



Finance/Personnel Committee

335 South Broadway

De Pere, WI 54115

<http://www.de-pere.org>

Regular Meeting

Agenda

Tuesday, November 11, 2014

7:30 PM

De Pere City Hall Council Chambers

Pursuant to Wisconsin Statutes 19.84, Notice is hereby given to the public that a meeting of the **Finance/Personnel Committee** of the City of De Pere will be held on **November 11, 2014** at **7:30 PM** in the **De Pere City Hall Council Chambers, 335 S. Broadway Street, De Pere, WI 54115**.

This meeting can be viewed LIVE at www.depere.tv. This meeting is also rebroadcast on TW Cable Channel 4 and AT&T U-verse Channel 99 throughout the week and available on demand at www.depere.tv.

Call to order.

1. Roll call.
2. Approval of the minutes of the October 14, 2014 regular meeting of the Finance/Personnel Committee.
3. Approval of Police Overtime for October 2014
4. Fire Department Overtime and EMS Billing Report for the Month of October.
5. Consideration of Police Overtime Donation Request from Celebrate Committee, Inc. *
6. Consideration of Wastewater Rate Study proposal.*
7. Consideration of Recommended Fine Changes for 2015*
8. Approval of Updated Relocation Policy Language. *
9. Consider request to approve EMS Medical Director Agreement modification.*
10. Public comment and announcements.
11. Future agenda items.
12. Adjournment.

Notice is hereby given that a majority of the members of the Common Council of the City of De Pere may attend this meeting to gather information about a subject(s) over which they have decision-making responsibility.

Any person wishing to attend this meeting who, because of disability, requires special accommodations should contact the Clerk-Treasurer's office at 339-4050 by Noon, the previous day so that arrangements can be made.

Agenda Sent To:

Alderspersons

City Administrator

Mayor

Department Heads

TV, Newspapers & Radio Stations

Kress Family Library
De Pere Chamber of Commerce
The Celebrate Committee, Inc.

City of De Pere, Wisconsin



Request For Finance/Personnel Committee Action

MEETING DATE: November 11, 2014

DEPARTMENT: City Attorney

FROM: Jeni Dupont

SUBJECT: Approval of the minutes of the October 14, 2014 regular meeting of the Finance/Personnel Committee.

ATTACHMENTS:

- October 14, 2014 DRAFT Minutes (DOC)



Finance/Personnel Committee

335 South Broadway

De Pere, WI 54115

<http://www.de-pere.org>

Regular Meeting

Draft Minutes

Tuesday, October 14, 2014
7:30 PM
De Pere City Hall Council Chambers

Call to order.

Mayor Michael J. Walsh called the regular meeting of the Finance/Personnel Committee to order at 7:30 PM on October 14, 2014 at De Pere City Hall Council Chambers, 335 S. Broadway Street, De Pere, WI.

Attendee Name	Title	Status	Arrived
Scott Crevier	Aldersperson	Present	
Michael Donovan	Aldersperson	Present	
Larry Lueck	Aldersperson	Present	
Lisa Rafferty	Aldersperson	Excused	
Michael J. Walsh	Mayor	Present	

Also present: City Administrator Lawrence Delo, City Attorney Judith Schmidt-Lehman, Police Chief Derek Beiderwieden, Interim Fire Chief Jeff Roemer, Human Resources Director Shannon Metzler, Finance Director Joe Zegers, Building Inspector Dave Hongisto and members of the public.

- Approval of the minutes of the September 9, 2014 regular meeting of the Finance/Personnel Committee.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael Donovan, Aldersperson
SECONDER:	Scott Crevier, Aldersperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Michael J. Walsh
EXCUSED:	Lisa Rafferty

- Approval of Police Overtime for September 2014

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Larry Lueck, Aldersperson
SECONDER:	Scott Crevier, Aldersperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Michael J. Walsh
EXCUSED:	Lisa Rafferty

- Fire Department Overtime and EMS Billing Report for the Month of September.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Aldersperson
SECONDER:	Michael J. Walsh, Mayor
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Michael J. Walsh
EXCUSED:	Lisa Rafferty

- Consideration of donation for purchase of power cots. *

The donation of \$15,000 to purchase one power cot is from Donna Gilson in memory of late husband.

Attachment: October 14, 2014 DRAFT Minutes (2806 : Approval of minutes)

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Larry Lueck, Alderperson
SECONDER:	Scott Crevier, Alderperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Michael J. Walsh
EXCUSED:	Lisa Rafferty

6. Consideration of Anonymous Donation of \$1,000 designated for Police Body Cameras. *

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Alderperson
SECONDER:	Michael J. Walsh, Mayor
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Michael J. Walsh
EXCUSED:	Lisa Rafferty

7. WPS Foundation Public Safety Grant Acceptance. *

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Alderperson
SECONDER:	Larry Lueck, Alderperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Michael J. Walsh
EXCUSED:	Lisa Rafferty

8. Consider Request by City Attorney to Transfer Funds from Unassigned Reserves. *

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael Donovan, Alderperson
SECONDER:	Larry Lueck, Alderperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Michael J. Walsh
EXCUSED:	Lisa Rafferty

9. Consideration of 2015 Health and Dental Renewal and Plan Design Changes. *

Human Resources Director Metzler introduced the City's new benefit consultant from M3, Cindy Van Asten. Cindy explained all changes noted in the memo and responded to committee member questions. Discussion followed. Upon discussion, Mayor Walsh moved, seconded by Alderperson Donovan to open the meeting. Upon vote, motion carried unanimously.

Paul Minten, retiree, stated he found the retiree premium increase to be excessive and expressed his disappointment in the lack of retiree representation on the wellness team. He asked for all current retirees under age of 65 be grandfathered in and have future retirees pay the increase.

Mayor Walsh moved, seconded by Alderperson Donovan to return to regular order. Upon vote, motion carried unanimously. Mayor Walsh moved, seconded by Alderperson Crevier to approve all changes as presented. Upon vote, motion was approved with 3 ayes and 1 nay.

RESULT:	ADOPTED [3 TO 1]
MOVER:	Michael J. Walsh, Mayor
SECONDER:	Scott Crevier, Alderperson
AYES:	Scott Crevier, Larry Lueck, Michael J. Walsh
NAYS:	Michael Donovan
EXCUSED:	Lisa Rafferty

10. Approval of Performance Management-Annual Performance Appraisal Policy and updated Compensation Policy. *

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael Donovan, Alderperson
SECONDER:	Scott Crevier, Alderperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Michael J. Walsh
EXCUSED:	Lisa Rafferty

11. Determine Salaries for Mayor and City Council for 2016 and 2017. *
- Human Resources Director Metzler provided an overview and responded to committee member questions. Discussion followed. Upon discussion, Alderperson Crevier moved, seconded by Alderperson Lueck to increase salaries 2% in 2016 and 2017 for the Mayor and Alderpersons. Upon vote, motion was approved unanimously.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Alderperson
SECONDER:	Larry Lueck, Alderperson
AYES:	Scott Crevier, Michael Donovan, Larry Lueck, Michael J. Walsh
EXCUSED:	Lisa Rafferty

12. Public comment and announcements.
None.
13. Future agenda items.
None.
14. Consider Request of West De Pere School District to Cancel Reimbursement.
Mayor Walsh moved, seconded by Alderperson Lueck to go into closed session at 8:16 p.m. Upon roll call vote, motion carried unanimously.
Mayor Walsh moved, seconded by Alderperson Lueck to reconvene in open session at 8:41 p.m. Upon roll call vote, motion carried unanimously.
Item will go forward to the Council with no recommendation from the Finance/Personnel Committee.
15. Adjournment.

Upon motion by Mayor Walsh, seconded by Alderperson Crevier, the Finance/Personnel Committee unanimously adjourned at 8:42 p.m.

Respectfully submitted,
Jennifer Dupont

Attachment: October 14, 2014 DRAFT Minutes (2806 : Approval of minutes)

City of De Pere, Wisconsin

**Request For Finance/Personnel Committee Action**

MEETING DATE: November 11, 2014

DEPARTMENT: Police

FROM: Derek Beiderwieden

SUBJECT: Approval of Police Overtime for October 2014

October 2014 report is attached along with previous two years for comparison.

The October reimbursed miscellaneous overtime is comprised of hours for Drug Task Force investigations and OWI enforcement grants hours. Overtime for Staffing category remains higher due to employee FMLA leave and light duty assignments. This will be the case for a number of months.

