



136 North Monroe Street
Waterloo, WI 53594
Phone: (920) 478-3025
Fax: (920) 478-2021
www.waterloowi.us

CITY OF WATERLOO COUNCIL AGENDA
COUNCIL CHAMBER OF THE MUNICIPAL BUILDING – 136 N. MONROE STREET
Thursday, February 4, 2016 – 7:00 p.m.

Pursuant to Section 19.84 Wisconsin Statutes, notice is hereby given to the public and news media, that a public meeting will be held to consider the following:

1. CALL TO ORDER, PLEDGE OF ALLEGIANCE AND ROLL CALL
2. MEETING MINUTES APPROVAL: January 21, 2016
3. PUBLIC COMMENT
4. CONSENT AGENDA ITEMS
 - a. Published Notice: Notice Of Public Testing Of Voting Equipment – February 11, 2016
 - b. Approval Of Operator's License For License Period Ending June 30, 2017
 - i. Antonia Castillo, 302 Parkway Drive, #4, Marshall
 - c. Authorizing The Execution Of Necessary Farmer's & Merchant State Bank Account Resolution Forms To Install Marlys Schmidt As Waterloo Fire Department Treasurer
5. REPORTS OF COMMITTEES, COMMISSIONS AND BOARDS
 - a. Public Works & Property Committee
 - i. Authorizing The Hiring Of Christopher Hauptli As A DPW Worker I Full-Time Employee, Term Of Employment To Include A One-year Probationary Period And Probationary Pay Rate Of \$16/hr.
 - ii. Directing Staff To Proceed With Procurement Of Services Necessary To Complete Phase 3 Improvements At 720 West Madison Street As Outlined In Hurricane IKE Supplemental Project Award
 - b. Public Safety & Health Committee
 - i. Authorizing The Hiring Of David Warner As A Part-Time Police Officer
 - c. Finance, Insurance & Personnel Committee
 - i. Treasurer's Report & Budget Reports For October, November & December 2015
6. NEW BUSINESS
 - a. Memorandum Of Understanding Between The City Of Waterloo And Waterloo Professional Police Association Authorizing A 2016 One-time Lump Sum Payout Of \$1,000 To Six Current Full-Time Officers Represented By The Waterloo Professional Police Association
 - b. Resolution #2016-02 Approval Of Fiscal Year Assignments
7. FUTURE AGENDA ITEMS AND ANNOUNCEMENTS
8. ADJOURNMENT

Mo Hansen

Mo Hansen
Clerk/Treasurer

Posted and Emailed: 02/02/2016

PLEASE NOTE: It is possible that members of and possibly a quorum of members of other governmental bodies of the municipality may be in attendance at the above meeting(s) to gather information. No action will be taken by any governmental body other than that specifically noticed. Also, upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request such services please contact the clerk's office at the above location.

-Parks Commission – 07/21/2015, 08/18/2015, 09/23/2015, 10/20/2015 Listening Session, 11/17/2015 and 01/19/2016

CITY OF WATERLOO COMMON COUNCIL
PUBLIC HEARING MINUTES AND REGULAR MEETING MINUTES: January 21, 2016

1. CALL TO ORDER, PLEDGE OF ALLEGIANCE AND ROLL CALL. In the Mayor's absence Council President Springer called the meeting to order at 7:00 p.m. Alderpersons present: Quimby, Springer, Griffin, Thomas, Stinnett and Reynolds. Absent: Ziaja. Others present: Diane Graff, the Courier; Tammy Krueger with the Watertown Daily Times; Police Lieutenant Randie Lange; Fire Chief Vern Butzine; Wes Benisch; Dennis Tweedle; WLOO videographers and Clerk/Treasurer Hansen. The Pledge of Allegiance was recited.
2. MEETING MINUTES APPROVAL: January 7, 2016. MOTION: Moved by Quimby, seconded by Griffin to approve the meeting minutes as listed and presented. VOICE VOTE: Motion carried.
3. PUBLIC COMMENT. None.
4. CONSENT AGENDA ITEMS. DISCUSSION: Thomas questioned text found in Resolution 2016-01 and asked that it be pulled from the consent agenda and referred to the Public Safety & Health Committee. MOTION: Moved by Thomas, seconded Quimby to approve the consent agenda items with item 4d pulled and referred to the Public Safety & Health Committee. VOICE VOTE: Motion carried.
 - a. Reports Of City Officials And Contract Service Providers
 - i. Waterloo Active Fire Department For December 2015
 - ii. Building Inspector - Building, Plumbing, And Electrical Permits For December 2015
 - iii. Public Works Director Gary Yerges For December 2015
 - iv. Police Chief Denis Sorenson For December 2015
 - v. Library Director Kelli Mountford For December 2015
 - vi. Waterloo Water & Light Commission - January 5, 2016
 - vii. Watertown Humane Society For December 2015
 - b. Published Notices
 - i. Voting By Absentee Ballot For February 16, 2016 Spring Primary
 - ii. Application To Sell "Class A" Intoxicating Liquor (Cider Only), Loeder Oil Co., Inc., Daniel Loeder, Agent, 300 W. Madison Street For The Period January 22, 2016 To June 30, 2016
 - c. Approval Of Operator's Licenses for License Period Ending June 30, 2017
 - i. Tayler R. Ask, 301 S. 5th Street, Watertown
 - ii. Nanna S. Halsey, 600 S. 2nd Street, Watertown
 - iii. Sarah J. Kaden, N6696 Woodfield Lane, Lake Mills
 - d. Resolution #2016-01, Policy On Non-Violent Demonstrations And Excessive Use Of Force
 - e. Loeder Oil Co., Inc., Daniel Loeder, Agent (Loeder BP Waterloo) - 300 W. Madison Street
 - i. "Class A" Intoxicating Liquor (Cider Only) beginning January 22, 2016 And Ending June 30, 2016
 - f. Approval Of A Memorandum Of Understanding Between Experience Works And The City Of Waterloo
5. REPORTS OF COMMITTEES, COMMISSIONS AND BOARDS
 - a. Finance, Insurance & Personnel Committee
 - i. Payroll For December 2015 - \$75,039.03. MOTION: Moved by Quimby, seconded by Reynolds to approve the payroll in the stated amount. ROLL CALL VOTE: Ayes: Quimby, Springer, Griffin, Thomas, Stinnett and Reynolds. Noes: None with Ziaja absent.
 - ii. General Disbursements - December 18, 2015 Through December 31, 2015. . MOTION: Moved by Quimby, seconded by Reynolds to disbursements in the stated amount. ROLL CALL VOTE: Ayes: Quimby, Springer, Griffin, Thomas, Stinnett and Reynolds. Noes: None with Ziaja absent.
 - iii. General Disbursements - January 1, 2016 Through January 21, 2016. . MOTION: Moved by Quimby, seconded by Reynolds to approve disbursements in the stated amount. ROLL CALL VOTE: Ayes: Quimby, Springer, Griffin, Thomas, Stinnett and Reynolds. Noes: None with Ziaja absent. Motion carried.
 - iv. Treasurer's Report & Budget Reports For October, November & December 2015. . MOTION: Moved by Quimby, seconded by Reynolds to table approval of reports as listed. VOICE VOTE: Motion carried.
 - v. Fire Department Holiday Schedule Change. DISCUSSION: Springer outlined the changes saying they were made similar to the schedule offered police employees. MOTION: Moved by Quimby, seconded by Griffin to approve the proposed change in the Fire Department Holiday Schedule. ROLL CALL VOTE: Ayes: Quimby, Springer, Griffin, Thomas, Stinnett and Reynolds. Noes: None with Ziaja absent. Motion carried.

