Finance/Personnel Committee

335 South Broadway
De Pere, WI 54115
www.deperewi.gov

Regular Meeting

Agenda

Tuesday, November 11, 2025 **7:30 PM** **Council Chambers and Virtual**

Pursuant to Wisconsin Statute 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, 2025** at **7:30 PM** in the **COUNCIL CHAMBERS, 2ND FLOOR CITY HALL, 335 S. BROADWAY STREET. DE PERE**.

The Public or Members of the Finance/Personnel Committee, which may count toward an official quorum, may attend the meeting either in person in the Council Chambers or telephonically or electronically via video conferencing or other appropriate technological means. Telephonic or electronic access to the meeting is provided below:

Computer/smart phone accessing https://www.gotomeet.me/DePere

OR

You can also dial in using your phone.
United States (Toll Free): 1 866 899 4679
United States: +1 (312) 757-3117
Access Code: 154-883-285

This meeting may also be rebroadcast on TV throughout the week and available on demand at https://deperewi.portal.civicclerk.com/.

I. Call to Order

1. Roll Call

2. Approval of the minutes of the October 14, 2025 Regular Meeting of the Finance/Personnel Committee.

3. Public Comment on Matters not on the Agenda. Comments made during the public comment period shall pertain only to matters under the jurisdiction of the Finance/Personnel Committee. §6-3(f) DPMC

4. Youth Commission presentation.*

5. Consideration and Possible Action on proposed changes to 2026 Special Event fees.*

6. Consideration and Possible Action on Memorandum of Understanding with U.S. Capitol Police.*

7. Consideration and Possible Action on Emergency Medical Services Contract with Town of

Lawrence.*

8. Consideration and Possible Action on ESRI (Small Government Enterprise Agreement) for Geographic Information System.*

9. Cash and Investments Report.

10. Consideration and Possible Action on the selection of The League of Wisconsin Municipalities Insurance and the Wisconsin Municipal Property Insurance Company for the provision commercial and property insurance.*

    PLEASE TAKE NOTICE that the Finance Personnel Committee may convene in closed session pursuant to Wis. Stat. §19.85(1) for agenda item 10:
    (e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Committee may then reconvene thereafter in open session pursuant to Wis. Stat. §19.85(2) to take action on any matter discussed in closed session or for such other purposes as are allowed by law.

11. Future agenda items.

12. Adjournment.

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

Agenda Sent To:
Alderpersons
City Administrator
Mayor
Department Heads
TV, Newspapers & Radio Stations
Kress Family Library
De Pere Chamber of Commerce
Mark Hank, Pages and Pours
David Lepp, De Pere Deacons
Terrie DuBois, St. Norbert College

City of De Pere, Wisconsin

I.2

Request for Finance/Personnel Committee Action

MEETING DATE:	November 11, 2025
DEPARTMENT:	Administration
FROM:	Amy Darnick, Administrative Assistant
SUBJECT:	Approval of the minutes of the October 14, 2025 Regular Meeting of the Finance/Personnel Committee.
RECOMMENDED ACTION:	Motion to approve.

Minutes

ATTACHMENTS:
October 14, 2025- DRAFT

Finance/Personnel Committee

335 South Broadway
De Pere, WI 54115
www.deperewi.gov

Regular Meeting

Minutes

Tuesday, October 14, 2025	7:30 PM	335 S. Broadway, De Pere, WI 54115

I. Call to Order

1. Roll Call

Also present was:
City Manager Kim Flom, City Attorney Joanne Bungert, Human Resources Director Shannon Metzler, Human Resources Generalist Tracy Hood, Fire Chief Brett Jansen, Maintenance Supervisor Tom Blohowiak, Development Services Director Dan Lindstrom, Public Works Director Scott Thoresen, Parks, Recreation & Forestry Director Marty Kosobucki, Community and Economic Development Specialist Quasan Shaw, and Administrative Assistant Amy Darnick.

Health Department Director/Officer Chrystal Woller & IT Director Steve Massey are virtual.

2. Approval of the minutes of the September 9, 2025 Regular Meeting of the Finance/Personnel Committee.

RESULT:	**Passed**
MOVER:	James Boyd
SECONDER:	Devin Perock
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock
NAYS:	None

3. Public Comment on Matters not on the Agenda. Comments made during the public comment period shall pertain only to matters under the jurisdiction of the Finance/Personnel Committee. §6-3(f) DPMC

None

4. Consideration and Possible Action to approve emergency use of unassigned reserves for sanitary sewer line repairs at Legion Pool in the amount of $15,295.*

RESULT:	**Passed**
MOVER:	Amy Kundinger
SECONDER:	Pamela Gantz
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock
NAYS:	None

5. Consideration and Possible Action to approve funds from unassigned reserves for City Hall generator repairs in the amount of $16,657.14.*

Tom Blohowiak is present to speak on this item. We had some panels that were broken and we weren't sure if the insurance company would cover it or not. After not hearing back from them, today we received a check from the insurance company for $7,728.04. They covered everything besides our deductible, which was $2,500. The total we need now is $8,929.10 + instead of the $16,657.14 since the insurance company provided the check.

Alderperson Kundinger wanted to state that these are reasonable amounts for unassigned reserves. 37%, with these items taken out of unassigned reserves, highly estimated impact was a fractional amount. .3 % roughly. Very minimal.

RESULT:	**Passed**
MOVER:	Devin Perock
SECONDER:	Pamela Gantz
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock
NAYS:	None

6. Consideration and Possible Action to approve a three-year contract with Arctic Wolf in the amount of $25,500.*

RESULT:	**Passed**
MOVER:	James Boyd
SECONDER:	Devin Perock
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock
NAYS:	None

7. Consideration and Possible Action on the WI DPH immunization grant awarded to the Health Department in the amount of $8,310.*

RESULT:	**Passed**
MOVER:	Pamela Gantz
SECONDER:	Casey Nelson
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock
NAYS:	None

8. Consideration and Possible Action to Amend Sections 2. General Guidelines of Employment, 3. General Policies, 4. Employee Conduct, 6. Compensation, 7. Time Off and Away from Work, 9. Separation from Employment and 10. Expenses and Reimbursements of the City of De Pere Employee Policy Manual.*

Human Resources Director Shannon Metzler and Human Resources Generalist Tracy Hood were present to speak on this item.

We look at the policies and we are recommending policy changes. The biggest change would be to be able to pay the Batallion chiefs overtime. They will be able to get paid when they are doing training on their day off, or when they would have to work to cover for another employee on a sick or vacation day. Won't be paid time and a half but will be able to be paid straight up.

RESULT:	**Passed**
MOVER:	James Boyd
SECONDER:	Devin Perock
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock

NAYS:	None

9. Consideration and Possible Action to approve 2026 Benefit Renewal & Plan Design Changes.*

Human Resources Director Shannon Metzler & Human Resources Generalist Tracy Hood were present to speak on this agenda item.
We are looking at a 10% plan increase for our health plan. If we compare our premiums from 2016 to 2026, it is only a 3.74% increase over 10 years.

One program that is new is Garner reimbursement plan. We had to look at a new strategy to keep our plan in line with our costs. We would give incentives to our employees to find the best-in-class providers. Garner helps find providers that are the most efficient. In essence, they will cost the plan less in the long run. We would structure our plan by increasing our deductible and co-pay. If the member uses Garner, they will have a reduced deductible up to $500 a year. The plan would be, if you stay with your current provider, then you will be paying the higher amount.

Alderperson Nelson was asking if there is ability to get into the top quality providers. Shannon said that there should be availability. Garner has assured us that 20% are available providers. They have assured us that they aren't running into those issues. There are still a lot of offerings for each provider.

Bec from M3 was virtual. She stated that all providers are in-network, and they are always accepting new patients in order to be recommended to our members.

We are looking to go back to a previous structure we had with specialty doctors. Members pay deductible and co-insurance for specialty doctor visits.

We shop for stop-loss providers. Self insured up to $130,000 up to one member, then we are insured for that. Looked at different provider groups and our provider is providing the best coverage.

Prevea isn't going to offer their direct care visits. Bellin will still offer this benefit.

Specialty medication chain. We have 7 members currently on specialty medicine. It will help bring down the cost of their prescriptions.

Dental plans. One is fully ensured and the self-insured one will go up 5%. Very minor changes on the dental side.

Wellness plan, we offer employees a discounted rate for any city-sponsored event (exercise classes, swim lessons, etc). We are looking to expand that slightly with swim pool passes, park and community shelter rentals.

RESULT:	**Passed**
MOVER:	James Boyd
SECONDER:	Amy Kundinger
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock
NAYS:	None

10. Consideration and Possible Action on Approval of the Paramedic Reimbursement Program.* (Held over from the August 12, 2025 meeting).

Fire Chief Jansen was present to speak on this item.
It is a good program to help promote good quality people to apply for these jobs. We've seen a large decline in paramedic applicants. We want to offer a reimbursement program for people that don't have their paramedic yet. They would be able to work, take classes while on duty and come back to finish their shifts. Once they are done with their schooling and pass their paramedic certification, we will reimburse them for their schooling. We would have a ruling that if they left within the 3 years, they would have to reimburse the city for that payment. We get funding assistance from the state of WI and can use it for schooling reimbursement. We have the funding sitting and ready to reimburse these members. This is a good incentive to attract and retain employees.

