE CHEMICAL COMPANY	202500009784	8,286.76	SODIUM HYPOCHLORITE		Water
03/06/2025	2538	JIM FISCHER INC	CN7-24 PAY #6	13,354.55	PAY REQUEST #6_CONTRACT 7	-24	Storm Water Management
		JIM FISCHER INC	CN7-24 PAY #6	9,638.14	PAY REQUEST #6_CONTRACT 7	-24	Sewer Capital Fund
		JIM FISCHER INC	CN7-24 PAY #6	19,331.53	PAY REQUEST #6_CONTRACT 7	-24	Water
		JIM FISCHER INC	CN7-24 PAY #6	24,540.43	PAY REQUEST #6_CONTRACT 7	-24	Streets,Utility,Sidewalks
		JIM FISCHER INC	CN7-24 PAY #6	13,399.58	PAY REQUEST #6_CONTRACT 7	-24	Facility Improvement Fund
03/06/2025	2539	MCC INC	CN6-24 PAY #4	24,999.17	PAY REQUEST NO.4_CONTRACT	6-24	TIF #12 Bridgewood
03/06/2025	2540	MENASHA, CITY OF	2023 NMFR SURPL	2,075.10	2023 NMFR SURPLUS-MENASHA	SHARE	Neenah Menasha Fire
		MENASHA, CITY OF	FEB 2025 COURT	7,612.77	FEB COURT FINES		Joint Municipal Court Fd
03/06/2025	2544	NEENAH MENASHA SEWERAGE COMMISSION	2025030	196,161.25	MAR PLANT EXPENSE		Sewer Operating Utility
		NEENAH MENASHA SEWERAGE COMMISSION	2025036	46,951.00	MAR PRINCIPAL PYMT_CW LOA	N	Sewer Capital Fund
		NEENAH MENASHA SEWERAGE COMMISSION	2025036	9,590.00	MAR PRINCIPAL PYMT_RE LOA	N	Sewer Operating Utility
		NEENAH MENASHA SEWERAGE COMMISSION	2025036	9,907.00	MAR INTEREST PYMT_CW LOAN		Sewer Capital Fund
		NEENAH MENASHA SEWERAGE COMMISSION	2025036	3,996.00	MAR INTEREST PYMT_RE LOAN		Sewer Operating Utility
03/06/2025	2545	NIELSON COMMUNICATIONS INC	AR36290	4,946.46	MOBILE RADIO		Capital Equipment Fund
03/06/2025	2546	PACKER CITY INTERNATIONAL TRUCKS	X10315012701	2,642.13	FUEL TANK, STRAPS, LINERS		Fleet Management
03/06/2025	2547	PENWORTHY COMPANY	605630IN	6,515.32	BOOKS		General Fund
03/06/2025	2548	PRIMADATA LLC	69537	2,257.39	FEB UTILITY BILLS-POSTAGE		General Fund
03/06/2025	2549	QUALITY TRUCK CARE CENTER INC	R10102770601	2,717.75	Q32 REPAIR		Neenah Menasha Fire
03/06/2025	2550	SEH INC	482355	22,859.98	ST 31 REMODEL SERVICES TH	RU 1/31	Facility Improvement Fund
03/06/2025	2553	WINNEBAGO COUNTY TREASURER	FEB 2025 COURT	4,691.84	FEB COURT FINES		Joint Municipal Court Fd
03/13/2025	2555	BAYCOM INC C/O OWNERSEDGE INC	EQUIPINV054195	5,496.00	SQ #32 - MDC		General Fund
03/13/2025	2558	ENERGY CONTROL & DESIGN INC	103246IN	2,586.98	ST 32 REPAIRS		General Fund
03/13/2025	2559	GRAEF	137250	2,959.06	GIS MAINTENANCE THRU 2/1		Water
03/13/2025	2560	GRAYMONT WESTERN LIME INC	35236495RI	5,047.48	HYDRATED LIME		Water
		GRAYMONT WESTERN LIME INC	35236717RI	5,936.70	HYDRATED LIME		Water
03/13/2025	2562	MCMAHON	938179	5,999.25	JAN PROFESSIONAL SERVICES	CONTRACT A	Water
03/13/2025	2563	MENASHA, CITY OF	FEB 2025 WRS	43,343.97	FEB RETIREMENT-MENASHA		Benefit Accrual Fund