- b. Public Safety & Health Committee
 - i. Application For Special Event Or Entertainment License - Waterloo School District, Character Shuffle 5K, May 27th 2016. MOTION: Moved by Reynolds, seconded by Thomas to approve the application as presented. VOICE VOTE: Motion carried.
 - c. Parks Commission
 - i. Approving A Geocache Placement Permit, Jennifer Tomaloff. . MOTION: Moved by Stinnett, seconded by Quimby to approve the permit as presented. VOICE VOTE: Motion carried.
6. NEW BUSINESS
- a. League Of Wisconsin Municipalities Mutual Insurance Presentation, Dennis Tweedale, CEO LWMMI; NOTE: Tweedle provided a 17 minute video presentation along with an outline of how LWMMI will serve Waterloo as its new insurance provider. No action taken by the body
7. FUTURE AGENDA ITEMS AND ANNOUNCEMENTS. None.
8. ADJOURNMENT. MOTION: Moved by Quimby, seconded by Griffin to adjourn. VOICE VOTE: Motion carried. Approximate time was 7:45 pm.



Attest:
Mo Hansen
Clerk/Treasurer

PUBLIC NOTICE TO THE WISCONSIN RESIDENTS OF THE
VILLAGE OF MARSHALL (DANE CO.) - TOWN OF MEDINA (DANE CO.)
CITY OF WATERLOO (JEFFERSON CO.) - TOWN OF PORTLAND (DODGE CO.)
TOWN OF YORK (DANE CO.) - TOWN OF WATERLOO (JEFFERSON CO.)
OF
PUBLIC TESTS OF VOTING EQUIPMENT

Notice is hereby given that public tests of the 'mark sense electronic voting equipment' and the "handicap accessible voting machines" to be used at the **FEBRUARY 16, 2016, SPRING PRIMARY ELECTION** will be held at the times and locations for each municipality as listed in this notice. The public is invited to attend and observe these tests per Wisconsin Statutes 5.84.

Tuesday February 9, 2016

- **8:30 AM** - Town of Portland-Town Hall, W11720 Taylor Street, Waterloo
- **1:00 PM** - Village of Marshall-Municipal Building, 130 S. Pardee Street, Marshall

Wednesday February 10, 2016

- **1:30 PM** - Town of Medina-Town Hall, 634 Hwy. 19, Marshall

Thursday, February 11, 2016

- **12:00 PM** - City of Waterloo-City Hall, 136 N. Monroe Street, Waterloo
- **9:00 AM** - Town of York-Town Hall, Hwy. 73, York Center, Marshall

Friday February 12, 2016

- **5:00 PM** - Town of Waterloo-Town Hall, N8193 Hwy. 89, Waterloo

Published by the authority of the Clerks for the:
Village of Marshall, City of Waterloo, and Towns of Medina, Portland, Waterloo and York.