ATTACHMENTS:

- PD OT October 2014 (PDF)
- 2012 PD OT Summary (PDF)
- 2013 PD OT Report Summary (PDF)

**DE PERE POLICE DEPARTMENT
OVERTIME BY REASON
2014**

REASON	JAN*	FEB**	MAR***	APR+	MAY++	JUN ^	JUL #	AUG ##	SEPT^^	OCT^^^	NOV*+	DEC**	TOTAL
OFFICER SICK RELIEF	35.25	82.50	83.25	53.25	62.25	52.50	63.75	54.75	62.25	159.00			708.75
OFFICER WORKED ON HOLIDAY	4.00	4.00	8.00	41.25	18.50	54.25	60.50	16.00	116.00	22.00			344.50
OFFICER FOR COURT	36.00	12.00	15.00	9.00	18.50	21.00	27.00	18.75	3.00	9.00			169.25
OFFICER TRAINING		13.00	32.25	90.50	19.75	59.75	42.25	12.50	59.00	64.75			393.75
OFFICER RELIEF FOR FUNERAL							29.25		16.50				45.75
OFFICER ATTEND MEETING	40.50		6.00	9.75	11.25			17.25		2.25			87.00
STAFFING LEVEL	27.75	16.50	35.50	51.75	142.00	221.25	341.50	199.50	208.50	211.50			1455.75
INVESTIGATION	34.75	22.25	8.25	37.50	64.75	18.75	85.25	56.00	53.25	22.75			403.50
HONOR GUARD FOR FUNERAL													0.00
SCHOOL LIAISON REIMBURSED	24.00	49.50	21.75	34.50	24.75	32.25		18.75	48.00	79.50			333.00
COMMUNITY RELATIONS									3.00	8.25			11.25
SPECIAL ASSIGNMENT													0.00
SPECIAL ASSIGNMENT REIMBURSED		15.00			34.00	255.25	6.75		36.75	9.00			356.75
MISCELLANEOUS	14.00	25.25	28.50	5.50	26.50	62.75	25.75	17.25	26.25	34.50			266.25
MISCELLANEOUS REIMBURSED	107.25	102.00	119.25	107.00	93.00	141.75	203.25	96.00	110.25	97.50			1177.25
Gross OFFICER OVERTIME	323.50	342.00	357.75	440.00	515.25	919.50	885.25	506.75	742.75	720.00	0.00	0.00	5752.75
SUBTOTAL REIMBURSED OVERTIME	(131.25)	(166.50)	(141.00)	(141.50)	(151.75)	(429.25)	(210.00)	(114.75)	(195.00)	(186.00)	0.00	0.00	(1867.00)
NET OFFICER OVERTIME	192.25	175.50	216.75	298.50	363.50	490.25	675.25	392.00	547.75	534.00	0.00	0.00	3885.75
SECRETARY OVERTIME													0.00
Community Service Officer	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Total Overtime Budget: \$133,357.00

Expenditures through 10/28/2014 \$79,217.63

Percent of Total Budget: 59.40%

NOTES:

* Period 1/4/2014 - 1/31/2014

+Period 3/29/2014 - 4/25/2014

#Period 6/21/2014 - 08/01/2014

^^Period 9/27/2014 - 10/24/2014

**Period 2/1/2014 - 2/28/2014

++Period 4/26/2014 - 5/23/2014

###Period 8/2/2014 - 8/29/2014

*+Period

***Period 03/01/2014 - 03/28/2014

^Period 5/24/2014 - 6/20/2014

^^Period 8/30/2014 - 9/26/2014

*+*Period

Attachment: PD OT October 2014 (2797 : Police October 2014 overtime)

**DE PERE POLICE DEPARTMENT
OVERTIME BY REASON
2012**

REASON	JAN*	FEB**	MAR***	APR+	MAY++	JUN ^	JUL #	AUG ##	SEPT^^	OCT^^^	NOV*+	DEC*+*	TOTAL
OFFICER SICK RELIEF	111.00	69.00	49.50	59.25	89.25	36.00	87.00	57.75	70.50	46.50	81.00	55.50	812.25
OFFICER WORKED ON HOLIDAY	169.75	10.00	12.00	32.50	4.00	81.00	63.75	26.50	121.00	12.00	58.00		590.50
OFFICER FOR COURT	15.00	18.00	6.00	20.25	7.50	14.00	9.00	15.00	25.50	6.00	10.50	9.50	156.25
OFFICER TRAINING	31.00	13.00	40.25	120.50	50.00	50.00	8.00	107.00	13.75	70.25	73.75	29.00	606.50
OFFICER RELIEF FOR FUNERAL							13.50						13.50
OFFICER ATTEND MEETING		8.25						15.00				1.25	24.50
STAFFING LEVEL	133.50	79.50	23.25	53.25	136.75	162.00	189.00	243.00	192.75	183.75	252.00	73.50	1722.25
INVESTIGATION	142.25	68.75	38.25	56.50	77.50	36.75	61.50	135.00	90.00	61.00	42.75	60.75	871.00
HONOR GUARD FOR FUNERAL													0.00
SCHOOL LIAISON REIMBURSED	31.50	43.00	56.25	27.00	31.25	25.50		33.00	48.75	78.00	28.50	27.00	429.75
COMMUNITY RELATIONS													0.00
SPECIAL ASSIGNMENT													0.00
SPECIAL ASSIGNMENT REIMBURSED		11.25		10.50	11.25	301.00	49.75	7.50	9.00	33.50	69.00	11.75	514.50
MISCELLANEOUS	5.75	16.50	4.00	11.50	9.50	4.25	7.50	7.00	7.00	4.50	11.25	20.75	109.50
MISCELLANEOUS REIMBURSED	72.75	95.50	63.25	127.50	77.25	143.75	93.00	110.25	113.25	58.50	60.00	108.25	1123.25
Gross OFFICER OVERTIME	712.50	432.75	292.75	518.75	494.25	854.25	582.00	757.00	691.50	554.00	686.75	397.25	6973.75
SUBTOTAL REIMBURSED OVERTIME	(104.25)	(149.75)	(119.50)	(165.00)	(119.75)	(470.25)	(142.75)	(150.75)	(171.00)	(170.00)	(157.50)	(147.00)	(2067.50)
NET OFFICER OVERTIME	608.25	283.00	173.25	353.75	374.50	384.00	439.25	606.25	520.50	384.00	529.25	250.25	4906.25
Community Service Officer	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Total Overtime Budget: \$130,000.00
Expenditures through 01/03/2013 \$137,720.00
Percent of Total Budget: 105.94%

NOTES:

* Period 12/24/2011 - 2/3/2012
**Period 2/4/2012 - 3/2/2012
***Period 3/3/2012 - 3/30/2012

+Period 3/31/2012 - 4/27/2012
++Period 4/28/2012 - 5/25/2012
^Period 5/26/2012 - 6/22/2012

#Period 6/23/2012 - 8/3/2012
##Period 8/04/2012 - 8/31/2012
^^Period 9/1/2012 - 9/28/2012

^^Period 9/29/2012 - 10/26/2012
*+Period 10/27/2012 - 11/23/2012
*+*Period 11/24/2012 - 12/21/2012

S:MONTHLY/Overtime by reason.xlsx

**DE PERE POLICE DEPARTMENT
OVERTIME BY REASON
2013**

REASON	JAN*	FEB**	MAR***	APR+	MAY++	JUN ^	JUL #	AUG ##	SEPT^^	OCT^^^	NOV*+	DEC**	TOTAL
OFFICER SICK RELIEF	102.00	75.00	69.75	106.50	178.00	26.25	90.00	25.50	77.25	53.25	22.50	65.25	891.25
OFFICER WORKED ON HOLIDAY	178.00	12.00	34.25	13.50	10.50	65.00	65.00	4.00	118.50	12.00	4.00	244.00	760.75
OFFICER FOR COURT	15.00	15.00	21.00	3.00	15.00	12.00	28.50	10.50	45.50	18.00	12.00	18.00	213.50
OFFICER TRAINING	10.00	62.50	36.00	75.75	221.00	63.25	111.50	3.00	77.50	175.25	156.75	14.75	1007.25
OFFICER RELIEF FOR FUNERAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			27.75		27.75
OFFICER ATTEND MEETING	1.50	6.25	0.00	0.00	0.00	7.50	16.50	3.00	15.00	22.50	15.00	14.00	101.25
STAFFING LEVEL	166.50	57.75	157.50	118.50	210.00	186.00	400.75	375.25	215.75	136.50	106.50	195.75	2326.75
INVESTIGATION	50.25	54.00	51.75	27.75	123.50	59.75	87.00	51.75	105.25	41.75	54.25	58.00	765.00
HONOR GUARD FOR FUNERAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
SCHOOL LIAISON REIMBURSED	26.25	74.25	40.50	22.50	47.00	25.50	0.00	18.75	58.50	48.00	18.00	33.00	412.25
COMMUNITY RELATIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
SPECIAL ASSIGNMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00						0.00
SPECIAL ASSIGNMENT REIMBURSED	0.00	15.25	0.00	10.50	9.00	299.75	6.00	20.25	15.75	11.50		69.50	457.50
MISCELLANEOUS	41.25	23.00	87.00	21.75	16.00	29.25	31.75	39.75	30.75	25.50	25.25	36.75	408.00
MISCELLANEOUS REIMBURSED	156.00	98.25	113.25	117.25	183.75	168.00	68.25	67.50	55.50	94.50	72.75	105.75	1300.75
Gross OFFICER OVERTIME	746.75	493.25	611.00	517.00	1013.75	942.25	905.25	619.25	815.25	638.75	514.75	854.75	8672.00
SUBTOTAL REIMBURSED OVERTIME	(182.25)	(187.75)	(153.75)	(150.25)	(239.75)	(493.25)	(74.25)	(106.50)	(129.75)	(154.00)	(90.75)	(208.25)	(2170.50)
NET OFFICER OVERTIME	564.50	305.50	457.25	366.75	774.00	449.00	831.00	512.75	685.50	484.75	424.00	646.50	6501.50
Community Service Officer	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Total Overtime Budget: **\$130,000.00**
Expenditures through 09/27/2013 **\$167,529.00**
Percent of Total Budget: **128.87%**

NOTES:

* Period 12/22/2012 - 02/01/2013
**Period 2/2/2013 - 3/1/2013
***Period 3/2/2013 - 3/29/2013

+Period 3/30/2013 - 4/26/2013
++Period 4/27/2013 - 5/24/2013
^Period 5/25/2013 - 6/21/2013

#Period 6/22/2013 - 8/2/2013
##Period 8/3/2013 - 8/30/2013
^^Period 8/31/2013 - 9/27/2013

^^^Period 9/28/2013 - 10/25/2013
*+Period 10/26/2013 - 11/22/2013
**+Period 11/23/2013 - 1/3/2014

City of De Pere, Wisconsin



Request For Finance/Personnel Committee Action

MEETING DATE: November 11, 2014

DEPARTMENT: Fire Department

FROM: Diane Yashinsky

SUBJECT: Fire Department Overtime and EMS Billing Report for the Month of October.