RESULT:	**Passed**
MOVER:	James Boyd
SECONDER:	Pamela Gantz
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock
NAYS:	None

11. Consideration and Possible Action to approve the Side Letter of Agreement with the De Pere Professional Fire Firefighters Association Regarding Overtime Incentives.*

Fire Chief Jansen was present to talk on this agenda item.

A year ago, we started a rotation overtime process where the bottom 12 employees at the end would be ordered in if they don't take the overtime. We have 2 ways of overtime: 1. Volunteer for the overtime. 2. If you don't volunteer for the overtime, you are order in (per the rotation). We mandate a certain level of service so we have to have a certain amount of people. We used to have the youngest person ordered in and we've lost some people because of doing it this way. We want to do it a different way with ordering in the bottom 12 and having it go on a rotation. We want to offer an incentive. If they volunteer to take the overtime, they would bump to the bottom of the list. This would allow them to schedule out their overtime in hopes that our order ins could be almost zero. We don't want to put burdens on the employees or their families. Incentivizing them to take the overtime instead of being ordered in.

The contract is settled for the end of 2026. This is a slight change to clarify interpretation on the contract change.

Approve the side letter of agreement regarding overtime incentives.

RESULT:	**Passed**
MOVER:	James Boyd
SECONDER:	Pamela Gantz
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock
NAYS:	None

12. Consideration and Possible Action of a Redevelopment Request for Proposals for Parcel WD-376, generally known as 360 Main Avenue. *

Development Services Director Dan Lindstrom and Community and Economic Development Specialist Quasan Shaw are both present to speak on this agenda item.

In April 2020, Council authorized City staff to acquire parcel WD-376 (360 Main Ave). The City purchased the parcel in May 2020. In June 2020, the Council also authorized staff to acquire Parcel WD-377 to combine the parcels to create a single redevelopment site. One of the focuses was to get workforce housing, but after talking with some multi family developers, we felt this would be a very small project and possibly not qualify for the tax credits. Sending the request for proposal back out. Doing mixed-use development. Looking to do a standard RFP for mixed-use development.

RESULT:	**Passed**
MOVER:	James Boyd
SECONDER:	Devin Perock
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock
NAYS:	None

13. Consideration and Possible Action on Sale Agreement Terms with Soft Light Photography LLC for the Purchase of Parcel ED-2384 for the Development of a 7,250 Square Foot Photography Studio for the purchase price of $59,500. *

Community and Economic Development Specialist Quasan Shaw & Development Services Director Dan Lindstrom were present to speak on this item.
They were approached by Lisa Petter - realtor. Softlight Photography LLC wants to purchase a parcel to construct a 7,250 square foot studio. Parcel consists of 1.19 acres and has a list price of $50,000 per acre for total cost of $59,500. Anticipated construction costs $1.4 million. Two terms that go along with the sale agreement would be that the property needs to be built out and obtain occupancy within 1 year and the City of De Pere pays brokerage commission of 3%.

Motion by Mayor Boyd- Perock 2nd to open the meeting.

The owner was present at the meeting to introduce himself. He is already taking photos in the area, but just needs a location.

Alderperson Gantz had a question on what type of photography he does. Newborns, families, seniors, business headshots.

Boyd to go back to regular session- Perock to 2nd

RESULT:	**Passed**
MOVER:	James Boyd
SECONDER:	Devin Perock
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock
NAYS:	None

14. Review and Discussion of the 2024 Annual Tax Increment District (TID) Summaries.

Development Services Director Dan Lindstrom was present to speak on this agenda item. This takes 6 months to accumulate all the information.

Tax Incremement is the biggest tool we have in the community from an economic development perspective. It allows us to leverage against future developments to help encourage growth. We look at all of these assumptions. Look at the assessment ratio. Looking to stay at 100%. We will know where we are going then. Looking at the tools provided from the state. Personal property was taken off and severely impacted some of our TIDs. Took reconfiguration of these models.

General Mill rate reduction over time. Pretty significant since 2014. Could potentially see the mill rate drop again. Mill rate is a rate the assessed value is being taxed. 10 years ago our mill rate was $21 per

1,000 and now it is roughly $14 per 1,000. Overall tax payer rate, could be paying less. Overall cost of goods and products aren't going down.

State allows 12% of our equalized value be in the increment (growth) of a TID. We are just under 11%. We might be hampered at creating new TIDs. We could see a TID 8 close within the next year.

TID 12 has had tremendous growth, mainly by Green Bay Packaging & Georgia Pacific, Infinity Machine and some neighborhood subdivisions.

WEST SIDE
From a property appreciation standpoint, all of our models are roughly the same. Mill rate reduction of 2% overtime. Might be a market correction at some point, which could affect us.

Industrial standpoint we are a little more conservative.

TID 8 is the previous Humana campus. Increase will go on the tax rolls in 2027.
The annual tax collection increase after TID 8 closure would be approximately $324,000. Our share will roughly be between $60-70,000.

TID 9 is our west downtown TID. Primarily around the Main Ave corridor. Surrounding downtown. Negative reductions because of property reduction. TID 9 might be in the red for a while. We anticipate closing this on time. We need to be monitoring this on a yearly basis. We are providing PAYGO incentives instead of cash grants. Our growth is still significant, and a lot of positive growth over time.

TID 11 is a replacement of TID 6 that was terminated in 2021. There is a significant level of growth in this TID too (Roughly $23 million). We will try to be aggressive on Southern Bridge funding, but we'd like to do as much as we can with cash to save in the future. $500,000 for TID value growth upon closure.

TID 12 was an overlay of TID 6. Infinity Machine, Green Bay Packaging, Georgia Pacific area. 10 years of life left in it. There has been significant growth over the last year. Trying to fund as much Southern Bridge as we can with this TID. Trying to help pay over to TID 9 so we can pay that off sooner.

TID 13 Festival Foods, MCdonalds, Aldis area. There has not been a lot of growth lately. The 9th Street development will be a part of this TID. $26 million in growth. Overall value growth upon TID closure is about $250,000.

TID 15 is an overlay to TID 8, created for United Health Group in 2020. Phoenix Reserve will be added to this TID. The growth is all related to the Humana Campus and some of the United Health Group Campus. The developer is looking to move this project forward. About $560,000 upon TID closure.

EAST SIDE
TID 7 is the east downtown. This was created in 2006, with a termination date of 2033. $11 mill total TID increment. This TID is projected to end with a deficit.

TID 10 is the business park TID. Commerce Drive includes Belmark and Valley Cabinet. Created in 2012. We are seeing some good growth right now. Projecting to move forward with some future value increases. Looking at terminating on time. About $213,000 upon TID closure.

TID 14 is our Irwin School, the only single-use TID in the city. Our debt is outstanding. Waiting to be paid to a developer. We are actually in a pretty good place if some of the projects move forward. Roughly $30,000 upon TID closure.

TID 16 was terminated.

TID 17 is around Belmark and Amerilux. It has good growth. This TID shows an actual reduction in value because of where Belmark was. It allows our current De Pere businesses to grow. It is showing as a red. It depends on how aggressive we are on Southern Bridge. $256,000 upon TID closure.

TID 18 is our new TID, where the Shopko site is. It is all very unknown, and we will be watching very closely.

East side we aren't seeing that development just yet. There is a corollation of the Southern Bridge.

15. Cash and Investments Report

RESULT:	**Passed**
MOVER:	James Boyd
SECONDER:	Devin Perock
AYES:	James Boyd, Pamela Gantz, Amy Kundinger, Casey Nelson, Devin Perock
NAYS:	None

16. Future agenda items.

None

17. Adjournment.

Mayor Boyd moved, seconded by Aldperson Perock to adjourn the meeting at 8:50 PM. Motion carried unanimously.

Respectfully submitted,
Amy Darnick

City of De Pere, Wisconsin

I.4

Request for Finance/Personnel Committee Action

MEETING DATE:	November 11, 2025
DEPARTMENT:	City Clerk
FROM:	Carey Danen, City Clerk, Jessie Paque, Deputy Clerk-Treasurer
SUBJECT:	Youth Commission presentation.*
RECOMMENDED ACTION:	Staff recommends approval.

Staff recommend establishing a City of De Pere Youth Commission beginning in 2026 to create a structured platform for youth engagement, leadership development, and community involvement. The Commission would provide valuable insight from residents ages 14–18 and strengthen connections between youth and local government.

Membership:

- Must be students in the Unified School District or School District of West De Pere, ages 14–18
- Selected through an application and possible interview process
- One-year terms running between May Annual Meetings
- Members may be reappointed
- The Mayor will make all appointments and reappointments

Commission Goals (Four Focus Areas):

- Education – Promote career exploration, education pathways, and sustainable recruitment of youth participants.
- Business – Support youth involvement with local businesses, workforce experience, and volunteerism to build leadership skills.
- Recreation – Expand youth events, support recreation facilities and neighborhood park development, and increase participation in community events (e.g., Memorial Day Parade, Tree Planting, National Night Out).
- Culture – Promote inclusiveness, creative spaces, and local traditions. Build partnerships with schools, nonprofits, Definitely De Pere, Park & Recreation, and the Common Council.