Posted (4) Wednesday, February 3, 2016 at 3:30 p.m.
Published: Thursday, February 4, 2016 - The Courier

LAST NAME	FIRST NAME	MI	HOUSE #	STREET NAME	CITY	VIOLATIONS	NEW/REN	LICENSE #	EMPLOYER
CASTILLO	ANTONIA		302	PARKWAY DR, #4	MARSHALL		NEW	097"OP"2015/2017	DOLLAR GENERAL

Mo Hansen

From: Mo Hansen <cityhall@waterloowi.us>
Sent: Tuesday, January 26, 2016 1:19 PM
To: Waterloo Clerk/Treas Office
Subject: City of Waterloo awarded \$107,375 grant from Wisconsin Dept. of Administration
Attachments: 20160126131936.pdf

TO: City Council, Community Development Authority, Municipal Staff and Interested Individuals

Mayor Thompson has received notification of a \$107,375 grant award from the Wisconsin Department of Administration for improvements to the Maunasha River at 720 West Madison Street (former pickle factory site). He has completed an acceptance form as spelled out in the attached award notice. This award is the result of a December 2015 application and is part of flood recovery aid granted due to the 2008 Waterloo flood.

- The grant does not require a local match.
- A formal contract is expected in advance of the 2/4/2016 Council meeting.
- Project completion is slated for 2016.

This award notice combined with affirmative Council action approving a project contract means dollars would be available to proceed with a next phase of improvements at 720 West Madison Street focused on the river basin and the river banks at this location.

Mo Hansen
Clerk/Treasurer
City of Waterloo
office: 920.478.3025
CityHall@Waterloowi.us

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136 North Monroe Street • Waterloo, WI 53594-1198 • Fax: 920.478.2021

CITY OF WATERLOO

HURRICANE IKE SUPPLEMENTAL FUNDING REQUEST

APPLICANT INFORMATION

City of Waterloo
136 North Monroe Street
Waterloo, WI 53594-1125

CONTACT: Mo Hansen
PHONE: 920-478-3025
E-MAIL: cityhall@waterloowi.us

TARGET AREA

720 West Madison Street in the City of Waterloo (Lot 1, CSM 2733-10-229; tax parcel #290-0813-072-006). Original funding was granted for the acquisition and demolition of a multi-story blighted former food processing plant in the flood plain on this 1.7 acre site. The City maintains ownership of the site and is in the midst of a multi-phase process of converting the site to park space.

PROPOSED ACTIVITY

This request seeks funding for PHASE 3.

PHASE 1 – Acquisition and demolition – **COMPLETED.**

PHASE 2 – Site remediation and clean-up due to leaking petroleum storage tanks – **COMPLETED.**

PHASE 3 – (A) Removal of eight to ten large steel and concrete piers projecting up from the center of the Maunasha River. (B) Embankment repairs to increase the flood fringe capacity and to restore the riparian area to a naturalized amenity. **IMPORTANT NOTE:** The piers supported the portion of the multi-story food processing plant that spanned the river. DNR staff has identified these jagged remnants of the demolition process as a real and imminent safety hazard – **CURRENT PHASE.**

PHASE 4 – (A) An off-road path featuring a WisDOT designed crossing at STH 19 and Canal Road benefiting the many bicyclists from nearby Trek Bicycle Corporation crossing at this intersection. (B) A shelter featuring the Maunasha River as a tranquil outdoor amenity, and (C) a memorial honoring those serving in the military and those providing public service – **FUTURE PHASE.**

2008 EVENT TIE-BACK

The site was completely flooded in 2008 qualifying it for funding as part of Waterloo's original IKE funding. Even though this site along STH 19 has high traffic counts and is adjacent to two commercial parcel, the City made a commitment to permanently take it off the tax rolls, designate it as park space and tackle all site remediation and clean-up expenses.

IKE SUPPLEMENTAL BUDGET REQUEST

Original Waterloo IKE funding also involved other parcels. Our strategy was to initially access dollars to move forward on the maximum number of flood affected sites possible, with the understanding that park planning and repair to the river would require a multi-phased approach over time.

BUDGET NARRATIVE – AVAILABILITY OF OTHER FUNDING AND WHY CDBG-DR FUNDS ARE NEEDED

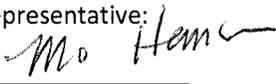
Simply stated: levy limits. Our net new construction figure (the main value in the state levy limit formula) has been at 0.24% and 0.26% for the last two years. This means even with zero percent wage increases and service reductions, health insurance costs consume all available levy increase. Necessary municipal street repairs outstrip our limited capital dollars. Because of the danger of the piers sticking up in the water, we have a real funding need. But funding new park development in Waterloo ranks below Police, Fire and EMS services. It ranks lower than Public Works Department services providing water and sewer.

FUNDS BEING REQUESTED (please see Kunkel Engineering Preliminary Estimate of Construction Costs)

<u>PROGRAM COMPONENT</u>	<u>CDBG-EAP \$ AMOUNT</u>
1. Public Infrastructure (see Mauneshia River Improvements on attached)	\$107,375.00
2. Mitigation	\$0.00
3. Acquisition/Demolition	\$0.00
Subtotal	\$107,375.00
4. Administration	\$0.00
 TOTAL IKE BUDGET	 \$107,375.00

TIME TABLE

Project Completion: November 30, 2016

Grantee Representative:


Morton J. Hansen
Clerk/Treasurer
November 12, 2015



**720 West Madison Street Park Improvements
City of Waterloo, Wisconsin**

PRELIMINARY ESTIMATE OF CONSTRUCTION COSTS

November 11, 2015

Project Scope

1. Removal of concrete pillars and river bed, located in the Maunsha River, and northern concrete abutment wall, adjacent to the Maunsha River, which are remnants of the 2008 flooding and subsequent building demolitions at 720 West Madison Street.
2. Construction of an asphalt pedestrian and bike path from Canal Road, meandering along the river front and connecting into West Madison Street sidewalk.
3. Construction of an asphalt parking lot utilizing the existing northern most driveway opening.
4. Construction of a concrete pad and park shelter.
5. Construction of a concrete pad and installation of flag poles for the relocation of the Veterans Memorial from the intersection of East Madison Street and North Monroe Street.