03/13/2025	2565	NEENAH ANIMAL SHELTER INC	MAR 2025	2,083.33	ANIMAL SHELTER - MAR 25		General Fund
03/13/2025	2569	SECURITY LUEBKE ROOFING INC	25000164	12,389.00	926 GROVE ROOFING PROJECT		Housing Fund
03/13/2025	2571	TURF WORKS LLC	4588	2,591.62	FEB SNOW REMOVAL, SALTING		General Fund
03/20/2025	2574	BAYCOM INC C/O OWNERSEDGE INC	EQUIPINV054413	3,152.00	INTERNAL VEHICLE ASSEMBLI	ES	Capital Equipment Fund
03/31/2025		U S BANK	03-12-25	17,023.06	COMPASS MINERALS AMER	ROAD SALT	General Fund
		U S BANK	03-12-25	5,421.81	LEVENHAGEN OIL CORPORATI	LEAD FREE/2006 GALLONS	Fleet Management
		U S BANK	03-12-25	7,044.50	VON BRIESEN & ROPER S C	JAN SERVICES-GENERAL	General Fund
		U S BANK	03-12-25	17,244.47	LEVENHAGEN OIL CORPORATI	DIESEL/6001 GALLONS	Fleet Management
		U S BANK	03-12-25	6,828.13	CARAHSOFT TECHNOLOGY CORP	CELLEBRITE SUBSCRIPTION	Capital Equipment Fund
		U S BANK	03-12-25	4,451.29	KUEHL ELECTRIC INC	MAIN ST ELECTRICAL WORK/2	Sewer Capital Fund
		U S BANK	03-12-25	7,352.00	CDW GOVT #AC7968Y	POWER 9 HARDWARE MAINTENA	Information Systems
		U S BANK	03-12-25	2,285.00	JIMS PLUMBING	WATER HEATER REPLACEMENT-	Housing Fund
		U S BANK	03-12-25	5,800.91	LAKESHORE RECYCLING SYST	JAN COMMERCIAL DUMPSTER C	General Fund
		U S BANK	03-12-25	4,866.26	CDW GOVT #AC7968Y	POWER 9 SOFTWARE MAINTENA	Information Systems
03/20/2025	2575	CHEMTRADE CHEMICALS US LLC	90210192	8,010.90	FERRIC SULFATE		Water
03/20/2025	2576	CHRISTINE ANN DOMESTIC	2024 CDBG	7,000.00	CDBG-SHELTER & SERVICES		2024 CDBG
03/20/2025	2580	GEI CONSULTANTS INC	3171873	11,360.00	LLBDM SERVICES 12/28/24-1	/31/25	Facility Improvement Fund
03/20/2025	2581	GRAEF	137500	56,885.10	ARROWHEAD DEVELOPMENT THR	U 2/1	Facility Improvement Fund
03/20/2025	2582	GRAYMONT WESTERN LIME INC	35236802RI	4,942.11	HYDRATED LIME		Water
		GRAYMONT WESTERN LIME INC	35236961RI	5,229.95	HYDRATED LIME		Water
03/20/2025	2585	MICHEL'S	480607	3,552.45	COLD PATCH		Water
03/20/2025	2588	REACH COUNSELING SERVICES INC	2024 CDBG	6,000.00	CDBG COUNSELING SERVICES		2024 CDBG
03/20/2025	2591	ROHDE BROTHERS INC	56846	31,000.00	CO2 TANK REPLACEMENT AND	REMOVAL	Water
03/20/2025	2592	SECURIAN FINANCIAL GROUP INC	APR 2025 2832L	5,623.57	APR INSURANCE		Benefit Accrual Fund
03/20/2025	2596	WINNEBAGO COUNTY TREASURER	134390	26,490.24	FEB 2025 LANDFILL CHARGES		General Fund

Department Description
Community Development
Other
Other
Other
Administration Exp.
Sewer Operations
Sewer Capital Costs
Sewer Operations
Sewer Capital Costs
Sewer Operations
Public Works
Municipal Facilities
Public Library
Finance
Fire Department
Fire Department
Administration Exp.