ATTACHMENTS:

- Oct (PDF)

DE PERE FIRE RESCUE
OVERTIME BREAKDOWN BY REASON
FOR THE YEAR OF 2013

REASON	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	TOTAL
STBYS/DUTY CREW	54	55.25	27	33	24.25	36	51	90	139.5	153	105.75	144.5	913.25
EMS TRAINING	292.25	81	93	69.75	9	9.75	10.25	8.75	131.75	79.5	67.5	64.5	917
FIRE TRAINING	20.5	42.25	78	20.25	30	4.5	9	0	22	7.5	26.5	19	279.5
RESCUE CALLS	7.5	7	5	9.5	38.5	14.75	4.75	19.5	3.5	23	6.25	14	153.25
FIRE CALLS	2.25	3.75	9.75	1	41.25	12.5	7.75	0.75	0	0.75	0	3.25	83
OFFICER MTGS.	9	9	9	21	18	8.25	18	24	18	5.5	12	4.5	156.25
STAFFING REP.	0	40.5	57	566.75	117	317	86.25	47.25	83.75	147.75	108	36	1607.25
MAINTENANCE	0	0	0	0	10.5	0	8.5	0	0	169.5	51.75	2.5	242.75
PUB. ED.	0	0	0	0	0	0	0	1.25	0	73.75	6	0	81
SPECIAL EVENTS	0	0	0	0	0	25	0	27	0	0	0	0	52
# FIRE RUNS	28	31	18	13	42	32	26	28	27	30	25	40	340
# of EMS RUNS	146	153	160	132	139	143	123	170	142	147	152	152	1759
TOTAL HRS.	385.5	238.75	278.75	721.25	288.5	402.75	195.5	191.5	398.5	660.25	383.75	288.25	4485.25

OVERTIME BREAKDOWN BY REASON
FOR THE YEAR OF 2014

REASON	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	TOTAL
DUTY CREW	73.5	147	98.75	48	112.5	85.25	59.75	39	83	56.25			803
EMS TRAINING	70.5	83	81	53.5	35.5	3	12	18.5	12	168.25			537.25
FIRE TRAINING	11	5.5	6	48.75	0	8	2.25	0	0	35.25			116.75
RESCUE CALLS	15.5	17	3.5	8.5	15.5	0	11.25	1	5.25	16			93.5
FIRE CALLS	0	0	0	0	0	0	5.25	0	0	39.75			45
OFFICER MTGS.	15	16.5	18	26.25	21	11.25	15	20.25	18.5	21.25			183
STAFFING REP.	0	41.25	3	0	6.75	51	288	45.75	17	40.5			493.25
MAINTENANCE	0	3.5	0	0	31	23	0	24	29.5	0			111
PUB. ED.	0	0	5.25	0	0	3	0	0	18.75	12.75			39.75
SPECIAL EVENTS	0	20	0	21	36	119.5	0	21	7.5	0			225
# FIRE RUNS	30	31	22	25	30	25	27	27	27	41			285
# of EMS RUNS	147	145	136	139	160	174	142	161	154	164			1522
DISPATCH ERRORS	6	1	3	3	9	1	4	1	5	0			33
TOTAL HRS.	185.5	333.75	215.5	206	258.25	304	393.5	169.5	191.5	390	0	0	2647.5

Special Events Included in Overtime - None

Total Overtime Budget \$97,012 Expenditures through October 10 \$48,497 50.1%

Attachment: Oct (2813 : Fire Department Overtime and EMS Billing Report for the Month of October.)

Incident Type Report (Summary)
From 01/01/14 To 10/31/14
Report Printed On: 11/04/2014

Incident Type	Count	% of Incidents	Est. Property Loss	Est. Content Loss	Total Est. Loss	% of Losses
1 Fire						
Fire, other (100)	4	0.22%	\$200.00	\$3,000.00	\$3,200.00	0.87%
Building fire (111)	16	0.88%	\$258,500.00	\$62,500.00	\$321,000.00	87.19%
Fires in structure other than in a building (112)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Cooking fire, confined to container (113)	8	0.44%	\$100.00	\$1,100.00	\$1,100.00	0.30%
Fuel burner/boiler malfunction, fire confined (116)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Mobile property (vehicle) fire, other (130)	1	0.05%	\$800.00	\$0.00	\$800.00	0.22%
Passenger vehicle fire (131)	4	0.22%	\$4,500.00	\$300.00	\$4,800.00	1.30%
Brush or brush-and-grass mixture fire (142)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Outside rubbish fire, other (150)	1	0.05%	\$5,000.00	\$500.00	\$5,500.00	1.49%
Outside rubbish, trash or waste fire (151)	2	0.11%	\$10.00	\$0.00	\$10.00	0.00%
Garbage dump or sanitary landfill fire (152)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Dumpster or other outside trash receptacle fire (154)	2	0.11%	\$1,500.00	\$0.00	\$1,500.00	0.41%
Outside equipment fire (162)	1	0.05%	\$100.00	\$100.00	\$200.00	0.05%
	43	2.33%	\$270,710.00	\$67,400.00	\$338,110.00	91.83%
2 Overpressure Rupture, Explosion, Overheat(no fire)						
Overpressure rupture, explosion, overheat other (200)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Excessive heat, scorch burns with no ignition (251)	4	0.22%	\$0.00	\$0.00	\$0.00	0.00%
	5	0.27%	\$0.00	\$0.00	\$0.00	0.00%
3 Rescue & Emergency Medical Service Incident						
Rescue, EMS incident, other (300)	76	4.17%	\$0.00	\$0.00	\$0.00	0.00%
Medical assist, assist EMS crew (311)	3	0.16%	\$0.00	\$0.00	\$0.00	0.00%
Emergency medical service, other (320)	37	2.03%	\$0.00	\$0.00	\$0.00	0.00%
EMS call, excluding vehicle accident with injury (321)	1265	69.43%	\$0.00	\$0.00	\$0.00	0.00%
Motor vehicle accident with injuries (322)	40	2.20%	\$0.00	\$0.00	\$0.00	0.00%
Motor vehicle/pedestrian accident (MV Ped) (323)	5	0.27%	\$0.00	\$0.00	\$0.00	0.00%
Motor vehicle accident with no injuries. (324)	9	0.49%	\$30,000.00	\$0.00	\$30,000.00	8.15%
Search for person on land (341)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Extrication of victim(s) from vehicle (352)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Removal of victim(s) from stalled elevator (353)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
High-angle rescue (356)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Swimming/recreational water areas rescue (361)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Ice rescue (362)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
	1441	79.05%	\$30,000.00	\$0.00	\$30,000.00	8.15%
4 Hazardous Condition (No Fire)						
Combustible/flammable gas/liquid condition, other (410)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Gasoline or other flammable liquid spill (411)	3	0.16%	\$0.00	\$0.00	\$0.00	0.00%
Gas leak (natural gas or LPG) (412)	6	0.33%	\$0.00	\$0.00	\$0.00	0.00%
Toxic condition, other (420)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Chemical hazard (no spill or leak) (421)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Carbon monoxide incident (424)	17	0.93%	\$50.00	\$0.00	\$50.00	0.01%
Electrical wiring/equipment problem, other (440)	5	0.27%	\$0.00	\$0.00	\$0.00	0.00%
Overheated motor (442)	3	0.16%	\$0.00	\$0.00	\$0.00	0.00%
Power line down (444)	11	0.60%	\$0.00	\$0.00	\$0.00	0.00%
Vehicle accident, general cleanup (463)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
	49	2.65%	\$50.00	\$0.00	\$50.00	0.01%
5 Service Call						
Service Call, other (500)	8	0.44%	\$0.00	\$0.00	\$0.00	0.00%
Person in distress, other (510)	2	0.11%	\$0.00	\$0.00	\$0.00	0.00%
Lock-out (511)	9	0.49%	\$0.00	\$0.00	\$0.00	0.00%
Water problem, other (520)	6	0.33%	\$0.00	\$0.00	\$0.00	0.00%
Water or steam leak (522)	3	0.16%	\$0.00	\$0.00	\$0.00	0.00%
Smoke or odor removal (531)	4	0.22%	\$0.00	\$0.00	\$0.00	0.00%
Animal rescue (542)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Public service assistance, other (550)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00%
Assist police or other governmental agency (551)	2	0.11%	\$0.00	\$0.00	\$0.00	0.00%
Public service (553)	2	0.11%	\$0.00	\$0.00	\$0.00	0.00%
Assist invalid (554)	63	3.46%	\$0.00	\$0.00	\$0.00	0.00%
	101	5.53%	\$0.00	\$0.00	\$0.00	0.00%
6 Good Intent Call						
Good intent call, other (600)	3	0.16%	\$0.00	\$0.00	\$0.00	0.00%
Dispatched and cancelled en route (611)	40	2.20%	\$0.00	\$0.00	\$0.00	0.00%
Wrong location (621)	28	1.54%	\$0.00	\$0.00	\$0.00	0.00%
No incident found on arrival at dispatch address (622)	4	0.22%	\$0.00	\$0.00	\$0.00	0.00%
Steam, other gas mistaken for smoke, other (650)	2	0.11%	\$0.00	\$0.00	\$0.00	0.00%

Attachment: Oct (2813 : Fire Department Overtime and EMS Billing Report for the Month of October.)