Maunsha Riverbed Improvements*					
Quantity	Unit	Description	Unit Cost	Subtotal	Total Cost
13	EA	Remove Concrete Pillars	\$ 2,250.00	\$29,250.00	
100	CY	Remove Concrete Abutment Wall and Pillars	\$ 135.00	\$13,500.00	
75	CY	Remove Concrete River Bed	\$ 245.00	\$18,375.00	
1	LS	Unclassified Excavation		\$12,500.00	
1	LS	Embankment Repairs		\$15,000.00	
300	SY	Install Type RR Geotextile Fabric	\$ 7.50	\$2,250.00	
300	SY	Install 18-Inches Heavy Rip Rap	\$ 55.00	\$16,500.00	
					\$107,375.00
* Southern concrete abutment wall to remain due to active rail line proximity.					
* Coordination with adjacent CP Rail line and Wis DNR is required to obtain approvals or permits, as required for all phases of construction activities.					
* Permit fees are not included in preliminary cost estimate.					
Pedestrian Path Construction					
Quantity	Unit	Description	Unit Cost	Subtotal	Total Cost
1	LS	Unclassified Excavation		\$5,500.00	
1300	SY	Install 8-Inch Crushed Aggregate Base Course	\$ 5.50	\$7,150.00	
1300	SY	Install 3-Inch Asphalt Pedestrian Path	\$ 17.00	\$22,100.00	
650	SY	Topsoil and Seeding	\$ 8.00	\$5,200.00	
					\$ 39,950.00