Duties and Function:

Report Annually, or as otherwise specified by Common Council, and confer with and advise the Council on matters concerning youth within the City, including:

- Promote public interest in and an understanding for youth issues and activities.
- Fostering youth involvement in municipal decision-making by creating a forum or focus group for youth to raise issues and provide input to the City of De Pere Common Council, City Departments, and influence policy formulation.
- Fostering cooperation and interaction amongst social, health, and recreational programs offered by the City, includes collaboration with teen advisors from Park Board and Sustainability Commission.
- Developing realistic goals and outcomes for improving conditions and prospects for youth in the City, including developing a methodology for monitoring progress on achieving these improvements

Staff recommends the Finance & Personnel Committee endorse the creation of the Youth Commission starting in 2026 and forward the proposal to the Common Council for approval.

ATTACHMENTS:
None

City of De Pere, Wisconsin

I.5

Request for Finance/Personnel Committee Action

MEETING DATE:	November 11, 2025
DEPARTMENT:	City Clerk
FROM:	
SUBJECT:	Consideration and Possible Action on proposed changes to 2026 Special Event fees.*
RECOMMENDED ACTION:	.

ATTACHMENTS:
Memo to F-P_11-11-25, 2026 Special Event Fees_proposed

CITY OF DE PERE
MEMO

To: Honorable Mayor James G. Boyd
Members of the Finance-Personnel Committee
From: Carey Danen, Clerk
Date: November 11, 2025 (meeting date)

RE: **Proposed 2026 fee increases/additions for special event permits**

The City's Special Events Team met recently to review the past year's special events and discuss the City's process for event applications. Special event fees, and the amount of staff time across departments that goes into reviewing applications, were included as part of the discussion. As a result, we are proposing the following changes to the special event fee schedule for 2026 (see attached chart):

Application fees have not increased since they were instituted in 2015 (small and medium events) and 2020 (large and special hazard events). Therefore, we are proposing increases that correspond to the increase in the Consumer Price Index over those years.

Historically, the City has waived permit fees for charitable organizations with tax exempt status. Due to the staff time involved in processing applications, we are proposing that these organizations should pay a reduced application fee.

Late and incomplete application submittals have been an ongoing problem, which causes issues for staff workloads and timely application review. Therefore, we are proposing to institute late fees on a sliding scale.

Finally, we are proposing two new fees: an additional fee for first-time events and a location change fee, due to the extra work this creates for review and approval.

Please contact me in advance of the meeting with any questions.

SPECIAL EVENT APPLICATION FEE SCHEDULE - 2026 PROPOSED

The chart below lists the Special Event application fees, as well as the Special Hazard Event fees. Depending on City or Public Safety services required, there may be fees in addition to the application fee that will be charged to the Event Organizer by those respective City departments.

	Current Fee	Full Price App Fee	Discounted 501(c) App Fee	Late Fee - less than 60 days	Late Fee - less than 30 days	First-Time Event Fee	Location Change Fee
Small Event	$25	$35	$20	$15	$20	$0	$5
Medium Event	$50	$65	$35	$25	$35	$50	$15
Large Event	$250	$310	$155	$115	$175	$100	$60
Special Hazard Event	$500	$625	$310	$210	$310	$150	$155

Notes:

37% CPI increase to small and medium event fees (2015-2025)

25% CPI increase to large and special hazard event fees (2020-2025)

Discounted 501(c) app fee is 50% of the full price fee

Late fee <60 days is 1/3 of the full price fee; <30 days is 1/2 of the full price fee

First time event fee is based on estimated additional staff time (one, two, or three hours depending on size) to review a new event

Location change fee is 25% of the full price fee

All fees are rounded to the nearest $5

Special Event application fees are non-refundable

Cancellation fee will be based on actual City Costs incurred in preparing for the event (with a minimum charge of $100)

City of De Pere, Wisconsin

I.6

<u>Request for Finance/Personnel Committee Action</u>

MEETING DATE:	November 11, 2025
DEPARTMENT:	Police
FROM:	Jeremy Muraski, Police Chief
SUBJECT:	Consideration and Possible Action on Memorandum of Understanding with U.S. Capitol Police.*
RECOMMENDED ACTION:	Motion to Approve.

Staff recommends approval of the MOU with U.S. Capitol Police.

<u>ATTACHMENTS</u>:
Capital Police MOU Request, USCP Standard MOU - version 2.0, MOU FAQs - version 2.0

DE PERE
POLICE DEPARTMENT

325 S. Broadway
De Pere, WI 54115
920-339-4079

Jeremy A. Muraski
Chief of Police

November 6, 2025

TO: De Pere Finance and Personnel Committee, and Full City Council

FROM: Chief of Police Jeremy A. Muraski

RE: MOU between the City of De Pere Police Department and the United States Capitol Police.

We have experienced an uptick in political division in our nation and a corresponding increase in the requests for police assistance with security. As such, I believe we should move forward with establishing a Memorandum of Understanding (MOU) with the U.S. Capitol Police to allow the City to seek reimbursement for law enforcement protection services when requested by their agency.

In the current and continually evolving political and security landscape, the U.S. Capitol Police have increasingly reached out to the De Pere Police Department to provide security or protective details for members of Congress or the House of Representatives during visits or events held within the City of De Pere. While there are occasions when they notify us of a visit but request no police presence, there have been more frequent requests for active law enforcement protection.

The U.S. Capitol Police have confirmed that reimbursement for officer time and costs is available, however, this is only accessible if an MOU is on file between our agencies. Establishing this agreement will ensure that we can recover the City's costs associated with these federally requested protection details, thereby relieving our taxpayers of the financial burden of providing these services.

Moving forward with this MOU would formalize the process, provide clarity on expectations, and protect the City's financial interests when such requests arise. The law department has reviewed the proposed Memorandum of Understanding.

Sincerely,

Jeremy A. Muraski, Chief of Police

MEMORANDUM OF UNDERSTANDING WITH THE UNITED STATES CAPITOL POLICE

Date:

1. Parties	**1a.** *Insert Partner Agency Name* ***Herein "Partner Agency"***	**1b. United States Capitol Police**
2. Jurisdiction • **City** • **County** • **State** • **Institution**	**2a.** *Insert language describing your agency's jurisdiction.* *Be sure to include the city and/or county and state you serve.* *If you serve a specific institution (e.g.,a university), please specify.*	**2b.** The USCP is a federal law enforcement agency under the Legislative Branch of Government. It is the mission of the USCP to protect the Congress – its Members, employees, visitors, and facilities – so it can fulfill its constitutional and legislative responsibilities in a safe, secure and open environment.
3. Point of Contact (POC) • **Name** • **Title** • **Address** • **Email** • **Phone Number**	**3a.** *Insert information of the primary POC with whom USCP can correspond in relation to this MOU.* *USCP will consider the return of this form with completed POC information as intent by your agency to initiate the MOU process. Reimbursement will require full execution of the MOU.*	**3b.** Jeanita Mitchell Acting Assistant Chief of Police for Protective and Intelligence Operations United States Capitol Police 119 D Street, NE Washington, DC 20510 Jeanita.Mitchell@uscp.gov (C) 202-384-8720
IN WITNESS WHEREOF, the parties hereto have executed this MOU as follows		
4. Authorizing Official • **Name** • **Title**	**4a.** *Insert name and title of an official who has signatory authority for your agency.*	**4b.** Michael G. Sullivan Chief of Police United States Capitol Police
5. Authorizing Official's Signature	**5a.**	**5b.**
6. Date of Authorizing Officials' Signature	**6a**.	**6b.**

Terms & Conditions

I. INTRODUCTION

This Memorandum of Understanding ("MOU") is entered into by and between the United States Capitol Police ("USCP") and the Partner Agency, collectively referred to as the "Parties," for the purpose of reimbursing the Partner Agency for agreed upon law enforcement services.

II. BACKGROUND

The USCP Office of Protective and Intelligence Operations (P&IO) has the statutory requirement pursuant to 2 U.S.C. §1966 to protect the Members of Congress when security considerations so require. In order to fulfill this responsibility, P&IO requires augmentation of its capabilities in the form of law enforcement support within the Partner Agency's jurisdiction.

III. PURPOSE

A. The purpose of this MOU is to set forth the terms by which the USCP will reimburse the Partner Agency for the protective services specified in Section IV(A), such services to commence on the date the MOU is fully executed. In instances in which Partner Agency services must be provided prior to full execution of this MOU, USCP will consider the return of this form with fields 1a, 2a, and 3a completed as a good faith effort to proceed towards full execution such that those services will be eligible for reimbursement once the MOU is finalized.

B. This MOU does not obligate the Partner Agency to provide resources at USCP's request.

C. This MOU does not obligate USCP to reimburse the Partner Agency for protective services provided without direct coordination with USCP.

D. This MOU is an agreement between the Parties and is not intended and should not be construed, to create or confer any other person or entity any right or benefit, substantive or procedural, enforceable at law or otherwise against the Partner Agency, USCP, or any state, locality, or other entity.