Smoke scare, odor of smoke (651)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00
HazMat release investigation w/no HazMat (671)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00
	79	4.33%	\$0.00	\$0.00	\$0.00	0.00
7 False Alarm & False Call						
False alarm or false call, other (700)	18	0.99%	\$0.00	\$0.00	\$0.00	0.00
Malicious, mischievous false call, other (710)	2	0.11%	\$0.00	\$0.00	\$0.00	0.00
Local alarm system, malicious false alarm (715)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00
Extinguishing system activation due to malfunction (732)	2	0.11%	\$0.00	\$0.00	\$0.00	0.00
Smoke detector activation due to malfunction (733)	4	0.22%	\$0.00	\$0.00	\$0.00	0.00
Heat detector activation due to malfunction (734)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00
Alarm system sounded due to malfunction (735)	11	0.60%	\$0.00	\$0.00	\$0.00	0.00
CO detector activation due to malfunction (736)	19	1.04%	\$0.00	\$0.00	\$0.00	0.00
Unintentional transmission of alarm, other (740)	7	0.38%	\$0.00	\$0.00	\$0.00	0.00
Sprinkler activation, no fire - unintentional (741)	2	0.11%	\$0.00	\$0.00	\$0.00	0.00
Smoke detector activation, no fire - unintentional (743)	9	0.49%	\$0.00	\$0.00	\$0.00	0.00
Detector activation, no fire - unintentional (744)	4	0.22%	\$0.00	\$0.00	\$0.00	0.00
Alarm system activation, no fire - unintentional (745)	16	0.88%	\$0.00	\$0.00	\$0.00	0.00
Carbon monoxide detector activation, no CO (746)	2	0.11%	\$0.00	\$0.00	\$0.00	0.00
	98	5.36%	\$0.00	\$0.00	\$0.00	0.00
9 Special Incident Type						
Special type of incident, other (900)	5	0.27%	\$0.00	\$0.00	\$0.00	0.00
Citizen complaint (911)	1	0.05%	\$0.00	\$0.00	\$0.00	0.00
	6	0.32%	\$0.00	\$0.00	\$0.00	0.00
Total Incident Count:		1822	Total Est. Loss:		\$368,160.00	

Attachment: Oct (2813 : Fire Department Overtime and EMS Billing Report for the Month of October.)

**DE PERE FIRE RESCUE
MUTUAL AID REPORT
OCTOBER, 2014**

MUTUAL AID GIVEN

<u>RUN #</u>	<u>AGENCY</u>	<u>TYPE OF CALL</u>
1640	ASHWAUBENON	EMS
1641	ASHWAUBENON	EMS
1678	ASHWAUBENON	FIRE
1738	ASHWAUBENON	EMS
1744	ASHWAUBENON	EMS
1798	LAWRENCE	FIRE
1805	ASHWAUBENON	EMS

MUTUAL AID RECEIVED

<u>RUN #</u>	<u>AGENCY</u>	<u>TYPE OF CALL</u>
1636	ASHWAUBENON	EMS
1637	GREEN BAY	EMS
1665	BELLEVUE	FIRE
	GREEN BAY	
	LEDGEVIEW	
1688	GREEN BAY	EMS
1720	GREEN BAY	EMS
1748	ASHWAUBENON	EMS
1749	GREEN BAY	EMS
1751	GREEN BAY	EMS
1776	GREEN BAY	EMS
1779	GREEN BAY	EMS
1802	GREEN BAY	EMS
1813	ASHWAUBENON	FIRE
	BELLEVUE	
	COUNTY RESCUE	
	GREEN BAY	
	LAWRENCE	
	LEDGEVIEW	
1814	GREEN BAY	EMS

Attachment: Oct (2813 : Fire Department Overtime and EMS Billing Report for the Month of October.)

OCTOBER, 2014

*OVERTIME CAUSED BY SICK LEAVE

DATE	HOURS OF SICK LEAVE	OVERTIME PAID
2-Oct	3	4.5
19-Oct	24	36
TOTAL	27	40.5

*Overtime generated when staffing levels fall below minimum as a result of sick leave.

DE PERE AMBULANCE VS. EMS BILLING

	DE PERE	EMS BILLING	DE PERE	EMS BILLING	DE PERE	EMS BILLING	DE PERE	EMS BILLING
	SEPT. '12	SEPT. '13	OCT. '12	OCT. '13	NOV. '12	NOV. '13	DEC. '12	DEC. '13
CHARGES	101,994	92,267	103,599	91,014	84,739	70,395	104,816	102,557
PAYMENTS	36,054	0	40,424	19,889	80,362	47,269	58,582	75,414
ADJUSTMENTS	15,987	26,098	23,906	29,586	46,990	24,018	30,474	31,739
WRITE OFFS	5,461	0	3,279	160	1,797	5	3,476	33
	JAN. '13	JAN. '14	FEB. '13	FEB. '14	MAR. '13	MAR. '14	APR. '13	APR. '14
CHARGES	94,084	88,627	106,987	75,043	117,304	100,284	89,582	87,748
PAYMENTS	63,285	77,461	57,432	50,484	84,596	44,840	88,305	53,295
ADJUSTMENTS	30,496	31,499	26,136	23,106	45,632	32,787	50,304	29,914
WRITE OFFS	8,441	373	2,568	0	3,278	11	616	9
	MAY '13	MAY '14	JUNE '13	JUNE '14	JULY '13	JULY '14	AUG. '13	AUG. '14
CHARGES	92,696	108,198	81,726	54,770	0	143,280	0	86,331
PAYMENTS	47,440	52,628	52,844	53,816	37,237	42,347	55,541	55,228
ADJUSTMENTS	19,605	35,437	30,071	16,149	24,703	34,597	20,565	34,546
WRITE OFFS	5,983	4	2,371	280	6,130	0	4,473	0
	SEPT. '13	SEPT. '14	OCT. '13	OCT. '14	NOV. '13	NOV. '14	DEC. '13	DEC. '14
CHARGES	0	94,738	0		0		0	
PAYMENTS	20,786	42,864	6,602		2,496		1,367	
ADJUSTMENTS	5,666	38,836	1,771		541		225	
WRITE OFFS	4,431	860	3,506		1,939		1,200	

Payments to EMS	
Jan. 2014	5,422
Feb. 2014	3,534
March 2014	3,139
April 2014	3,731
May 2014	3,684
June 2014	3,767
Jul-14	2,964
Aug. 2014	4,036
Sept. 2014	3090
Oct. 2014	
Nov. 2014	
Dec. 2014	
Total Paid	\$33,366

	DP Collections 2013	EMS Collections 2014
Jan.	63,285	77,461
Feb.	57,432	50,484
Mar.	84,596	44,840
April	88,305	53,295
May	47,440	52,628
June	52,844	53,816
July	37,237	42,347
Aug.	55541	55228
Sept.	20786	42864
Oct.	6602	
Nov.	2496	
Dec.	1367	
TOTAL	\$517,931	\$472,962

	DP Charges 2013	EMS Charges 2014
Jan.	94,084	88,627
Feb.	106,987	75,043
Mar.	101,015	100,284
Apr.	89,582	87,748
May	92,696	108,198
June	81,726	54,770
July	***	143,280
Aug.	***	86331
Sept.	***	94738
Oct.	***	
Nov.	***	
Dec.	***	
TOTAL	\$566,089	\$839,020

***Effective July 1, 2013 De Pere no longer did their own billing for EMS services.

Attachment: Oct (2813 : Fire Department Overtime and EMS Billing Report for the Month of October.)

City of De Pere, Wisconsin

**Request For Finance/Personnel Committee Action**

MEETING DATE: November 11, 2014

DEPARTMENT: Police

FROM: Derek Beiderwieden

SUBJECT: Consideration of Police Overtime Donation Request from Celebrate Committee, Inc. *

The Celebrate Committee, Inc., is requesting relief of half of the police overtime amount that will be incurred for the 2015 Celebrate De Pere event. (See attached request letter and donor recipients memo). In the past, the Common Council has approved of such a donation/relief. The services the police provides includes escorts, money transfers, employee supervision, security, law enforcement, emergency preparedness, crowd control, event pre-planning, etc. The range of overtime has been between \$11,000 to \$14,000, with recent totals around \$11,500. The overtime total for 2015 is anticipated to be about \$12,000.