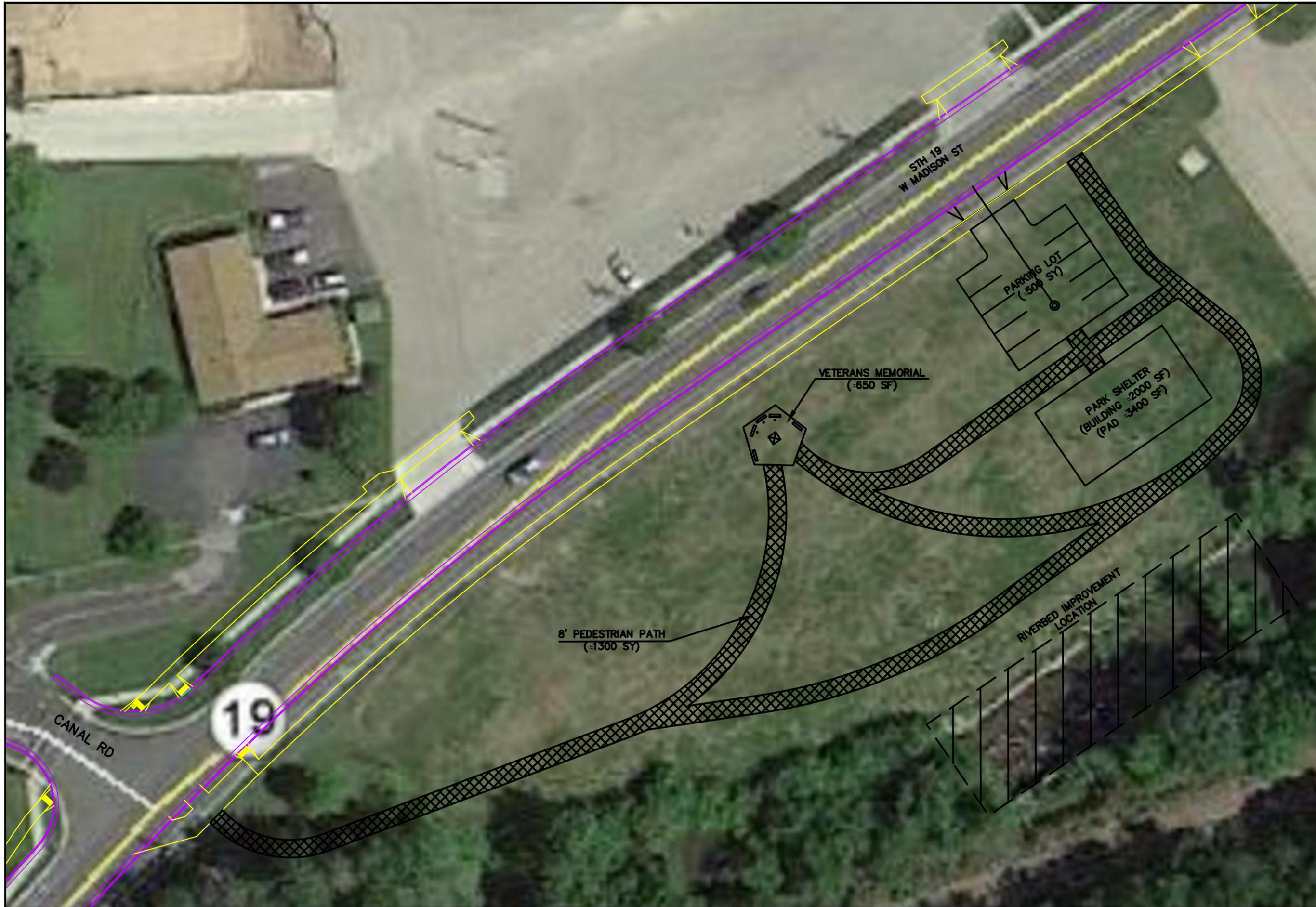


**720 West Madison Street Park Improvements
City of Waterloo, Wisconsin**

PRELIMINARY ESTIMATE OF CONSTRUCTION COSTS

November 11, 2015

Parking Lot Construction					
Quantity	Unit	Description	Unit Cost	Subtotal	Total Cost
1	EA	Install Storm Manhole with Open Grate	\$ 2,500.00	\$2,500.00	
75	LF	Install 12-Inch RCP Storm Main	\$ 65.00	\$4,875.00	
1	EA	Connect to Existing Storm Sewer Main	\$ 500.00	\$500.00	
1	LS	Unclassified Excavation		\$3,000.00	
500	SY	Site Grading	\$ 12.50	\$6,250.00	
500	SY	Install 12-Inch Crushed Aggregate Base Course	\$ 8.00	\$4,000.00	
30	SY	Install 5-Inch Crushed Aggregate Base Course	\$ 4.50	\$135.00	
265	SF	Install 6-Inch Concrete Drive Approach	\$ 10.00	\$2,650.00	
500	SY	Install 3.5-Inch Asphalt Parking Lot	\$ 25.00	\$12,500.00	
200	LF	Install 4-Inch White Pavement Markings	\$ 0.50	\$100.00	
100	SY	Topsoil and Seeding	\$ 15.00	\$1,500.00	
					\$ 38,010.00
Park Shelter Construction					
Quantity	Unit	Description	Unit Cost	Subtotal	Total Cost
1	LS	Unclassified Excavation		\$3,500.00	
400	SY	Site Grading	\$ 12.50	\$5,000.00	
400	SY	Install 8-Inch Crushed Aggregate Base Course	\$ 8.00	\$3,200.00	
3400	SF	Install 4-Inch Concrete Pad	\$5.50	\$18,700.00	
1	LS	Construct Open Air Park Shelter		\$30,000.00	
1	LS	Lighting and Electrical Service		\$8,000.00	
100	SY	Topsoil and Seeding	\$ 15.00	\$1,500.00	
					\$ 69,900.00
Veterans Memorial Construction					
Quantity	Unit	Description	Unit Cost	Subtotal	Total Cost
1	LS	Unclassified Excavation		\$2,000.00	
100	SY	Site Grading	\$ 15.00	\$1,500.00	
100	SY	Install 8-Inch Crushed Aggregate Base Course	\$ 10.00	\$1,000.00	
650	SF	Install 4-Inch Concrete Pad with Stamped Pattern	\$ 12.00	\$7,800.00	
1	LS	Relocation of Monument	\$ 3,500.00	\$3,500.00	
3	EA	Flag Poles	\$ 3,250.00	\$9,750.00	
2	EA	Granite Benches	\$ 4,200.00	\$8,400.00	
3	EA	Granite Monuments	\$ 9,000.00	\$27,000.00	
1	LS	Backlighting and Electrical Service		\$6,000.00	
					\$ 66,950.00
Total Estimated Construction Cost					\$ 322,185.00



**PRELIMINARY
CONCEPT DRAWING**

SCALE : 1" = 40'
 DATE: NOVEMBER 11, 2015
 DRAWN BY : JMB
 APPROVED BY : ML

CITY OF WATERLOO, WISCONSIN
 720 W. MADISON STREET
 PARK IMPROVEMENTS

KUNKEL
 engineering
 group
 107 Parallel Street
 Beaver Dam, WI 53916
 (920)356-9447
 Fax (920)356-9454

Memorandum of Understanding

Between the

City of Waterloo and

Waterloo Professional Police Association

Whereas; As a result of the negotiations for the 2015 – 2017 labor agreement between the City of Waterloo and the Waterloo Professional Police Association, it was agreed that a meeting of the parties would be scheduled by August 15, 2015 to discuss reopening Article XV Wages for the year 2016 and 2017. A meeting was held on August 10, 2015 and again on January 18, 2016 wherein the City Negotiating Team agreed to a one-time \$1,000 lump sum payment to each of the six (6) full-time officers occurring during the first payroll period in July, 2016 in the form of a separate check -- contingent upon Council approval.

Whereas; it was agreed that a meeting would be scheduled by August 15, 2016 to be held in September, 2016 to discuss reopening Article XV Wages for the year 2017;

Whereas; all other terms of the 2015-2017 Collective Bargaining Agreement will continue to apply.

In Witness Whereof, the parties hereto have executed this agreement on this the _____ day of February, 2016.

Acted on and adopted at a regular meeting of the Common Council on: _____.

For the City of Waterloo

For the Association

For the City of Waterloo

For the Association

SELECT PAGES

AGREEMENT BETWEEN THE
CITY OF WATERLOO
AND THE



WATERLOO PROFESSIONAL POLICE ASSOCIATION

Wisconsin Professional Police Association

Law Enforcement Employee Relations Division

2015 - 2017

1 **MEMORANDUM OF UNDERSTANDING – WAGES:**

2
3 **Memorandum of Understanding**

4 **City of Waterloo and**

5 **Waterloo Professional Police Association**

6
7 As a result of the negotiation for the 2015 – 2017 labor agreement between the City of Waterloo
8 and the Waterloo Professional Police Association, the following items have been agreed to by
9 the parties:

10 The parties agree to a meeting which will be scheduled by August 15, 2015 to discuss reopening
11 Article XV Wages for the years of 2016 – 2017. Information will be exchanged on positions of
12 the parties for wages. The information may include but not be limited to Consumer Price index,
13 shared revenue, net new construction, comparable settlements, comparable arbitrations and other
14 pertinent data. After these discussions either party may reopen the contract to negotiate a
15 change in the 0% across the board raise in 2016 and 1.5% across the board raise in 2017. The
16 burden of proof will rest on the party requesting a change in the percentage.