IV. RESPONSIBILITIES OF THE PARTNER AGENCY UNDER THIS MOU

A. Upon request from USCP, and agreement by the Partner Agency, based on available resources, the Partner Agency shall provide support and enhancements to the USCP protective mission for Congressional events and/or USCP protective operations occurring in the Partner Agency's jurisdiction. Services may involve the expenditure of overtime by the Partner Agency. During the events and/or protective operations, the Partner Agency shall maintain routine communications with USCP leadership as necessary.

B. The Partner Agency agrees to provide the USCP with a summary of expenses incurred in connection with the Partner Agency's provision of services requested by the USCP. This summary will be consistent with the format for record keeping provided by the USCP. Upon request, the Partner Agency agrees to make available to USCP accounting records related to services provided under this MOU and that such records may be subject to audit and examination. The Partner Agency will direct correspondence related to reimbursement to USCP and no other party.

C. The Partner Agency will secure prior, explicit approval for any expenditure on equipment used to support USCP requests where reimbursement will be sought.

D. The Partner Agency will provide advance notice to USCP of any third-party law enforcement agency it engages to support a USCP request unless there are exigent circumstances. Third-party agencies cannot be directly reimbursed by USCP through this MOU and must seek reimbursement through the Partner Agency.

E. The Partner Agency will submit invoices within 60 days of having provided the relevant services/support to ensure payment.

V. RESPONSIBILITIES OF USCP UNDER THIS MOU

A. The USCP agrees to provide the necessary funds due to the Partner Agency as part of this MOU between both parties. The USCP shall promptly pay all invoices submitted by the Partner Agency regarding services provided pursuant to this MOU.

B. The USCP agrees to bear its own costs in relation to this MOU.

VI. DURATION OF THIS MOU

This MOU will continue in force until it is terminated by either party. Either party may terminate this MOU after giving 30 days' written notice to the other Party.

VII: FUNDING

No provision of this MOU shall be interpreted to require obligation or payment of funds in violation of the Anti-Deficiency Act, 31 U.S.C. § 1341. Reimbursements and expenditures under this MOU shall be subject to the USCP's budgetary processes and to the availability of funds.

VIII: SEVERABILITY

Nothing in this MOU shall be construed to conflict with current law. If a term of this MOU is inconsistent with such authority, that term shall be invalid to the extent of the inconsistency. The remainder of that term and all other terms of this MOU shall remain in effect.

IX: MODIFICATIONS

The terms and conditions of this MOU may be modified only upon prior written agreement by the Parties.

X: MISCELLANEOUS

The Parties shall comply with all applicable laws, rules, and regulations.

USCP MOU Frequently Asked Questions

A Partner Agency that returns the Standard Memorandum of Understanding (MOU) with the date and Sections 1a., 2a., and 3a. completed can consider the MOU process with the United States Capitol Police (USCP) to be initiated such that the costs associated with providing law enforcement services to support a USCP request are eligible to be reimbursed upon the finalization of the MOU.

Where do I send the MOU?

The MOU should be returned via email to MOU@uscp.gov.

What types of services are reimbursable?

Assets and resources provided by your agency to support USCP for the hours requested are eligible for reimbursement provided coordination was directly conducted with USCP. Congressional staff is not authorized to guarantee reimbursement through the USCP MOU program.

Expenditure on equipment requires specific approval from USCP prior to purchase if reimbursement will be sought.

Who can be reimbursed?

Only the law enforcement agency from whom USCP requested assistance, and who has entered into an MOU with USCP, can be directly reimbursed. USCP cannot provide reimbursement to private companies for security services.

What if I need an additional law enforcement agency to support a USCP request?

If you need to engage an additional law enforcement agency to support a USCP request, you must provide USCP with advance notice unless there are exigent circumstances. In addition, that agency must seek reimbursement through you. Your agency can then pass the cost of that reimbursement to USCP in accordance with the provisions of the MOU.

How do I submit for reimbursement?

Upon finalization of the MOU, USCP will provide a vendor enrollment form to your agency. This form is required to register your agency for payments.

Once your agency has provided the requested services, the Point of Contact (POC) for your agency should send an invoice that includes:

- An invoice number;
- A date for services rendered; and
- An itemized list of services with associated costs, to include a list of officers and the associated hours, where relevant.

The invoice should be billed to:

United States Capitol Police
119 D Street, NE
Washington, DC 20510

Invoices should be submitted **via email only** to MOU@uscp.gov.

How and when will reimbursement be issued?

Reimbursement will only be initiated after services in support of a USCP request have been provided.

Payment will be made in the form of a paper check or ACH direct deposit. Payment will only be processed through to an agency with an MOU; no payment will be made directly to individual officers or third-party vendors. Payment can only be made once an MOU is signed by both agencies. In other words, while services provided may be *eligible* for reimbursement upon initiation of the MOU process, the *actual payment* will require the MOU to be finalized.

After your POC (1) returns the vendor enrollment form and (2) sends an invoice, you can expect reimbursement in 30-60 days, provided the MOU has been finalized.

What if my agency wants to make edits to the Standard USCP MOU?

Any law enforcement partner that is willing to enter an MOU with USCP but would like to request changes to the Standard MOU can email MOU@uscp.gov. We will connect you with our Office of General Counsel for further processing.

What if I have additional questions?

You can reach our team an MOU@uscp.gov.

City of De Pere, Wisconsin

I.7

Request for Finance/Personnel Committee Action

MEETING DATE:	November 11, 2025
DEPARTMENT:	Fire
FROM:	Brett Jansen, Fire Chief
SUBJECT:	Consideration and Possible Action on Emergency Medical Services Contract with Town of Lawrence.*
RECOMMENDED ACTION:	Motion to Approve.

Staff recommends approval of the EMS contract with the Town of Lawrence.

ATTACHMENTS:
EMS Service Agreement Memo Approval with Lawrence, IGA with Exhibits A-C

Memo

To: Honorable Mayor James Boyd
Members of the Finance & Personnel Committee

From: Fire Chief Brett Jansen

Date: November 11, 2025

Re: Approval of the Emergency Medical Services Contract with Town of Lawrence

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De Pere Fire Rescue strives to deliver the most superior and professional Emergency Medical Services (EMS) to its communities. The City of De Pere has been serving as the EMS provider for the Town of Lawrence under the current contract since 2012. The Town of Lawrence is at the current contracted rate of $14.88 per capita. We have enjoyed our partnership with Lawrence and believe it has provided benefit to both communities.

Previous service agreements were not based on the cost to provide the service, nor were they scaled to keep pace with rising costs. According to the Wisconsin Policy Forum, Fire/EMS spending from 1986-2019 has been 12% to 15% of operating capital for Wisconsin Municipalities and towns. Our existing service agreements have fallen significantly below the costs of providing the service, creating an unfair burden on the city.

Leadership from the City of De Pere and the Town of Lawrence have been meeting since July, 2025 to develop a methodology and rate increase for De Pere Fire Rescue to provide EMS services to the Town of Lawrence. The methodology was based on the following objectives:

- We seek to continue to provide EMS Services for the Town of Lawrence.
- We seek a contract that utilizes transparent data sharing and provides an equitable calculation methodology agreed upon by all parties.
- We acknowledge a shared responsibility to provide the best services at the best cost possible for all entities.

The drafted contract proposes the following:

1. The new contract is established in 2025, for services starting January 1, 2026.
2. Fixed price for the first four 4 years. Variable Price for subsequent years based on actual cost review.
3. The contract includes an auto-renew after year 5 with adjustments as defined.
4. Either party may terminate the contract with an 180-day notice of non-renewal.

5. Fixed per capita pricing for the first 4 years (2026-2028) as follows:

    a. Year 2026: $18.00
    b. Year 2027: $21.00
    c. Year 2028: $24.00
    d. Year 2029: $26.00
6. Contract population to be adjusted annually based on most current Wisconsin Population Estimates.
7. 'Catch Up Payment' equivalent to the difference between the Ledgeview and Lawrence per capita rate to be accrue in years 1- 4 and be paid in two installments in years 4 and 5.
8. 2030 pricing review and subsequent years at variable pricing.
9. A Gap Payment shall be issued to Lawrence for that upcoming service year, for payment to De Pere in an amount equal to the Gap Per Capita, as defined via illustrative calculation on the attached Exhibit B, multiplied by the Lawrence Population.

The City of De Pere will receive all revenue generated from the ambulance billing and the revenue received will calculate the formula for the 2030 and subsequent years with no grader than a 5% increase or decrease. If the calculated rate equals less than 5% the Consumer Price Index, it will be applied for the next service year. If the increase or decrease is greater than 5% in either direction, then a refund or invoice of payment will be generated for the difference above 5%.

We believe that the updated pricing model will continue the high level of EMS service in the region at a rate that is equitable for all parties. De Pere Fire Rescue respectfully requests approval of the drafted contract for emergency medical services (EMS) between the City of De Pere and the Town of Lawrence, to take effect on January 1, 2026.

Thank you for your consideration. If you have any questions, please do not hesitate to ask.