ATTACHMENTS:

- 2015 Letter to City Council (DOC)
- 2014 Donation Recipients (DOC)



The Celebrate Committee, Inc.

Organizers of

Celebrate De Pere

905 George Street #138

De Pere, WI 54115

www.celebratedepere.com

October 27, 2014

Board of Directors:

Brenda Gauger
President
920-336-9558
Cell: 920-366-3869

Carl Castelic
Vice President
920-227-3364

Gerard Ambrosius
Treasurer
920-336-7980
Cell: 920-362-7900

Kristina Ambrosius
Secretary
Cell: 920-883-9227

Mark Hubert
Member-at-Large
Cell: 920-713-1443

Dennis Koltz
Member-at-Large

Bob Tease
Member-at-Large

City of De Pere
Attn: Members of the City Council
335 S. Broadway
De Pere, WI 54115

Dear Council Members;

We, members of "The Celebrate Committee, Inc. Board of Directors" and the organizing committee would like to thank you for your past support regarding the Celebrate De Pere festival. Your support has enabled us to achieve continued success this past year. Attached is a breakdown listing the non-profit recipients and the total dollar amount the 2014 Celebrate De Pere festival raised for the area non-profit groups. The 2015 festival is the 25th anniversary of the "Celebrate De Pere" festival. This year's festival is being viewed as the "kickoff" for the city's 125 year anniversary celebration. The Celebrate Committee, Inc. is again soliciting your support for the 2015 "Celebrate De Pere" Memorial Day weekend festival.

For the 2015 event, The Celebrate Committee, Inc. is asking the City of De Pere to cover the items outlined in the letter addressed to the Department of Public Works along with one half of the De Pere Police invoice.

Your support and attention to this matter is greatly appreciated. The Celebrate Committee, Inc. will have members in the audience to answer any questions and/or concerns any alderperson may have.

Sincerely;
The Celebrate Committee, Inc.
"Organizers of Celebrate De Pere"

Attachment: 2015 Letter to City Council (2812 : Celebrate Police Donation)



The Celebrate Committee, Inc.

Organizers of

Celebrate De Pere

905 George Street #138

De Pere, WI 54115

www.celebratedepere.com

October 27, 2014

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Cell: 920-713-1443

Dennis Koltz
Member-at-Large

Bob Tease
Member-at-Large

City of De Pere
Attn: Members of the City Council
335 S. Broadway
De Pere, WI 54115

Donation Recipient's from 2014 Proceeds

Breecher Family	Kress Library
Ben's Wish Project Fund	LedgeFest Community Celebration
Freedom House Ministries	Legion Park Disc Golf Course Fund
American Red Cross	Marine Corp. Reserve Association
Camp Daniel	Syble Hopp School
Carry The Fallen	CP Center
CASA of Brown County	EDP & WDP School Graduation Bashes
Colton's Cure Foundation	NWTC Criminal Justice Association
City of De Pere - Dog Park	Globe University Legal Services
City of De Pere - Rec. Scholarship	Green Bay Fusion (Team Shine)
Connect Inc. A Cancer Concierge	NEW Community Shelter
De Pere Kiwanis Club	Desert Veterans
De Pere VFW Post 2113	OLOL School
De Pere VFW Post 2113 Ladies Aux.	Boy Scout Troop #1038
De Pere Historical Society	Old Glory Honor Flights
De Pere Christian Outreach	Electrical Union
De Pere Community Center for Elderly	East High Baseball
De Pere Rapides Youth Soccer Club	Families of Children with Cancer, Inc.
Bay Area Humane Society	Unity Limited Partnership
Family & Childcare Resources of NEW	United Way
Howe Community Resource Center	Wings Over WI Marina Project

2014 Non Profit Organizations in Park

Desert Veterans	De Pere Wrestling Club
Hope Lutheran Church	Tau Kappa Epsilon Fraternity
The Lions Club of De Pere	Brown County Tavern League
DPHS Girls Softball	West De Pere Booster Club

Total Amount Raised from 2014 Festival: \$125,412.54

Attachment: 2014 Donation Recipients (2812 : Celebrate Police Donation)

City of De Pere, Wisconsin



Request For Finance/Personnel Committee Action

MEETING DATE: November 11, 2014

DEPARTMENT: Finance Department

FROM: Joe Zegers

SUBJECT: Consideration of Wastewater Rate Study proposal.*

ATTACHMENTS:

- Sewer Rate Study Memo-November 5 2014 (DOC)
- WW proposal (PDF)

To: Honorable Michael J. Walsh, Mayor
Members of the Finance/Personnel Committee
From: Joe Zegers, Finance Director
RE: Consideration of Bid from Schenck SC for Sewer Utility Rate Study
Date: November 5, 2014

NEW Water (formerly known as the Green Bay Metropolitan Sewerage District) just completed their preliminary draft 2015 budget which includes a rate increase of approximately 12 % for the City of De Pere based on current year loadings. NEW Water plans to formally adopt their budget it on November 26th. Since we now have a preliminary estimate of the expected increase above, we can now proceed to include this in our 2015 Sewer Rate Study. In prior years we have retained our auditing firm Schenck SC to prepare the sewer rate study because of their expertise and familiarity with both the City's and NEW Water's operations and their fees appear lower than other firms that have bid in the past. I have attached Schenck's bid for your consideration and review and it should also be noted that their cost of \$5,000 to \$5,800 is just \$200 more than the last two year's bid amounts of \$4,800 to \$5,600.

We are expecting them to prepare their report during the second half of November and present it to the Public Works Committee on December 8th, 2014. With this timeline we can fully implement the new rates for the general City customers quarterly billed for the 1st quarter at the end of March 2015 and for our monthly industrial customers for their January 2015 billing. I would ask you to approve the attached so we can timely proceed with determining and implementing the 2015 sewer rate structure.

If you have any questions feel free to contact me prior to the meeting.



November 6, 2014

Joe Zegers, Finance Director
City of De Pere
335 S. Broadway
De Pere, WI 54115

Dear Joe:

In accordance with your request, outlined below is a proposal to provide assistance to the City of De Pere in regard to cash flows and user charges of the wastewater collection utility enterprise fund.

Engagement Scope and Objectives

The scope of our engagement will be to prepare an analysis of current operating costs, capital expenditures, debt service payments and the present customer rate structure. As part of the analysis, we will project future cash inflows and outflows of the wastewater collection utility and provide recommendations for rate changes. We will also present our report and rate recommendations to the Public Works Committee and City Council as directed by the City. Specifically, we will complete the following:

- Allocate costs of the wastewater utility between fixed and variable; including determining all costs applicable to treatment of high strength dischargers
- Assist the City in determining future capital expenditures of the wastewater utility for the years 2015 through 2019, including proposed methods of financing
- Preparation of a projection of wastewater utility operating cash flows for the years 2015 through 2019
- Preparation of a recommendation for 2015 wastewater user charges including developing projections of future rate increases to achieve a higher rate of return and, accordingly, an increase in resources available for wastewater replacement outlays

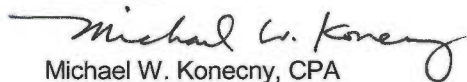
Fees

The assistance will be provided by experienced Schenck Government & Not-for-Profit staff. It is expected that Mike Konecny and Ginny Hinz will provide the majority of the hours in regard to this proposal. Mike has over 30 years of experience in consulting and auditing of Wisconsin utility operations. Ginny Hinz completes utility rate analyzes for many utilities each year. Fees for services will be based on the number of hours worked at our standard rates. We estimate the cost of the proposed services will range from \$5,000 to \$5,800.

Acceptance

If the foregoing is acceptable to you, please return a signed copy of this proposal to me to confirm the engagement. We appreciate the opportunity to present our proposal for your consideration.

Sincerely,


Michael W. Konecny, CPA

RESPONSE:

This letter correctly sets forth the understanding of the City of De Pere.

Signature

Title

Date



City of De Pere, Wisconsin**Request For Finance/Personnel Committee Action**

MEETING DATE: November 11, 2014

DEPARTMENT: Police

FROM: Derek Beiderwieden

SUBJECT: Consideration of Recommended Fine Changes for 2015*

In mid-October, the Police Chief and Municipal Judge met and discussed fine changes for the 2015 fine schedule. The last time the fine schedule was comprehensively reviewed was in 2006, although since then there have been a number of changes as new ordinances are passed or certain ordinances are reviewed. The attached document outlines the recommended changes to the fine schedule starting in 2015. The recommendations for the fine changes are from Judge David Matyas.

If you have any questions or concerns, please contact Judge Matyas or me at your convenience.