17 If an impasse develops, either party may use the impasse procedure as outlined in Wisconsin
18 Statutes 111.77.

19
20 _____
21 **For the City of Waterloo**

22 *Lair Ann Baniel*
Robert H. Stumpson

For the Association

Guandaemo, WPPA
Nathaniel Cullen

1 Section 14.05 Compensatory Time Off

2 In lieu of receiving pay for training, educational activities, or overtime hours worked, employees
3 may accumulate up to a maximum of eighty (80) hours in the compensatory bank. Employees
4 who use compensatory time off may replenish the account up to a maximum of eighty (80)
5 hours.

6 Employees must elect whether to receive cash compensation or compensatory time off for the
7 overtime worked by the end of the pay period in which the overtime was worked. Priority for
8 time off shall be in the following order; vacations, holidays, compensatory time. Approval of the
9 use of compensatory time off shall be mutually agreed upon by both the employee and the Chief
10 or his designee. The compensatory bank will be paid out at the current contractual rate at the
11 time of separation of employment. An officer may request payment of up to sixteen (16) hours of
12 compensatory time off, per pay period, in lieu of compensatory time off. Only compensatory
13 time off accrued during the current year may be paid in lieu of time off.

14
15 Section 14.06 Court Time

16 Employees required to go to court other than during their regular shift shall be guaranteed two
17 (2) hours at time and one-half (1 ½). For court trips outside of Waterloo, employees shall be
18 allowed to use a squad car or shall be paid mileage as outlined by the State of Wisconsin mileage
19 reimbursement rate if a squad care is not available. An employee will be given a twenty-four
20 (24) hour notice of cancellation by the court if not required to appear in court. If said twenty-
21 four (24) hour notice of cancellation is not given, employee will be guaranteed two (2) hours of
22 pay at straight time.

23
24 **ARTICLE XV - WAGES (Hourly)**

25
26

<u>1/01/15</u>	<u>1/01/16</u>	<u>1/01/17</u>
0%	0%	1.5%

27

28 Reopener language for wages attached as a Memorandum of Understanding

	1/01/15	1/01/16	1/01/17
<u>Position</u>			
Sergeant	\$ 27.70	\$ 27.70	\$ 28.12
Sergeant (probationary)	27.10	27.10	27.51
Officer #1	26.60	26.60	27.00
Officer #2 (7-12 months)	24.34	24.34	24.71
Officer #2 (0-6 months)	23.51	23.51	23.86

8
9 **Effective with employees hired on or after January 1, 2015 the wage scale will be amended**
10 **as follows:**

Officer #2 (13-24 month)	\$ 24.34	24.34	24.71
Officer #2 (0-12 months)	\$ 23.51	23.51	23.86

13 Officers shall receive an additional twenty (20) cents per hour for all hours worked between 3PM
14 and 11PM; and twenty-five (25) cents per hour for all hours worked between 11PM and 7AM.

15
16 Officers shall be paid bi-weekly, by direct deposit.

17
18 **ARTICLE XVI - LONGEVITY**

19
20 Section 16.01 Paid Longevity

21 Longevity pay will be granted and paid annually in the first pay period of December to all full-
22 time eligible employees.

23
24 Section 16.02 Payment

25 **Effective with employees hired prior to January 1, 2015:**

26 0-5 years: An additional five (5) cents per hour to a maximum of 2080 hours per year or \$104.00

27 6-10 years: An additional seven and on half (7.5) cents per hour to a maximum of 2080 hours per
28 year or \$156.00

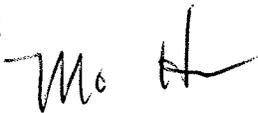
29 11- retirement: An additional ten (10) cents per hour to a maximum of 2080 hours per year or

30 \$208.00

**Waterloo Parks Commission Meeting Minutes
July 21, 2015**

1. Roll call. Jeni Quimby called the meeting to order at 5:00 pm in the Council Chambers. Present: Quimby, Stinnett and Kegler. Ex-officio members present: Haberkorn, Yerges and Jones. Absent: Springer and Crave. Others present: Clerk/Treasurer Hansen.
2. Meeting Minutes approvals: June 16, 2015 (cancelled); May 28, 2015 (open and closed session); May 19, 2015; April 28, 2015 (Note: February 17th minutes - reference only). Motion: Moved by Stinnett, seconded by Kegler to approve all meeting minutes as listed. Voice vote: Motion carried.
3. Public Comment. None.
4. Reports
 - a. Firemen's Park Trustees Register Reports 1/1/2015 - 4/30/2015. Noted.
 - b. Waterloo Regional Trailhead Detail Revenue/Expenditure Report 1/1/2015 -5/31/2015. Noted.
 - c. WYSO. Haberkorn said scoreboard fix was the big item for 2016. He said fence repairs were also needed; diamonds may need to be leveled. He said Lauersdorf filled a diamond with sand. He said Holzhueter prepares diamonds on a regular basis.
 - d. Youker Park Improvements. Kegler provided an update on plantings and was commended for his work. The item was to be taken off the agenda.
5. Unfinished Business
 - a. Comprehensive Outdoor Recreation Plan – draft review. No action taken.
6. New Business
 - a. Heritage Hills Park – land and maintenance the responsibility of property owner. Discussion: Hansen explained that the park land was part of the parcel for sale. Park space had reverted to non-park space with the owner responsible for maintenance.
 - b. 2015 planning and budget recommendation. No action taken.
 - c. Review of Park Commission annual calendar. No action taken.
7. Announcements, future agenda items and next meeting. None.
8. Adjournment. Moved by Quimby, seconded by Stinnett to adjourn. Motion carried. Time was 6:45 pm.