INTERGOVERNMENTAL AGREEMENT FOR EMERGENCY MEDICAL SERVICES and RESCUE BETWEEN

THE CITY OF DE PERE AND THE TOWN OF LAWRENCE

This Agreement is made and entered into pursuant to the authority of Wis. Stats. §66.0301, this ____day of _____________, 2025 as an intergovernmental agreement, by and between the City of De Pere, a Wisconsin municipal corporation ("De Pere") and the Town of Lawrence, a Wisconsin township ("Lawrence"), collectively referred to as "the Parties".

WHEREAS, the Parties have previously entered into agreement for the provision of emergency rescue services together with various amendments and addenda thereto; and

WHEREAS, the population growth in both De Pere and Lawrence, together with increasing service costs have necessitated the renegotiation of such agreements; and

WHEREAS, the Parties, individually and collectively, believe it to be in the best interests of their respective citizenry to enter into this new Agreement for emergency medical services and rescue; and

NOW, THEREFORE, upon mutual promises contained herein, and upon other such considerations, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

A. Prior Agreements. The parties agree that any and all prior agreements for the provision of emergency medical services and rescue, together with any and all amendments and addenda thereto, are hereby terminated.

B. Provision of Emergency Medical and Rescue Services. De Pere agrees to provide and make available on-call emergency medical and rescue services within the geographic area of Lawrence, as depicted and identified as the Service Area on Exhibit A, attached hereto and made a part hereof.

1. The scope of services shall consist of emergency medical and rescue services as follows:
    a. <u>Emergency rescue services</u>: Emergency medical services and transportation, including disentanglement/extrication.

    b. <u>Advanced life support services</u>: Trauma and cardiac life support and transportation provided by paramedical level staff including emergency rescue service.

2. De Pere shall staff its rescue vehicle(s) with employees who are trained and licensed in accordance with the requirements of the State of Wisconsin.

3. All rescue vehicle(s) utilized by De Pere for provisions of services under this Agreement shall comply with all regulations and standards imposed by the State of Wisconsin.

4. In no event shall the services provided be for non-emergency purposes. Patient transportation shall be to a Green Bay hospital unless approved by medical control. When practicable, such transport will be to the Green Bay hospital of the transportee's choice; however, should the transportee be unable to communicate such choice or should rescue personnel, in the exercise of their professional judgment, determine that a particular hospital is suited for the transportee's medical condition, the rescue personnel decision shall prevail.

5. In no event shall this Agreement be considered a guarantee or warranty of emergency or medical services or of the ability to provide such services upon demand. Lawrence understands and acknowledges that De Pere is a participant in the Brown County Mutual Aid Agreement ("County Agreement"). Pursuant to the County Agreement, De Pere may have occasion to request rescue services from a neighboring jurisdiction, which may result in Lawrence being the recipient of those mutual aid services. Lawrence agrees to accept such mutual aid services contemplated under the County Agreement, as being provided by De Pere under this Agreement.

6. De Pere shall use its same efforts toward responding to all requests for rescue calls received by De Pere personnel without regard to whether such calls are within De Pere, Lawrence, or any other jurisdiction. This shall in no way or manner be construed as any warranty or guarantee for service.

C. Contract Service Fees

1. In consideration of services provided under this Agreement, Lawrence shall pay to De Pere a Contract Service Fee ("Fee") calculated on per capita fee basis utilizing operating expenditures and operating revenues for De Pere, as more fully described in the Contract Pricing Calculator Schedule attached hereto as Exhibit B.

2. In addition to the Fee payable by Lawrence, De Pere shall charge to each user of services hereunder such fees consistent with its established Rescue Fee policy ("User Charges"). Residents of Lawrence will be charged fess at the De Pere Resident Rate. A copy of such current fees is attached hereto as Exhibit C.

3. The Fee for service years 2026-2029 shall be equal to the population data multiplied by the following Contract Service Rate ("Rate").
    a. Year 2026: $18.00
    b. Year 2027: $21.00
    c. Year 2028: $24.00
    d. Year 2029: $26.00

4. For service year 2030 and onward, De Pere, shall utilize the actuals (2) years in arrears for population data, operating expenditures and revenues to determine the Rate for the following service year based upon the difference in the Rate from the previous service and the Net Operating Cost per Capita two years in arrears (Net Operating Cost per Capita equals the Gross Cost Per Capita [Population Data/Operating Expenditures = Gross Cost Per Capita] less the Non-Contract Revenue Per Capita [Population Data/Operating Revenues = Non-Contract Revenue Per Capita]).

a. For example, to determine the Fee for the 2030 service year, the calculated Net Operating Cost per Capita for 2028 will be compared to the Rate for service year 2029 and based on the difference, the applicable adjustment calculator will be applied to determine the Rate and the resulting Fee.

b. Lawrence shall provide population data to De Pere on an annual basis in accordance with the population calculator detailed in the attached Exhibit D.

5. Lawrence shall make Catch Up Payments to De Pere based on its population data multiplied by the delta between its fixed Rate under this Agreement and the applicable contract service rate between Ledgeview and De Pere for the years 2026-2029. The Catch Up Payment delta rate will be as follows:

2026: $2.00
2027: $3.00
2028: $2.00
2029: Variable based on Ledgeview's calculated rate.

Lawrence's Catch Up Payments shall be paid in two (2) equal installments in years 2029 and 2030. De Pere shall invoice Lawrence for each Catch Up Payment, and such invoices shall be due within 30 (30) days of receipt by Lawrence.

6. <u>Contract Service Rate Adjustment Calculator Schedule ("Schedule")</u>:

a. CPI Rate Increase

i. If the Per Capita Difference [Net Operating Cost per Capita less the prior year's Contract Service Rate/prior year's Contract Service Rate] equals less than 5%, the Contract Service Rate shall adjust by the Consumer Price Index of the service year, two years in arears. This will be the new Contract Service Rate for the next service year.

b. 5% Rate Decrease and Refund Payment

i. If the Per Capita Difference equals a deficit of 5% or more, the Contract Service Rate shall be decreased by 5% and Lawrence will receive a Gap Refund Payment (" Gap Refund") based on the variance in the Per Capita Difference. (For example, if the Per Capita Difference is -7.1% [Net Operating Cost Per Capita of $24.17 less the 2029 Contract Service Rate of $26.00 divided by the 2029 Contract Service Rate of $26.00] the Contract Service Rate for 2030 will be $24.70 (2029 Contract Service Rate less 5%).

ii. Additionally, a Refund shall be issued to Lawrence for that upcoming service year, which will be equal to the Gap Per Capita, as defined via illustrative calculation on the attached Exhibit B, multiplied by the Lawrence Population. (See Exhibit B)

c. 5% Rate Increase and Invoice Payment

i. If the Per Capita Difference equals an increase of 5% or more, the Contract Service Rate shall be increased by 5% and Lawrence will receive a Gap Payment Invoice ("Gap Payment") based on the variance in the Per Capita Difference. (For example, if the Per Capita Difference is 7.9% [Net Operating Cost Per Capita of $28.05 less the 2029 Contract Service Rate of $26.00 divided by the 2029 Contract Service Rate of $26.00] the Contract Service Rate for 2030 will be $27.30 (2029 Contract Service Rate plus 5%)

ii. Additionally, a Gap Payment shall be issued to Lawrence for that upcoming service year, for payment to De Pere in an amount equal to the Gap Per Capita, as defined via illustrative calculation on the attached Exhibit B, multiplied by the Lawrence Population. (See Exhibit B.)

7. <u>Notice of Contract Service Fee.</u> De Pere shall conduct an annual review of its actuals for the prior service year and shall meet with Lawrence to discuss the results of that review. As part of this review and meeting, Lawrence shall provide the population data as described in paragraph C.4.b. of this Agreement. De Pere shall then provide written

notice to Lawrence of the Contract Service fee for the next following service year on or before June 30th. The notice will include the Contract Service Rate, the Contract Service Fee, a quarterly payment schedule and any Gap Refund or Gap Payment due.

8. Payments. De Pere shall invoice Lawrence equal quarterly installment payments for the Contract Service Fee on the 15th day of the first month of each quarter, commencing January 15, 2026, and quarterly thereafter until termination or expiration of the Agreement. Such invoices shall be due within (30) thirty days of receipt by Lawrence.

   If a Gap Refund or a Gap Payment is due based on the Schedule, such refund or payment shall be issued or due annually by January 31st. (For example, if the June 30, 2029 Notice of Contract Service Fee provides that a Gap Refund or Gap Payment is owed, such refund or payment will be issued or due by January 31st, 2030.)

D. Term

1. Initial Term. The term of this Agreement, commencing as of January 1, 2026, and shall continue for five (5) years ("Initial Term") unless modified or terminated by either Party as provided herein.

2. Renewal. Upon the expiration of the Initial Term, this Agreement shall automatically renew for successive one (1) year periods ("Renewal Term") unless either Party notifies the other in writing of its intention to not renew, no less than 180 days prior to the date on which the Agreement would otherwise automatically renew.