ATTACHMENTS:

- Fine Schedule 2015 draft (DOC)

Fine Recommendations from Judge Matyas October 23, 2014

Recommendations are second number (IE if numbers are \$100.00/\$150.00, 150.00 is the new recommendation)

<u>Chapter</u>	<u>Title</u>	<u>First Offense</u>	<u>Second Offense</u>	<u>Subsequent Offenses</u>	
22	Streets, Alleys, Sidewalks	\$100.00/150.00	\$250.00/300.00	\$400.00/450.00	
26	Water & Sewer Service	\$100.00/150.00	\$250.00/300.00	\$400.00/450.00	
27	Stormwater Management	\$100.00/150.00	\$250.00/300.00	\$400.00/450.00	
30	Parks & Recreation	\$100.00/150.00	\$250.00/300.00	\$400.00/450.00	
30-4	Operation of Boat Near Dam	\$200.00	\$400.00	\$500.00	No change
42	Construction Site/ Erosion Control	\$200.00/250.00	\$400.00/450.00	\$500.00/550.00	
46	Subdivisions	\$150.00/200.00	\$300.00/200.00	\$500.00/200.00	
14	Zoning	\$150.00/200.00	\$300.00/350.00	\$500.00/550.00	
54, 62, 66	Building/Electrical/ Plumbing Codes	\$150.00/200.00	\$300.00/350.00	\$500.00/same	
16	Fire Prevention	\$150.00/200.00	\$300.00/350.00	\$500.00/550.00	
66	Plumbing Code	\$150.00/200.00	\$250.00/300.00	\$400.00/450.00	
74	Public Health	\$150.00/200.00	\$250.00/300.00	\$400.00/450.00	
78	Nuisances	\$200.00/250.00	\$350.00/ 450.00	\$500.00/750.00	
82	Garbage & Refuse	\$100.00/150.00	\$200.00/250.00	\$350.00/400.00	
86	Dogs	\$75.00/100.00	\$150.00/200.00	\$250.00/300.00	
86-2	Dog & Cat Quarantine	\$100.00/200.00	\$200.00/300.00	\$350.00/450.00	
90	Mobile Home Parks	\$100.00/150.00	\$200.00/250.00	\$350.00/400.00	
94	Housing Code	\$150.00/200.00	\$250.00/300.00	\$400.00/450.00	
98	Regulation of Signs	\$150.00	\$250.00	\$400.00	No change
106	Licenses & Permits	\$150.00/200.00	\$250.00/300.00	\$400.00/450.00	
110	Business Regulations	\$150.00/200.00	\$250.00/300.00	\$400.00/450.00	
114	Peddlers	\$200.00/250.00	\$350.00/400.00	\$500.00/same	
118	Taxicabs	\$150.00/200.00	\$250.00/300.00	\$400.00/450.00	

Attachment: Fine Schedule 2015 draft (2822 : Fine Changes for 2015)

<u>Chapter</u>	<u>Title</u>	<u>First Offense</u>	<u>Second Offense</u>	<u>Subsequent Offenses</u>	
7-1	Furnish Intoxicants to Minor Consumption Underage 125.07(4)B	\$250.00	\$350.00	\$500.00	No change
	(Age 17-20)	\$100.00	\$200.00	\$350.00	No change
	(Age Under 17)	\$50.00	\$75.00	\$150.00	No change
7-1	Procuring for Underage (Same for Juv & Adults)	\$250.00	\$350.00	\$500.00	No change
7-1	Procure/sell/furnish to underage 125.07(1)(a)	\$250.00	\$350.00	\$500.00	No change
7-10	Sale to intoxicated person 125.07(2)(a)	\$150.00	\$250.00	\$400.00	No change
7-1	Presence in place of sale 125.07(3)(a)	\$150.00	\$250.00	\$400.00	No change
7-1	Underage procures or attempts To procure Juv & adults 125.085(3)(b)	\$250.00	\$350.00	\$500.00	No change
7-1	Underage false representation of age – Juv & adults 125.07(4)(a)(4)	\$200.00	\$300.00	\$500.00	No change
7-1	Provide ID to underage Juv & adults 125.085(3)(a)	\$200.00	\$300.00	\$500.00	No change
7-1	Underage false ID Juv & adults 125.085(3)(b)	\$200.00	\$350.00	\$500.00	No change
	Possession of alcohol on school grounds prohibited 125.09(2)(b)	\$200.00	\$350.00	\$500.00	No change
7-7	Open after hours 125.32(3)(a)	\$150.00	\$200.00	\$500.00	No change
7-1	Licensed operator to be on premises 125.32(2)	\$200.00	\$350.00	\$500.00	No change
7-10	Open Intoxicants on Street	\$75.00/100.00	\$125.00/100.00	\$250.00/100.00	
7	Liquor (all others)	\$150.00/200.00	\$250.00/300.00	\$350.00/400.00	
126	Burglar, Holdup & Fire Alarm	\$75.00/100.00	\$100.00/150.00	\$150.00/200.00	
130	Bicycles	\$30.00/50.00	\$60.00/100.00	\$75.00/150.00	
8	Truancy	\$50.00/same	\$100.00/same	\$150.00/100.00 lowered	
8	Habitual Truancy	New \$150.00	New \$250.00	New \$350.00	

<u>Chapter</u>	<u>Title</u>	<u>First Offense</u>	<u>Second Offense</u>	<u>Subsequent Offenses</u>	
8	Contributing to Truancy	\$200.00/250.00	\$350.00/400.00	\$500.00/550.00	
8	Fireworks Regulated	\$100.00/150.00	\$150.00/200.00	\$200.00/250.00	
8	Battery	\$300.00/350.00	\$400.00/450.00	\$500.00/550.00	
8	False Alarms	\$150.00	\$200.00	\$300.00	No Change
8	Endangering Safety by use of Dangerous Weapons	\$250.00/300.00	\$300.00/350.00	\$500.00/550.00	
8	Obstructing Emergency Personnel	\$250.00/300.00	\$300.00/350.00	\$500.00/550.00	
8	Criminal Damage to Property	\$200.00/300.00	\$350.00/same	\$500.00/550.00	
8	Trespass to Land	\$150.00/200.00	\$250.00/300.00	\$350.00/400.00	
8	Criminal Trespass to Dwelling	\$200.00/300.00	\$350.00/450.00	\$500.00/600.00	
8	Entry onto Construction Site	\$200.00/250.00	\$350.00/400.00	\$500.00/550.00	
8	Theft	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00	
8	Fraud on Hotel/Restaurant	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00	
8	Refusal to Pay for Motor Bus Ride	\$100.00/150.00	\$150.00/200.00	\$200.00/250.00	
8	Receiving Stolen Property	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00	
8	Alteration of Property Identification	\$200.00/250.00	\$300.00/350.00	\$400.00/450.00	
8	Obtaining Telecommunications Service by Fraud**	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00	
8	Theft of Cable TV Service	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00	
8	Theft of Satellite Cable Programming	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00	
8	Retail Theft	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00	
8	Removal of Shopping Cart	\$75.00/100.00	\$150.00/200.00	\$250.00/300.00	
8	Theft of Library Material	\$200.00/250.00	\$350.00/400.00	\$500.00/550.00	
8	Computer Crimes	\$200.00/250.00	\$300.00/350.00	\$400.00/450.00	

8	Public Fornication	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00
<u>Chapter</u>	<u>Title</u>	<u>First Offense</u>	<u>Second Offense</u>	<u>Subsequent Offenses</u>
8	Sexual Gratification	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00
8	Lewd & Lascivious Behavior	\$200.00/250.00	\$300.00/350.00	\$400.00/450.00
8	Gambling	\$100.00/150.00	\$200.00/250.00	\$350.00/400.00
8	Resisting/Obstructing Officer	\$300.00/400.00	\$400.00/500.00	\$500.00/600.00
8	Escape	\$300.00/350.00	\$400.00/450.00	\$500.00/550.00
8	Disorderly Conduct	\$200.00/250.00	\$300.00/350.00	\$400.00/450.00
8	Unlawful Use of Telephone	\$200.00/250.00	\$300.00/350.00	\$400.00/450.00
8	Harassment	\$200.00/250.00	\$300.00/350.00	\$400.00/450.00
8	Drinking in Common Carriers	\$150.00/200.00	\$250.00/300.00	\$350.00/400.00
8	Unlawful Assemblies	\$100.00/150.00	\$200.00/250.00	\$350.00/400.00
8	Hazing	\$200.00/250.00	\$300.00/350.00	\$400.00/450.00
8	Crimes Against Animals	\$200.00/250.00	\$350.00/400.00	\$500.00/550.00
8	Noise – disturbing peace	\$150.00/200.00	\$200.00/250.00	\$350.00/400.00
8	Indecency	\$200.00/250.00	\$300.00/350.00	\$400.00/450.00
8	Possession of Marijuana	\$250.00/300.00	\$350.00/400.00	\$500.00/550.00
	Possession of Paraphernalia	\$250.00/300.00	\$350.00/400.00	\$500.00/550.00
8	Loitering – streets & sidewalks	\$100.00/150.00	\$150.00/200.00	\$200.00/250.00
8	Loitering – Business	\$100.00/150.00	\$150.00/200.00	\$200.00/250.00
8	Juvenile Possession of Tobacco	\$50.00/75.00	\$75.00/100.00	\$100.00/125.00
8	All other offenses Against public peace Safety and Morals	\$150.00/200.00	\$200.00/250.00	\$350.00/400.00
146	Noise Ordinance	\$150.00/200.00	\$200.00/250.00	\$350.00/400.00
150-4(a)	Disorderly conduct w/ motor vehicle	\$150.00/200.00	\$200.00/250.00	\$350.00/400.00