Police
Fire Department
Other
Other
Other
Other
Retirement & Taxes
Police
Public Library
Police
Land Maintenance
Legal & Adm. Services
Information Systems
Sewer Repair/Replacement
Information Systems
Sanitation
Information Systems
Other
Block Grant
Parks
Other
Other
Other
Other
Block Grant
Other
Insurance
Sanitation

Mar 2025 Check Register-Over \$2,000

AP Pymt Date	AP Pymt #	AP Vendor Name	AP Invoice #	AP Trans Amount	AP Description 01	AP Description 02	Fund Description
03/31/2025	2598	U S BANK	03-12-25	3,356.25	BAKER-TAYLOR	BOOKS	General Fund
		U S BANK	03-12-25	3,126.87	AMAZON MKTPL*PZ3H58E23	REPLACEMENT DESKTOP (1)	Capital Equipment Fund
		U S BANK	03-12-25	2,498.68	AT&T PAYMENT	JAN/FEB CELLPHONE BILL	Neenah Menasha Fire
		U S BANK	03-12-25	3,298.50	FVTC FINANCIAL SERVICES	EMR CLASS REG	Neenah Menasha Fire
		U S BANK	03-12-25	5,010.03	HAWKINS INC	SODIUM PERMANGANATE	Water
03/27/2025	2600	DAVID TENOR CORPORATION	CN1-24 FINAL	21,378.57	FINAL PAY REQUEST_CONTRAC	T 1-24	Sewer Capital Fund
		DAVID TENOR CORPORATION	CN1-24 FINAL	6,361.42	FINAL PAY REQUEST_CONTRAC	T 1-24	Streets,Utility,Sidewalks
		DAVID TENOR CORPORATION	CN1-24 FINAL	191,560.66	FINAL PAY REQUEST_CONTRAC	T 1-24	Streets,Utility,Sidewalks
		DAVID TENOR CORPORATION	CN1-24 FINAL	19,934.69	FINAL PAY REQUEST_CONTRAC	T 1-24	Storm Water Management
		DAVID TENOR CORPORATION	CN1-24 FINAL	43,803.45	FINAL PAY REQUEST_CONTRAC	T 1-24	Facility Improvement Fund
		DAVID TENOR CORPORATION	CN1-24 FINAL	56,402.05	FINAL PAY REQUEST_CONTRAC	T 1-24	Sewer Capital Fund
		DAVID TENOR CORPORATION	CN1-24 FINAL	54,780.06	FINAL PAY REQUEST_CONTRAC	T 1-24	Water
03/27/2025	2601	DONALD HIETPAS & SONS INC	02-12-25	3,179.01	TULLAR RD LEAK		Water
03/27/2025	2604	GRAPHIC COMPOSITION LLC	250314	10,234.00	2025 SUMMER ACTIVITY GUID	E	General Fund
03/27/2025	2605	GRAYMONT WESTERN LIME INC	35237336RI	5,016.64	HYDRATED LIME		Water
03/27/2025	2608	M3 INSURANCE	119447	2,839.00	APR CONSULTING FEES		Benefit Accrual Fund
03/27/2025	2610	RUEKERT & MIELKE INC	151079	3,137.50	TDS PROJECT OVERSIGHT 1/2	7-2/23	Streets,Utility,Sidewalks
03/31/2025	2614	U S BANK	03-25-25	3,613.89	KUEHL ELECTRIC INC	MAIN ST VFDS/2025068	Sewer Capital Fund
		U S BANK	03-25-25	2,294.25	LAKESHORE RECYCLING SYST	FEB RECYCLING	Recycling Fund
		U S BANK	03-25-25	9,287.00	CRANE ENGINEERING SALES	MAIN ST MECHANICAL SEAL	Sewer Capital Fund
		U S BANK	03-25-25	479,404.80	LANDIS+GYR TECHNOLOGY,	TRANSPONDERS	Water
		U S BANK	03-25-25	3,436.43	TAPCO	CONTROLLER KIT-GATEWAY	Streets,Utility,Sidewalks
		U S BANK	03-25-25	6,045.46	LAKESHORE RECYCLING SYST	FEB COMMERCIAL DUMPSTER	General Fund
03/31/2025	2643	U S BANK	03-25-25	2,585.00	AGRECOL LLC	DEPOSIT ON LANDSCAPE MATT	Facility Improvement Fund
		U S BANK	03-25-25	2,132.05	LOAD CELL CENTRAL	PAC LOAD CELLS	Water
		U S BANK	03-25-25	3,273.10	BAKER & TAYLOR LLC	BOOKS	General Fund
03/06/2025	59961	APPRAISAL SPECIALISTS OF WISCONSIN	241202	4,452.34	APPRAISAL OF 105 W WINNEC	ONNE AVE	Streets,Utility,Sidewalks
03/06/2025	59962	BENITEK LLC	PSINV103190	2,500.00	MAR BENITEK		Capital Equipment Fund
		BENITEK LLC	PSINV103136	2,500.00	JAN BENITEK		Capital Equipment Fund