Attest:

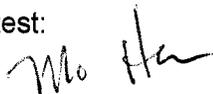


Morton J. Hansen
Clerk/Treasurer

**Waterloo Parks Commission Meeting Minutes
August 18, 2015**

1. **Roll Call**
Springer called the meeting to order at 5 p.m. Roll Call: Present: Quimby, Kegler, Stinnett and Springer, Ex-officio members Dick Jones, Charley Crave and Gabe Haberkorn. Absent: none with WFD Board of Trustees Representative position vacant. Others present: Mandy Clover and Clerk/Treasurer Hansen.
2. **Meeting Minutes Approval: July 21, 2015.** Moved by Quimby, seconded by Stinnett to table approval of the minutes as listed. Voice Vote: Motion Carried.
3. **Public Comment.** None.
4. **Reports**
 - a. **Firemen's Park Trustees Register Reports – May and June 2015.** Noted.
 - b. **Shoe Factory Fund – Balance Sheet as of 7/31/2015.** Noted.
 - c. **Waterloo Regional Trailhead Revenue and Expenditures as of 7/31/2015.** Noted.
 - d. **General Fund Parks 2015 Park Expenditures as of 7/31/2015.** Noted.
 - e. **203 East Madison Street, CDA-CDC, Public Comments of Reuse Concept Plan.** Noted.
5. **Unfinished Business**
 - a. **Comprehensive Outdoor Recreation Plan – Review of Summary and Goals & Objectives.** No action taken.
6. **New Business**
 - a. **2016 Park Planning and Budget Recommendation. Discussion:** Clover fielded questions from Stinnett about security cameras replying by saying upgrades were nearly completed. Quimby asked about locking the bathrooms. Kegler asked about timing of lawn care work. Clover said a concrete bid from John Benninger was being approved by the Trustees. Challenges using WYSO software for scheduling was noted. Ball diamond prep and other management tasks were criticized. Clover said seasonal employees work off of a list from Chris Abell. Examples of Sandy Beach in Lake Mills, and Marshall were reviewed. Quimby and Springer requested that Abell attend the next meeting. It was noted that the Firemen's Park Facebook page was outdated. Stinnett said it was being used by an unknown commercial entity. No action taken.
 - i. **Firemen's Park.** See above. No action taken.
 - ii. **Waterloo Regional Trailhead. Discussion:** Hansen said he would meet with Joe Nember to discuss options for working together.
 - iii. **All Other Parks.** No action.
7. **Announcements, Future Agenda Items and Next Meeting # 720 West Madison Street** next meeting, Kunkel to present concept. Al Kegler requested printed packets.
8. **Adjournment**
Moved by Quimby, seconded by Kegler to adjourn. The motion carried unanimously. The meeting adjourned at approximately 6:43 p.m.

Attest:



Morton J. Hansen
Clerk/Treasurer

**Waterloo Parks Commission Meeting Minutes
September 23, 2015**

1. Roll Call

Springer called the meeting to order at 11:45 a.m. Roll Call: Present: Quimby, Kegler, Stinnett and Springer. Absent: WFD Board of Trustees Representative. Others present: Mayor Thompson, Maureen Giese, Sharon Burbach

2. Citizen Input

a. See new business.

3. New Business

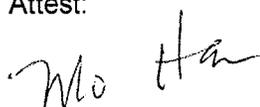
a. **Future Park Operations.** NOTE: No digital audio is on file for this meeting. A general public hearing-like discussion was held with Trustees not present. Outcome: By consensus it was determined that a community wide public hearing would be held to further discuss operations of Waterloo parks with the focus being on Firemen's Park.

4. Announcements, Future Agenda Items and Next Meeting. Public hearing to be scheduled. No action.

5. Adjournment

Moved by Quimby, seconded by Stinnett to adjourn. The motion carried unanimously. The meeting adjourned at approximately 12:30 p.m.

Attest:



Morton J. Hansen
Clerk/Treasurer

**Waterloo Parks Commission Meeting Minutes
October 20, 2015 Listening Session**

NOTE: Digital audio files for this public hearing also serve as the official transcript of the meeting. No formal action taken by the Parks Commission.

1. Roll Call

Springer called the meeting to order at 5:00 p.m. Roll Call: Present: Quimby, Kegler, Stinnett and Springer, Ex-officio members Dick Jones, Gabe Haberkorn and Gary Yerges. Absent: none with the WFD Board of Trustees Representative position vacant. Others present: Numerous citizens

2. Approval Of Previously Unapproved Meeting Minutes

Motion: Moved by Quimby, seconded by Stinnett to table approval of the meeting minutes. Motion carried.

3. Citizen Input. See 3a.

4. New Business

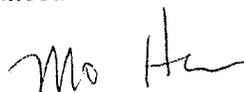
a. Future Park Operations. NOTE: Digital audio on file serves as the official transcription of this meeting in addition to these meeting minutes. A general public hearing discussion was held with over twenty citizens expressing opinions and views on the Future of Firemen's Park.