<u>Chapter</u>	<u>Title</u>	<u>First Offense</u>	<u>Second Offense</u>	<u>Subsequent Offenses</u>	
43	Traffic Regulations (other than uniform traffic or parking regulations)	\$75.00	\$150.00	\$250.00	No change
8	Safe use & transport of firearms and bows (Wis. Stats. §167.31)	\$200.00/300.00	\$300/400.00		
8	Machine guns & other weapons (Wis. Stats. §941.26)	\$400.00/500.00			
8	Possession of short- barreled shotgun/rifle (Wis. Stats. §941.28)	\$400.00/500.00			
8	Possession of firearms (Wis. Stats. §941.29)	\$200.00/300.00	\$300.00/400.00		
8	Carrying a firearm into a public building (Wis. Stats. §941.235)	\$400.00/500.00			
8	Carrying a handgun where alcohol beverages may be sold/consumed (Wis. Stats. §941.237)	\$400.00/500.00			
8	Forgery (Wis. Stats. §943.38)	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00	
8	Financial transaction card crimes (Wis. Stats. §943.41)	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00	
8)	Fraud against a financial institution (Wis. Stats. §943.82)	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00	
8	Unauthorized use of personal identifying information (Wis. Stats. §943.201)	\$200.00/300.00	\$300.00/400.00	\$400.00/500.00	
8)	Gun free school zone (Wis. Stats. §948.605)	\$400.00/500.00			
150-1(a)	Operating motor vehicle while revoked (non-OWI)	\$250.00	\$300.00	\$350.00 (3 rd) \$400.00 (4 th)	No change

related) [Wis. Stats. §343.44(1)(b)]					
<u>Chapter</u>	<u>Title</u>	<u>First Offense</u>	<u>Second Offense</u>	<u>Subsequent Offenses</u>	
8-3	Smoking Regulations – Smokers (Wis. Stats. §101.123)	\$100.00/150.00	\$150.00/200.00	\$250.00/300.00	
8-3	Smoking Regulations – Person In Charge (Wis. Stats. §101.123)	\$100.00/150.00	\$100.00/150.00	\$100.00/150.00	
8-11	Aggressive Panhandling	\$100.00/150.00	\$250.00/300.00	\$400.00/450.00	
8-16	Urinating & Other Conduct in Public	\$200.00/250.00	\$300.00/350.00	\$400.00/450.00	
8.18-3	Sex Offender Residency Restrictions	\$200.00/250.00	\$300.00/350.00	\$400.00/450.00	
150-8	Railroad Regulations	\$200.00/300.00	\$250.00/300.00	\$300.00/350.00	
8-10	Possession of synthetic Cannabinoid or salvia prohibited	\$250.00/300.00	\$350.00/400.00	\$500.00/550.00	
8-23	Social Host Alcohol Regulations	\$800.00	\$1,000.00	\$1,500.00(3 rd) \$2,000.00(4 th)	No Change
110-8	Pawnbroker, Secondhand Article Dealers and Secondhand Jewelry Dealers	\$200.00/250.00	\$300.00/350.00	\$400.00/450.00	
8.947.0125	Unlawful use of computerized communications systems (Wis. Stats. §947.0125)	\$150.00/200.00	\$250.00/300.00	\$300.00/350.00	
78-8	Graffiti	New \$300.00	New \$400.00	New \$500.00	
7.125.68	General Provisions	New \$350.00	New \$450.00		

City of De Pere, Wisconsin

**Request For Finance/Personnel Committee Action**

MEETING DATE: November 11, 2014

DEPARTMENT: Human Resources

FROM: Shannon Metzler

SUBJECT: Approval of Updated Relocation Policy Language. *

Current City policy requires Finance/Personnel Committee approval to award relocation to an employee we are hiring. The policy states:

When an applicant is selected for a department head position with the City where residency is required, the City shall pay the actual, reasonable costs for the relocation of household goods, as determined by the Finance/Personnel Committee, up to a maximum of \$2,000.

We are in the process of hiring for the Fire Chief position. I am requesting relocation funds (dollar amount to be discussed) be allowed for relocation for our Fire Chief who will be relocating from Virginia assuming we make a final job offer. A final job offer is contingent on successful completion of the background check, references, physical, psychological etc.

I am also requesting that the policy language be revised as follows:

When an applicant is selected for *a position* ~~a department head position~~ with the City ~~where residency is required~~, the City ~~shall~~ *may* pay the actual, reasonable costs for the relocation of household goods, ~~as determined by the Finance/Personnel Committee~~, up to a maximum of \$25,000.

The new language allows more flexibility in the policy and a larger sum of money to be negotiated into the package deal if needed. The new language also doesn't restrict relocation only be provided for a department head position. There may be circumstances where we want to provide relocation for supervisory positions. (i.e. Assistant Fire Chief). Also, residency is no longer required for any positions, with the exception of Police Chief, Fire Chief and City Administrator.

If you have any questions before the meeting, please feel free to contact me at 339-4045.

Thank you.

City of De Pere, Wisconsin



Request For Finance/Personnel Committee Action

MEETING DATE: November 11, 2014

DEPARTMENT: Fire Department

FROM: Jeffrey Roemer

SUBJECT: Consider request to approve EMS Medical Director Agreement modification.*

ATTACHMENTS:

- Fire-EMS Director Medical Services Agreement 11-14-117-004-13 (DOCX)
- Fire-EMS Medical Director Amendment 11-14-117-004-13 (DOCX)
- 2013 Baycare Aurora - EMS Medical Director (PDF)

AGREEMENT BETWEEN THE CITY OF DE PERE AND
BAYCARE CLINIC, L.L.P. REGARDING EMERGENCY MEDICAL
SERVICE MEDICAL DIRECTOR SERVICES

This Agreement is entered into this _____ day of _____, 2014, by and between the City of De Pere, a Wisconsin Municipal Corporation (“City”) and BayCare Clinic, L.L.P., a Wisconsin Limited Liability Partnership (BCC).

WHEREAS, City and BCC, (along with BayCare Aurora, LLC, d/b/a Aurora BayCare Medical Center which is not a party to this Agreement) are parties to an Emergency Medical Service Medical Director Agreement dated August 27, 2013, as amended on _____, 2014 (the “Agreement”), a copy of which is attached and incorporated by reference as Exhibit 1; and

WHEREAS, under the Agreement, the City has engaged BCC, employer of Dr. Steven Stroman, for Dr. Stroman’s service to City as Emergency Medical Service Medical Director (“Medical Director”) as required under Wis. Stats. §256.12 and Wis. Admin Code. §110.49 DHS; and

WHEREAS, City and BCC wish to enter into this Agreement to further define the Emergency Medical Service Medical Director Services BCC is willing to provide City through Dr. Stroman.

NOW THEREFORE, upon the mutual promises and obligations contained herein, together with such other consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree as follows:

1. In addition to requiring the performance of the services described in paragraphs 1 and 3 of the Agreement, BCC shall permit and authorize Dr. Stroman to perform the following services within the scope of his designation as the City’s Medical Director:
 - A. Direct on-scene physician involvement occurring at the following types of EMS incident scenes:
 - i. Public highway/freeway response;
 - ii. Mass casualty incident;
 - iii. Mutual aid response outside the corporate limits of the City;
 - iv. Fire scenes.
 - B. Direct physician involvement during Emergency Medical Service (EMS) on-scene interactions, including:
 - i. Directing work of EMS staff;
 - ii. Direct physician treatment of patient(s);
 - iii. Transportation of patients to medical facilities;
 - iv. Fireground firefighter rehabilitation, including on-scene evaluation of vital signs and on-scene treatment;

- v. Participating in incident command structure, including providing fireground support by assisting command with medical related issues.
- C. Transportation to and from the above scenes and interactions will occur by City emergency vehicle, either as driver or passenger, or by personal vehicle of Medical Director.
- 2. Neither BCC nor Medical Director will receive any compensation from City for performing the aforementioned services.
- 3. The parties are independent contractors. No party is authorized or permitted to act as an agent or employee of any other. Nothing in this Agreement is intended nor shall be construed to create an employer/employee relationship, partnership, or joint venture relationship or to allow any party to exercise control or direction over the manner or method by which any party provides services to patients. All services shall be performed in accordance with all applicable medical standards and the terms and conditions of this Agreement.
- 4. The City and BCC shall maintain their own separate policies of comprehensive general liability and professional liability insurance in amounts sufficient to cover the activities covered under this Agreement. The City and BCC shall name each other as additional insureds under such liability policies for the activities covered under this Agreement. City automobile liability insurance shall cover Medical Director while Medical Director is operating or riding in a City vehicle.
- 5. Allocation of Risks
 - A. To the fullest extent permitted by law, BCC shall indemnify and hold harmless the City, City's officers, directors, partners, and employees from and against any and all costs, losses, and damages (including, but not limited to all fees and charges of attorneys and other professionals, and all court or arbitration or other dispute resolution costs) caused solely by the negligent acts or omissions of BCC or Medical Director, or the officers, directors, partners, or employees of either in the performance and furnishing of services under this Agreement.
 - B. To the fullest extent permitted by law, the City shall indemnify and hold harmless BCC and its officers, directors, partners, employees, and consultants from and against any and all costs, losses, and damages (including, but not limited to all fees and charges of attorneys and other professional, and all court or arbitration or other dispute resolution costs) caused solely by the negligent acts or omissions of City and City's officers, directors, partners, employees, and City's consultants with respect to this Agreement.
 - C. To the fullest extent permitted by law, the total liability to any party or anyone claiming by, through or under any party, for any cost, loss or damages caused in part by the negligence of any party, shall not exceed the percentage share which

that party's negligence bears to the total negligence of other parties and all other negligent entities and individuals.