3. Breach. A party may terminate this Agreement if the other party commits a material breach of this Agreement by giving 30 days' notice to the breaching party. A material breach shall be defined as a breach that strikes so deeply at heart of the contract that it renders the Agreement "irreparably broken" and defeats the purpose of the making the contract in the first place. If the breaching party fails to correct the breach within 30 days, the Agreement is terminated. Notwithstanding the foregoing, De Pere may terminate this Agreement if Lawrence fails to make timely payment for amounts due

hereunder and such failure continues for a period of thirty (30) days following written notice of such failure by De Pere to Lawrence.

4. <u>Equalizing Payment.</u> In the event that Lawrence issues its notice of nonrenewal during the final year of the Initial Term and accordingly does not continue with a Renewal Term(s), Lawrence shall make an Equalizing Payment in the amount of $80,000.00 to align expenditures for service costs not contemplated in the flat service fees for service years 2026-2029.

5. <u>Fees/Gap Refunds/Gap Payments Upon Termination.</u> Following the termination and/or expiration of the Agreement, the Parties will remain obligated to each other for any Gap Refund or Gap Payment that may be due pursuant to Schedule for what would have been the next upcoming service year. Any such Gap Refund or Gap Payment shall be issued or due by July 31st of the next following calendar year until all actuals for prior service years are accounted for and reconciled.

   To that end, De Pere shall provide a final notice in the calendar year following the termination of the Agreement with any applicable Gap Refund or Gap Payment Invoice due which shall be issued or paid by July 31st in the year immediately following the termination or expiration of the Agreement. (For example, if the Agreement terminates on December 31, 2031, De Pere shall provide written notice to Lawrence of any Gap Refund or Gap Payment accounting for service years 2030 and 2031, no later than June 30, 2032 and payment will accordingly be issued or paid by July 31, 2032.)

E. <u>Indemnification</u>. Each Party shall be responsible for the consequences of its own acts, errors, or omissions and those of its employees, officers, officials, agents, boards, committees, commissions, agencies, and representatives and shall be responsible for any losses, claims, and liabilities which are attributable to such acts, errors, or omissions, including providing its own defense, except as provided herein. In situations including joint liability, each Party shall be responsible for the consequences of its own acts, errors, or omissions and those of its employees, officers, officials, agents, boards, commissions, committees, agencies, and representatives. It is not the intent of the Parties to waive any statutory protections or impose liability beyond that imposed by state statutes. The obligations of the Parties under this paragraph shall survive the expiration or termination of this Agreement.

F. Notices. Any and all notices which either Party may give under this Agreement shall be in writing and delivered by registered or certified mail, return receipt requests, or by personal delivery, or by first class mail postage prepaid. In this case of first class mail, delivery shall be deemed to have been accomplished two (2) days after deposit of the notice in the mail. Until written notice is delivered to the other party of a change in address, the addresses set forth below shall be presumed current:

If to City of De Pere:	City of De Pere City Clerk 335 South Broadway De Pere, WI 54115
If to the Town of Lawrence:	Town of Lawrence Town Clerk 2400 Shady Court De Pere, WI 54115

G. General Provisions

1. This Agreement shall, effective upon its execution by the parties, supersede and terminate any prior Agreement between the Parties.

2. This Agreement shall apply to, inure to the benefit of, and be binding upon and enforceable against, the parties hereto and their respective successors and assigns.

3. This Agreement will be construed and interpreted in accordance with the laws of the

State of Wisconsin, notwithstanding any conflicts of laws provisions.

4. Enforceability of this Agreement is not affected by a change in the form of Lawrence's government.

5. If any provision of this Agreement or the application thereof to any persons or circumstances shall, to any extent, be invalid or unenforceable, then the remainder of this Agreement or the application of such provision, or portion thereof, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law.

6. The waiver by either Party of a breach or violation of any provision of this Agreement shall not operate as, or be construed to be, a waiver of any subsequent breach of the same or any other provision hereof.

7. Neither Party shall be in default or otherwise liable for any delay in or failure of its performance under this Agreement if such delay or failure arises by any reason beyond its reasonable control, including any act of God or the common enemy or earthquakes, floods, fires, epidemics, riots, epidemics, telecommunications delays, failure of electrical power, lightning, national emergency, war, action of court or public authority, terrorist act, military action, civil disturbance, internet outages, failures or delay in transportation or communications. The Parties will promptly inform and consult with each other as to any of the above causes which in their judgment may or could be the cause of a delay in the performance of this Agreement.

8. Neither party may assign its rights or delegate its obligations under this Agreement without the prior written consent of the other party.

9. This Agreement constitutes the Parties' complete agreement and may only be modified, amended, or added after the date of this Agreement by a written instrument executed by both Parties, except as otherwise provided herein.

10. The Parties have given due authority to the individuals who have signed this Agreement to execute this Agreement on behalf of Lawrence and De Pere respectively, and, when signed, this Agreement shall constitute the binding obligation each of the Parties hereto.

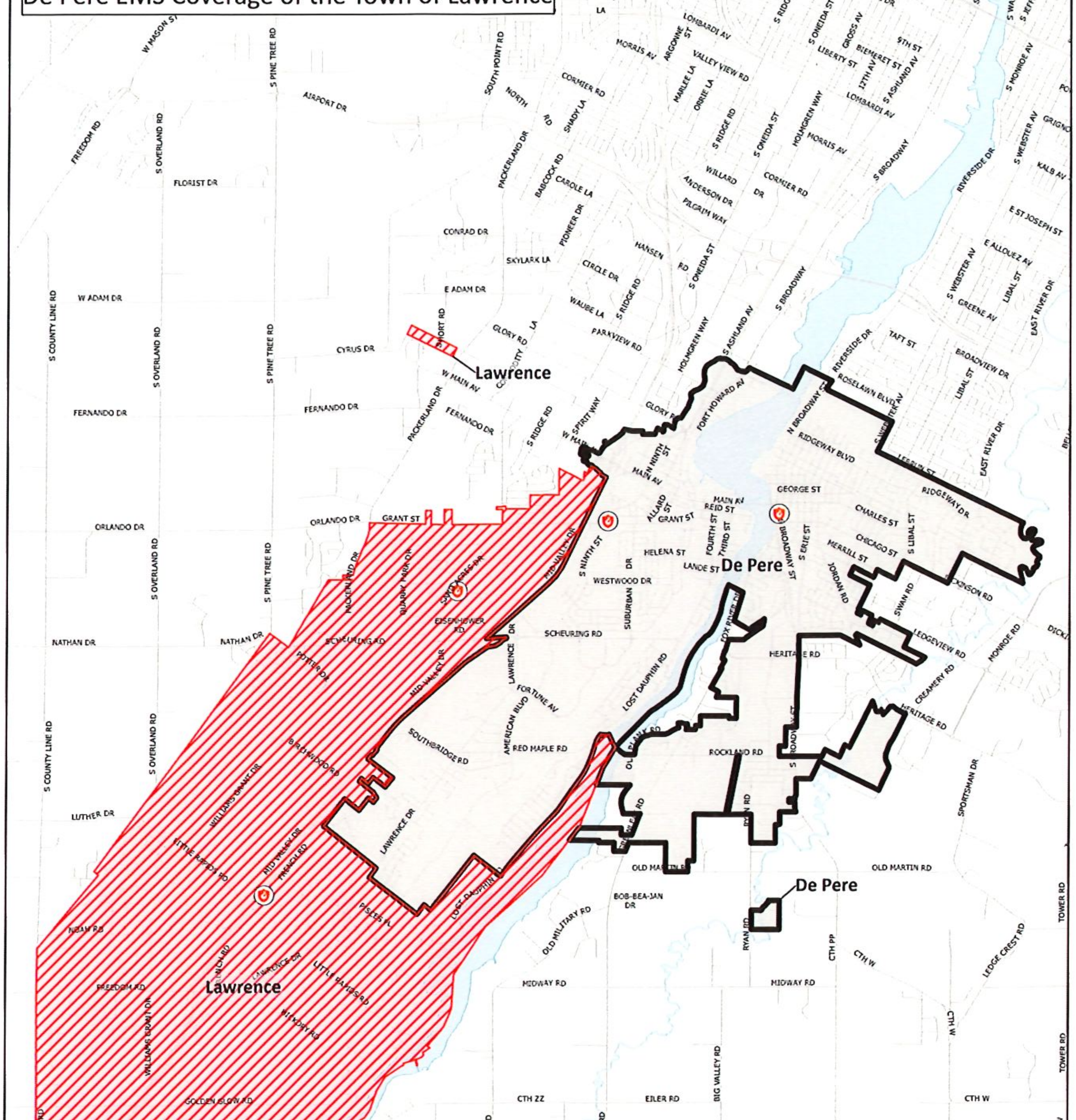
IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed as of the date and year first written above.