03/06/2025	59965	CALNIN & GOSS INC	CN11-24 PAY #3	180,135.63	PAY REQUEST NO 3_CONTRACT	11-24	Storm Water Management
03/06/2025	59966	D & M FLOORING AMERICA	CG502125	22,162.46	ST 32 FLOORING		Facility Improvement Fund
03/06/2025	59971	GORDON FLESCH COMPANY INC	IN15057295	5,585.98	FEB PRINTCARE IMAGES		Information Systems
03/06/2025	59978	QUADIENT INC	17650444	10,923.00	FOLDING MACHINE		Capital Equipment Fund
03/06/2025	59979	STANTEC CONSULTING SERVICES INC	2354111	4,083.50	CDBG HOUSING STUDY ASSIST	ANCE THRU 2/7	Federal COVID Program
03/06/2025	59980	STATE OF WISCONSIN	FEB 2025 COURT	12,999.37	FEB COURT FINES		Joint Municipal Court Fd
03/06/2025	59984	WE ENERGIES	4961877	14,833.00	S. COMMERCIAL STREET LIGH	TS	Streets,Utility,Sidewalks
03/06/2025	59986	WISCONSIN DEPT OF REVENUE	2024	10,244.35	2024 DOR MANUFACTURING FE	E	General Fund
03/13/2025	59999	JEFFERSON FIRE & SAFETY INC	IN324196	12,556.45	TURN OUT GEAR		Neenah Menasha Fire
03/20/2025	60018	ADVOCAP INC	2024 CDBG	7,000.00	CDBG OLDER ADULT NUTRITIO	N SERVICES	2024 CDBG
03/20/2025	60025	CLOUDPOINT GEOSPATIAL INC	INV05390	4,725.00	GIS SOFTWARE		General Fund
03/20/2025	60027	EDGEWATER RESOURCES LLC	5563	22,010.00	FEB SHORELINE IMPROVEMENT	S	Facility Improvement Fund
03/20/2025	60031	HASTINGS AIR ENERGY CONTROL INC	J00908A	4,092.43	ST 32 PLYMOVENT		General Fund
03/20/2025	60036	METROPOLITAN MILWAUKEE FAIR	2024 CDBG	12,000.00	CDBG FAIR HOUSING SERVICE	S	2024 CDBG
03/20/2025	60037	ONE SOURCE TECHNOLOGIES INC	16144	2,153.00	ST 32 CABLING		Facility Improvement Fund
03/20/2025	60039	PILLARS INC	2024 CDBG	7,000.00	CDBG SHELTER & SERVICES		2024 CDBG
03/27/2025	60054	APPLETON, CITY OF	16708	41,896.00	MAR MASS TRANSIT		General Fund
03/27/2025	60055	AXON ENTERPRISE INC	INUS328647	18,840.00	AXON TASER CONTRACT 2025		Capital Equipment Fund
03/27/2025	60058	BLUE DOOR CONSULTING LLC	INV34325	5,581.56	FEB CONSULTING/MARKETING		Library Fd/ Misc. Trusts
03/27/2025	60059	BROWN, JACQUELINE	01/13-05/15	2,121.60	INSTRUCTOR PAYMENT		General Fund
03/27/2025	60075	ONE SOURCE TECHNOLOGIES INC	16172	2,289.00	ST 32 REMODEL LABOR FOR C	ABLE INSTALL	Facility Improvement Fund
03/27/2025	60085	VAN SISTINE HOMES LLC	4 ADD FM/WATER	28,000.00	4TH ADD FM OVERSIZING		Water
03/27/2025	60087	WISCONSIN DEPT OF TRANSPORTATION	3950000386658	2,086.80	COMMERCIAL STREET DESIGN	JAN-FEB	Streets,Utility,Sidewalks
				2,384,917.33			

Department Description
Public Library
Information Systems
Fire Department
Fire Department
Other
Sewer Repair/Replacement
Upgrades-City Initiated
Other
Park & Rec Administration
Other
Insurance
Upgrades-City Initiated
Sewer Repair/Replacement
Recycling Program
Other
Traffic Control
Sanitation
Parks
Other
Public Library
Upgrades-City Initiated
Information Systems
Information Systems
Sewer Repair/Replacement
Fire Department
Information Systems
Legal & Adm. Services
Block Grant
Administration Exp.
Upgrades-City Initiated
Community Development
Other
Block Grant
Community Development
Parks
Fire Department
Block Grant
Fire Department
Block Grant
Community Development
Police
Public Library
Contracted Programs
Fire Department
Other
Upgrades-City Initiated