6. This Agreement is intended to and does supplement the Agreement; however it does not supplant or supersede such Agreement; rather said Agreement shall continue in full force and effect as provided therein.
7. This Agreement shall terminate upon the termination of the Agreement.

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement as of the day and year first above written.

CITY OF DEPERE

By:

Michael J. Walsh, Mayor

Shana L. Defnet, Clerk-Treasurer

BAYCARE CLINIC, L.L.P.

By:

Chris Augustian, CEO

ACKNOWLEDGED

By:

Steven Stroman, M.D.

**AMENDMENT TO EMERGENCY MEDICAL
SERVICE MEDICAL DIRECTOR AGREEMENT**

WHEREAS, City of De Pere, ("City"), BayCare Aurora, LLC d/b/a Aurora BayCare Medical Center ("Medical Center"), and BayCare Clinic, L.L.P., ("BCC") are parties to an Emergency Medical Service Medical Director Agreement dated August 27, 2013 ("2013 Agreement"); and

WHEREAS, the parties wish to amend the termination provision of such 2013 Agreement as set forth below.

NOW THEREFORE, upon the mutual promises and obligations provided herein, together with such other consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. Paragraph 2 of the 2013 Agreement is revised to read as follows:

After the Initial Term, this Agreement shall automatically renew for successive one-year periods (each a "Renewal Term") unless any party gives written notice of its decision to not renew at least sixty (60) days prior to the end of any Renewal Term.

2. No other provision of the 2013 Agreement is amended hereby.

Dated this _____ day of _____, 2014.

CITY OF DEPERE

By:

Michael J. Walsh, Mayor

Shana L. Defnet, Clerk-Treasurer

BAYCARE CLINIC, L.L.P.

By:

Chris Augustian, CEO

ACKNOWLEDGED

By:

Steven Stroman, M.D.

**BAYCARE AURORA, LLC
AURORA BAYCARE MEDICAL CENTER**

By:

Brad Hahn, Secretary / Treasurer

EMERGENCY MEDICAL SERVICE MEDICAL DIRECTOR AGREEMENT

This Emergency Medical Service Medical Director Agreement (the "Agreement") is entered into this 27th day of August, 2013, by and among the City of De Pere, a municipal corporation ("City"), BayCare Aurora, LLC d/b/a Aurora BayCare Medical Center, a Wisconsin limited liability company, ("Medical Center"), and BayCare Clinic, L.L.P., a Wisconsin limited liability partnership ("BCC").

WHEREAS, the City's Fire Rescue Department operates an ambulance service ("City Service") and is an emergency medical service provider pursuant to Wis. Stats. §256.12; and

WHEREAS, as an emergency medical service provider, the City Service is required to engage a qualified medical director to provide medical direction in all matters relating to emergency medical services; and

WHEREAS, BCC employs physicians who are involved in the provision of emergency medical care; and

WHEREAS, the City wishes to engage Steven Stroman, M.D., employed by BCC, to serve as its Medical Director to perform such duties as required under Wis. Stats. §256.12 and Wis. Admin. Code §110.49 DHS; and

WHEREAS, City also wishes to engage Medical Center to provide supplies and education to the City's Service as set forth below.

NOW THEREFORE, in return for their the mutual covenants and obligations, together with other consideration the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. The City hereby engages Steven Stroman, M.D. ("Director"), employed by BCC to serve as its Director for the City's provision of emergency medical services to its residents and inhabitants, and to perform all acts and duties required of said position in conformity with Wis. Stats. §256.12 and Wis. Admin. Code §110.49 DHS.
2. The term of this Agreement shall be for a period of one year, commencing on September 1, 2013 ("Initial Term"). Thereafter, this Agreement shall automatically renew for successive one-year periods (each, a Renewal Term") unless any party gives written notice of the decision not to renew at least thirty (30) days prior to the end of the Initial Term or any Renewal Term. After the Initial Term, any party may terminate this Agreement at any time, for any reason by giving not less than sixty (60) days prior written notice to the other parties.

orig to CT
8/27/13

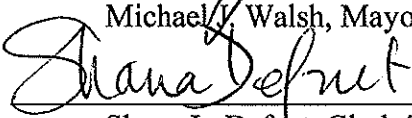
3. BCC shall ensure Director participates in the development, coordination, direction, supervision, and establishment of standards and procedures for the operation of the emergency medical service. In addition to the statutory and regulatory duties identified above, BCC shall ensure Director performs, the following duties:
 - a. Coordinate the development and continued oversight of standard operation procedures and protocols as well as complying with Wis. Admin. Code § 110.49 DHS "EMT-paramedic operational plan" (hereafter "Approved Operational Plan" or the "System"), ensuring these policies are reviewed and revised as necessary.
 - b. Monitor all aspects of quality control with the System, including but not limited to, individual EMT/paramedic knowledge, skills, and performance; periodic audits of target areas (i.e. chest pain, psych emergencies, and trauma); and audits of all deaths, cardiac arrests, intubations, and helicopter transports originating in Brown County;
 - c. Provide City Service with timely quality assurance initiatives, including critique and commentary of emergency services provided for the purpose of maintaining a medically acceptable level of emergency service care.
 - d. Perform or direct oversight of the base station physicians responsible for day to day directions and supervision of EMT and paramedic ambulance services functioning under the Approved Operational Plan;
 - e. Provide physician ride-along monitoring and assessment services for paramedic crews on a periodic basis; and
 - f. Provide educational support for emergency services personnel with such frequency as determined by state requirements and needs of the System, including on-going training, competencies with new equipment and techniques.
4. Medical Center will:
 - a. Replenish City Service's inventory of pharmaceutical medications and durable medical supplies at Medical Center's cost. Medical Center shall invoice City on a monthly basis for such supplies and City shall reimburse Medical Center within thirty (30) days after receipt of invoice.
 - b. Provide City Service personnel with American Heart Association ACLS, PALS, and BLS training courses on-site or at Aurora BayCare Medical Center Sports Complex.
5. In addition to meeting all requirements set forth in the aforementioned statutory and administrative code sections, City shall perform the following duties:
 - a. Comply with all state and local EMS protocols;
 - b. Abide by all orders, regulations, restrictions and protocols of Director or the Director's designees.

6. Neither BCC nor Medical Center shall receive compensation for its services unless otherwise agreed to in writing by the affected parties.
7. The parties are independent contractors. No party is authorized or permitted to act as an agent or employee of any other. Nothing in this Agreement is intended nor shall be construed to create an employer/employee relationship, partnership, or joint venture relationship or to allow any party to exercise control or direction over the manner or method by which any party provides services to patients. All services shall be performed in accordance with all applicable medical standards and the terms and conditions of this Agreement.
8. The City and BCC shall maintain their own separate policies of comprehensive general liability and professional liability insurance in amounts sufficient to cover the activities covered under this Agreement. The City and BCC shall name each other as additional insureds under such liability policies for the activities covered under this Agreement.
9. Allocation of Risks
 - a. To the fullest extent permitted by law, BCC shall indemnify and hold harmless the City, City's officers, directors, partners, and employees from and against any and all costs, losses, and damages (including, but not limited to all fees and charges of attorneys and other professionals, and all court or arbitration or other dispute resolution costs) caused solely by the negligent acts or omissions of BCC or Director, or the officers, directors, partners, or employees of either in the performance and furnishing of services under this Agreement.
 - b. Medical Center shall maintain insurance in such amounts as are required under ch. 655, Wisconsin Statutes and participate in Wisconsin's Injured Patients and Families Compensation Fund. Medical Center shall indemnify and hold harmless the City and BCC from the acts or omissions of Medical Center, its agents and employees, in performing Medical Center's duties under Section 4 of this Agreement.
 - c. To the fullest extent permitted by law, the City shall indemnify and hold harmless BCC and Medical Center and their officers, directors, partners, employees, and consultants from and against any and all costs, losses, and damages (including, but not limited to all fees and charges of attorneys and other professional, and all court or arbitration or other dispute resolution costs) caused solely by the negligent acts or omissions of City and City's officers, directors, partners, employees, and City's consultants with respect to this Agreement.
 - d. To the fullest extent permitted by law, the total liability to any party or anyone claiming by, through or under any party, for any cost, loss or damages caused in part by the negligence of any party, shall not exceed the percentage share which that party's negligence bears to the total negligence of other parties and all other negligent entities and individuals.

10. This Agreement constitutes the entire agreement among the parties. No change to the terms of this Agreement will be effective or enforceable unless such change shall be in writing and signed by the parties hereto.

Accepted and agreed to this 27th day of August, 2013.

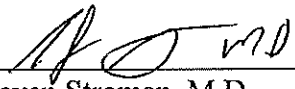
CITY OF DEPERE


Michael J. Walsh, Mayor

Shana L. Defnet, Clerk-Treasurer

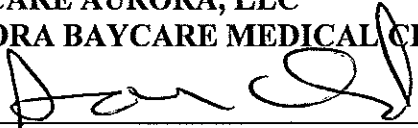
BAYCARE CLINIC, L.L.P.

By 
Chris Augustian, CEO

ACKNOWLEDGED:


Steven Stroman, M.D.

**BAYCARE AURORA, LLC
AURORA BAYCARE MEDICAL CENTER**

By: 
Sandra Ewald, Sr VP Finance