CITY OF DE PERE	TOWN OF LAWRENCE
______________________________	______________________________
Kimberly Flom, City Manager	Patrick W. Wetzel, Town Administrator
______________________________	______________________________
Carey Danen, City Clerk	Cindy Kocken, Town Clerk

EXHIBIT A

SERVICE AREA

De Pere EMS Coverage of the Town of Lawrence



Key Locations

- Fire Stations
- De Pere EMS Coverage Area
- Town of Lawrence
- City of De Pere

0 0.25 0.5 0.75 1
Miles

This map was produced utilizing a variety of sources the City of De Pere reasonably believes are reliable, including GIS data, some of which was under development at the time this map was produced. The City of De Pere makes no warranty, either expressed or implied, including no warranty as to fitness for a particular use, of the information contained in or comprising, this map. LA 06/19/2025 \Public_Saftey\Fire\EMS Contract Maps 2025

DE PERE

EXHIBIT B

CONTRACT SERVICE RATE CALCULATOR SCHEDULE

EXHIBIT B Contract Service Rate Calculator Schedule		CPI RATE ADJUSTMENT Definitions and Notes
2029 Per Capita Contract Price: $26.00	$26.00	Price as defined in contract year
Contract Pricing Deadline:	June 30th	Deadline to provide pricing to Lawrence
	2028 Actuals	
POPULATION		
De Pere Population	26,212	Final Population Estimate as set by Wisconsin Department of Administration, (annually by October 10th)
Ledgeview Service Area	8,238	Population provided by Town of Ledgeview based off of service area
Lawrence	7,146	Population to be provided by Town of Lawrence based off of service area.
Total (Combined Area)	41,596	
OPERATING EXPENDITURES		
EMS-41%	$2,629,299	EMS Expenditures calculated as 41% of Total Fire Department Operating Expenditures as reported by annual municipal audit. Capital costs are not included.
OPERATING REVENUES		
Total Ambulance Revenues	$1,575,000	Revenues as reported by annual municipal audit
Support and improvement 256.12(4) Training and examination aid 256.12(5)	$3,128	Emergency Medical Services Funding Assistance Program (FAP)
Any other external EMS revenues	$0.00	
Total Revenues	$1,578,128.00	
Gross Cost Per Capita	$63.21	
Non-Contract Revenue Per Capita	37.94	
Net Operating Cost Per Capita	$25.27	
Per Capita Difference	-2.8%	
Contract Price Methodology	< 5%	Difference is less than 5% - Contract amount adjusts by CPI-U
2028 CPI-U	*2.20%*	2028 CPI-U % Change, Avg-Avg
2030 Contract Service Rate	$26.57	
2030 Contract Service Fee	$189,883.51	

EXHIBIT B
Contract Service Rate Calculator Schedule

		CPI RATE ADJUSTMENT
		Definitions and Notes
2029 Per Capita Contract Price: $26.00	$26.00	Price as defined in contract year
Contract Pricing Deadline:	June 30th	Deadline to provide pricing to Lawrence
	2028 Actuals	
POPULATION		
De Pere Population	26,212	Final Population Estimate as set by Wisconsin Department of Administration, (annually by October 10th)
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Lawrence	7,146	Population to be provided by Town of Lawrence based off of service area.
Total (Combined Area)	41,596	
OPERATING EXPENDITURES		
EMS-41%	$2,629,299	EMS Expenditures calculated as 41% of Total Fire Department Operating Expenditures as reported by annual municipal audit. Capital costs are not included.
OPERATING REVENUES		
Total Ambulance Revenues	$1,524,994	Revenues as reported by annual municipal audit
Support and improvement 256.12(4) Training and examination aid 256.12(5)	$3,128	Emergency Medical Services Funding Assistance Program (FAP)
Any other external EMS revenues	$0.00	
Total Revenues	$1,528,121.49	
Gross Cost Per Capita	$63.21	
Non-Contract Revenue Per Capita	36.74	
Net Operating Cost Per Capita	$26.47	
Per Capita Difference	1.8%	
Contract Price Methodology	< 5%	Difference is less than 5% - Contract amount adjusts by CPI-U
2027 CPI-U	*2.20%*	2028 CPI-U % Change, Avg-Avg
2029 Contract Service Rate	$26.57	
2029 Contract Service Fee	$189,883.51	

EXHIBIT B
Contract Service Rate Calculator Schedule

5% RATE DECREASE AND REFUND PAYMENT

		Definitions and Notes
2029 Per Capita Contract Price: $26.00	$26.00	Price as defined in contract year
Contract Pricing Deadline:	June 30th	Deadline to provide pricing to Lawrence
	2027 Actuals	
POPULATION		
De Pere Population	26,212	Final Population Estimate as set by Wisconsin Department of Administration. (annually by October 10th)
Ledgeview Service Area	8,238	Population provided by Town of Ledgeview based off of service area
Lawrence	7,146	Population to be provided by Town of Lawrence based off of service area.
Total (Combined Area)	41,596	
OPERATING EXPENDITURES		
EMS-41%	$2,629,299	EMS Expenditures calculated as 41% of Total Fire Department Operating Expenditures as reported by annual municipal audit. Capital costs are not included.
OPERATING REVENUES		
Total Ambulance Revenues	$1,622,000	Revenues as reported by annual municipal audit
Support and improvement 256.12(4) Training and examination aid 256.12(5)	$3,128	Emergency Medical Services Funding Assistance Program (FAP)
Any other external EMS revenues	$0.00	
Total Revenues	$1,625,127.81	
Gross Cost Per Capita	$63.21	
Non-Contract Revenue Per Capita	39.07	
Net Operating Cost Per Capita	$24.14	
Per Capita Difference	-7.1%	
Contract Price Methodology	>5%	Difference equals a reduction of 5 % more from the 2028 rate, the Contract Service Rate will be reduced by 5% and Lawrence will receive a Gap Refund Payment
2030 Rate Adjustment	*-5.00%*	
2030 Contract Service Rate	$24.70	
2030 Contract Service Fee	$176,506.20	
2030 Gap Refund Payment:		
% Under 5%	-2.1%	Per Capita Difference minus 5%
Gap Per Capita	-$0.56	Multiplied by Gap % of Total %
2030 Gap Refund Amount	**-$3,994.17**	Gap Per Capita multiplied by Lawrence Population

EXHIBIT B Contract Service Rate Calculator Schedule		5% RATE INCREASE AND INVOICE PAYMENT Definitions and Notes
2029 Per Capita Contract Price: $26.00	$26.00	Price as defined in contract year
Contract Pricing Deadline:	June 30th	Deadline to provide pricing to Lawrence
	2028 Actuals	
POPULATION		
De Pere Population	26,212	Final Population Estimate as set by Wisconsin Department of Administration, (annually by October 10th)
Ledgeview Service Area	8,238	Population provided by Town of Ledgeview based off of service area
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Total (Combined Area)	41,596	
OPERATING EXPENDITURES		
EMS-41%	$2,629,299	EMS Expenditures calculated as 41% of Total Fire Department Operating Expenditures as reported by annual municipal audit. Capital costs are not included.
OPERATING REVENUES		
Total Ambulance Revenues	$1,459,000	Revenues as reported by annual municipal audit
Support and improvement 256.12(4) Training and examination aid 256.12(5)	$3,128	Emergency Medical Services Funding Assistance Program (FAP)
Any other external EMS revenues	$0.00	
Total Revenues	$1,462,127.81	
Gross Cost Per Capita	$63.21	
Non-Contract Revenue Per Capita	35.15	
Net Operating Cost Per Capita	$28.06	
Per Capita Difference	7.9%	
Contract Price Methodology	**>5%**	Difference equals an increase of 5 % more from the 2028 rate, the Contract Service Rate will be increased by 5% and Lawrence will receive a Gap Payment Invoice
2030 Rate Adjustment	*5.00%*	
2030 Contract Service Rate	$27.30	
2030 Contract Service Fee	$195,085.80	
2030 Gap Payment Invoice:		
% Over 5%	2.9%	Per Capita Difference minus 5%
Gap Per Capita	$0.76	Multiplied by Gap % of Total %
2030 Gap Invoice Amount	**$5,428.88**	Gap Per Capita multiplied by Lawrence Population

Contract Service Rate Calculator Schedule Flow Chart

What is the % difference from the Contract Service Rate and the actual per capita cost?

If the % difference is less than 5.0%

Adjust contract pricing by CPI-U for the following year

If the % difference is 5% or more (in deficit or increase)

Are the actual per capita costs higher or lower than Contract Service Rate?

If higher:

Increase contract pricing by 5% for following year.
Send an invoice for the gap payment the following year.

How to calculate gap payment:

(% Difference - 5%) multiplied by population

If lower:

Decrease contract pricing by 5% for following year.
Send a refund check for the gap payment in the following year

How to calculate gap payment:

(% Difference - 5%) multiplied by population

*Contract Pricing provided no later than June 30th of every year.