5. Announcements, Future Agenda Items and Next Meeting. No action.

6. Adjournment

Moved by Quimby, seconded by Stinnett to adjourn. The motion carried unanimously. The meeting adjourned at approximately 6:45 p.m.

Attest:



Morton J. Hansen
Clerk/Treasurer

**Waterloo Parks Commission Meeting Minutes
November 17, 2015**

1. ROLL CALL AND CALL TO ORDER

Springer called the meeting to order at 5 p.m. Roll Call: Present: Quimby, Kegler, Stinnett and Springer. Absent: WFD Board of Trustees Representative. Others present: Maureen Giese, Jean Jordon, Abby Haberkorn, Diane Graff, Matt Ziaja, Donna Larrabee, Gage Grotjahn, Sharon Burbach and Clerk/Treasurer Hansen.

2. APPROVAL OF PREVIOUSLY UNAPPROVED MEETING MINUTES

Moved by Quimby, seconded by Kegler to table the minutes until they are ready. Motion Carried.

3. UNFINISHED BUSINESS

- a. Future Park Operations, Recommendations To Council. Springer informed the committee that a public forum was held to compile ideas from the public regarding the park. Tonight the committee is to decide what the outcome is going to be regarding the contract with the Trustees. Quimby informed the committee that it was mutually agreed upon to put in the 90-day cancellation of the contract. The trustees will have to decide what kind of group they want to form since the Fire Department has already stated they do not want any more involvement. There were two trustees that mentioned they were still interested in being involved with the park.

Maureen Giese did not feel the city can wait any longer. They are a non-functioning group at the moment so let's accept that and create our own group. At that meeting we had Gary Duckert and Gabe Haberkorn in a previous meeting where we had about 60 people. We cannot leave the momentum stop and I would hope the Parks Commission tonight as I mentioned in the newspaper and in my email to the members today, My heading was Firemen's Park Board of Trustees out and Friends of Firemen's Park in. I would like to see that title possibly taken and the people that were mentioned – Gabe Haberkorn, Gary Duckert, Chuck Wolfgram, some of the people like Mary Lynn Schaefer have stepped up and said, let's reorganize, we have done it before, we can do it again. And I also said in the email today to the Parks Commission that there are a lot of potholes in the previous Park Trustees board. I don't want to review them here but they have not been transparent in a lot of questions that I have brought up to them personally at the park trustees board. And as I said in the email sometimes I had to ask 3 times to get an answer. So it is a non-functioning board and I don't think we can wait for another month to pass. They are not abiding by by-laws so let's just consider accepting a new group and we have volunteers and organize a new group, Friends of Firemen's Park. I would like the park board separate from any other connection to another park situation. I think we have enough problems right now with Firemen's Park. We have to answer and organize and get that going before we try to branch out and hire.

Quimby informed Giese that if she gets a board together that is strictly for Firemen's Park but we have to treat all the parks in the city with respect. We have to manage all of them. What we have to do tonight is give the Trustees their 90-day notice. We recommend to the Council and the Council has to approve it. They still have 90 days to carry on their business.

Giese asked why 90 days to which Quimby answered that it was like a legal contract. We are giving them a 90 day notice that they are done so they still have 90 days to clean up and do whatever they need to do.

Springer explained to Giese that in the contract there is a clause that states if either party, the City or the Trustees, want to terminate they have 90 days to do so. The party terminating the agreement will give the other party 90 day notice. There is no way getting around that clause. Springer explained that if the Council decided against terminating the contract there is nothing that can be done. A Friends of Firemen's Park group can be still started. We can still decide down the road about hiring a Parks Manager but we have to have full Council approval of the termination of that contract. So until we get that Thursday night there are no decisions that can

be made and then we still need to give the 90 days for them to take care of everything that they need to take care which includes logins for the web page, etc.

Giese asked if the firemen per say submitted a paper saying they do not want to handle the Firemen's Park Board anymore. Springer reiterated to Giese the reasoning for the 90 day termination.

Moved by Quimby, seconded by Stinnett to recommend to the Council that the contract be terminated with the Trustees giving them 90 days. Roll Call Vote: Ayes – Springer, Quimby and Stinnett. Noes – none. Motion carried.

Hansen explained some handouts, flow charts and scenarios regarding the Parks Director. There was extensive discussion regarding the future of the park.

Moved by Quimby, seconded by Stinnett o have Mo send out the RFP for Parks Director. Motion carried. Roll Call Vote: Ayes – Springer, Quimby and Stinnett. Noes – none. Motion carried.

4. NEW BUSINESS

a. Ice Rink At Waterloo Regional Trailhead.

The committee discussed the possibility of an ice rink. Springer said that there are certain supplies and criteria needed to build a proper ice rink. There was discussion as to the location of the ice rink and who might be interested in helping get it started and keep it going. No action taken.

b. 720 W. Madison St. Park Planning Draft, Kunkel Engineering. A preliminary concept drawing was handed out and there was extensive discussion. No action taken.

5. ANNOUNCEMENTS, FUTURE AGENDA ITEMS AND NEXT MEETING

a. Review of Parks Commission Calendar

b. Next Meeting, December 15, 2015

6. ADJOURNMENT

Moved by Quimby, seconded by Kegler to adjourn. The motion carried unanimously. The meeting adjourned at approximately 6:00 p.m.

Attest:



Morton J. Hansen
Clerk/Treasurer