EXHIBIT C

USER FEE SCHEDULE

RESCUE SERVICE FEES ***Proposed 2026 Rates are subject to review & approval of the De Pere Common Council.***

PROCEDURE	CURRENT RATES (2022)		PROPOSED 2026 RATES		PROPOSED WORDING CHANGE
	Resident	Non-Resident	Resident	Non-Resident	
BLS Base Rate	$850	$850	$1,150	$1,150	
ALS Base Rate	$1,050	$1,050	$1,300	$1,300	
ALS2 Base Rate	$1,250	$1,250	$1,500	$1,500	
BLS on Scene Care (No transport)	$300		$500		
ALS on Scene Care (No transport)	$700		$850		
Mileage (per loaded mile)	$20		$22		
Extrication (this includes Jaws of Life, disentanglement of persons from tools or equipment (including airbags), water/ice rescues and other services where people are removed from places or pieces of equipment through the use of rescue measures.	$500		$500		Technical Rescue: This includes vehicle and industrial extrication, water/ice rescues, rope (high/low angle) rescues, and confined space rescues or any other incidents requiring the use of specialized equipment and techniques.
12-Lead Monitoring	$100		$100		
CPAP	$60		$60		
Disposable Bag/Mask	$30		$30		
EKG Disposables	$55		$55		
Intraosseous Line	$250		$250		
Intubation	$75		$75		
IV Start Kits	$65		$65		
Oxygen	$75		$75		
Pacing Pads	$100		$100		
Spinal Immobilization	$25		$25		
Ambulance Standby	$150 (per hour)		$175 (per hour)		Rate per hour for EMS standby at special events. Includes two personnel and response vehicle (ambulance or UTV).
EMS Standy - Non Ambulance	$50 (per hour)		$75 (per hour)		Rate per hour for EMS standby at special events. Includes two personnel. No response vehicle.
Hazardous Materials Clean-Up	$150		$150		Hazardous Materials clean up. For minor spills or releases resulting from motor vehicle or industrial accidents.
Fire Engine Standby with Crew of Four	Current FEMA rate + personnel cost $280		Current FEMA rate + personnel cost $280		Fire engine standby with crew of four.

EXHIBIT D

LAWRENCE POPULATION CALCULATOR

City of De Pere, Wisconsin

I.8

Request for Finance/Personnel Committee Action

MEETING DATE:	November 11, 2025
DEPARTMENT:	Development Services
FROM:	kristen Vincent
SUBJECT:	Consideration and Possible Action on ESRI (Small Government Enterprise Agreement) for Geographic Information System.*
RECOMMENDED ACTION:	Motion to approve and forward item to Common Council for final approval.

See attached memo.

ATTACHMENTS:
Memo - ESRI SGEA Renewal - Finance and Personnel Committee - 111125, DePere_SGEArenewal_Q-490980_signed, City of De Pere SGEA Renewal Quote Extended - 2026-2028 (002)

DE PERE

CITY OF DE PERE
MEMO

To: James Boyd, Mayor
Finance and Personnel Committee Members
From: Kristen Vincent, GIS Manager
Date: November 11, 2025

RE: **Consideration and Possible Action on ESRI Small Government Enterprise Agreement***

Summary
Since 2018, the GIS Division has entered into a 3-year agreement with ESRI for GIS software (ESRI Small Government Enterprise Agreement). Our current 3-year maintenance agreement is set to expire in January 2027. Due to a restructuring of terms and offerings, our current agreement is now considered "legacy". ESRI has offered to reset our contract to move us from legacy status to the current agreement model. With added benefits, and a limited price increase ($59.00 per year for three years, with the Year 1 increase already accounted for in the 2026 budget documents), the reset will position us well for the future. The agreement is population-based, and we will remain at the 25,000 population tier for what will be the new 3-year term (2026-2028), rather than moving us to a new tier (with a higher cost) in 2027.

Staff Recommendation
Recommend approval of the ESRI Small Government Enterprise Agreement and forward the recommendation to the Common Council for approval.

December 14, 2023

Mr. Daniel Lindstrom
City of De Pere
335 S Broadway
De Pere, WI 54115-2526

Dear Daniel,

The Esri Small Municipal and County Government Enterprise Agreement (SGEA) is a three-year agreement that will grant your organization access to Esri term license software. The EA will be effective on the date executed and will require a firm, three-year commitment.

Based on Esri's work with several organizations similar to yours, we know there is significant potential to apply Geographic Information System (GIS) technology in many operational and technical areas within your organization. For this reason, we believe that your organization will greatly benefit from an Enterprise Agreement (EA).

An EA will provide your organization with numerous benefits including:

- A lower cost per unit for licensed software
- Substantially reduced administrative and procurement expenses
- Complete flexibility to deploy software products when and where needed

The following business terms and conditions will apply:

- All current departments, employees, and in-house contractors of the organization will be eligible to use the software and services included in the EA.
- If your organization wishes to acquire and/or maintain any Esri software during the term of the agreement that is not included in the EA, it may do so separately at the Esri pricing that is generally available for your organization for software and maintenance.
- The organization will establish a single point of contact for orders and deliveries and will be responsible for redistribution to eligible users.
- The organization will establish a Tier 1 support center to field calls from internal users of Esri software. The organization may designate individuals as specified in the EA who may directly contact Esri for Tier 2 technical support.
- The organization will provide an annual report of installed Esri software to Esri.
- Esri software and updates that the organization is licensed to use will be automatically available for downloading.
- The fee and benefits offered in this EA proposal are contingent upon your acceptance of Esri's Small Municipal and County Government EA terms and conditions.

- Licenses are valid for the term of the EA.

This program offer is valid for 90 days. To complete the agreement within this time frame, please contact me within the next seven days to work through any questions or concerns you may have.

To expedite your acceptance of this EA offer:

1. Sign and return the EA contract with a Purchase Order or issue a Purchase Order that references this EA Quotation and includes the following statement on the face of the Purchase Order:

   "THIS PURCHASE ORDER IS GOVERNED BY THE TERMS AND CONDITIONS OF THE ESRI SMALL MUNICIPAL AND COUNTY GOVERNMENT EA, AND ADDITIONAL TERMS AND CONDITIONS IN THIS PURCHASE ORDER WILL NOT APPLY."

   Have it signed by an authorized representative of the organization.

2. On the first page of the EA, identify the central point of contact/agreement administrator. The agreement administrator is the party that will be the contact for management of the software, administration issues, and general operations. Information should include name, title (if applicable), address, phone number, and e-mail address.

3. In the purchase order, identify the "Ship to" and "Bill to" information for your organization.

4. Send the purchase order and agreement to the address, email or fax noted below:

   Esri
   Attn: Customer Service SG-EA
   380 New York Street
   Redlands, CA 92373-8100

   e-mail: service@esri.com
   fax documents to: 909-307-3083

I appreciate the opportunity to present you with this proposal, and I believe it will bring great benefits to your organization.

Thank you very much for your consideration.

Best Regards,

Angie Bramer

Quotation # Q-490980

Date: December 14, 2023

Environmental Systems Research Institute, Inc.
380 New York St
Redlands, CA 92373-8100
Phone: (909) 793-2853
DUNS Number: 06-313-4175   CAGE Code: 0AMS3

Customer # 191567   Contract # ENTERPRISE AGREEMENT

City of De Pere
GIS Dept
335 S Broadway
De Pere, WI 54115-2526

To expedite your order, please attach a copy of this quotation to your purchase order.
Quote is valid from: 7/12/2023 To: 1/8/2024

ATTENTION: Daniel Lindstrom
PHONE:
EMAIL: dlindstrom@deperewi.gov

Material	Qty	Term	Unit Price	Total
168177	1	Year 1	$30,141.00	$30,141.00
		Populations of 0 to 25,000 Small Government Enterprise Agreement Annual Subscription		
168177	1	Year 2	$30,141.00	$30,141.00
		Populations of 0 to 25,000 Small Government Enterprise Agreement Annual Subscription		
168177	1	Year 3	$30,141.00	$30,141.00
		Populations of 0 to 25,000 Small Government Enterprise Agreement Annual Subscription		

Subtotal:	$90,423.00
Sales Tax:	$0.00
Estimated Shipping and Handling (2 Day Delivery):	$0.00
Contract Price Adjust:	$0.00
Total:	$90,423.00

Esri may charge a fee to cover expenses related to any customer requirement to use a proprietary vendor management, procurement, or invoice program.

For questions contact:	**Email:**	**Phone:**
Angie Bramer	abramer@esri.com	(909) 793-2853 x8378

The items on this quotation are subject to and governed by the terms of this quotation, the most current product specific scope of use document found at https://assets.esri.com/content/dam/esrisites/media/legal/product-specific-terms-of-use/e300.pdf, and your applicable signed agreement with Esri. If no such agreement covers any item quoted, then Esri's standard terms and conditions found at https://go.esri.com/MAPS apply to your purchase of that item. If any item is quoted with a multi-year payment schedule, then unless otherwise stated in this quotation, Customer is required to make all payments without right of cancellation. Third-party data sets included in a quotation as separately licensed items will only be provided and invoiced if Esri is able to provide such data and will be subject to the applicable third-party's terms and conditions. If Esri is unable to provide any such data set, Customer will not be responsible for any further payments for the data set. US Federal government entities and US government prime contractors authorized under FAR 51.1 may purchase under the terms of Esri's GSA Federal Supply Schedule. Supplemental terms and conditions found at https://www.esri.com/en-us/legal/terms/state-supplemental apply to some US state and local government purchases. All terms of this quotation will be incorporated into and become part of any additional agreement regarding Esri's offerings. Acceptance of this quotation is limited to the terms of this quotation. Esri objects to and expressly rejects any different or additional terms contained in any purchase order, offer, or confirmation sent to or to be sent by buyer. Unless prohibited by law, the quotation information is confidential and may not be copied or released other than for the express purpose of system selection and purchase/license. The information may not be given to outside parties or used for any other purpose without consent from Esri. Delivery is FOB Origin for customers located in the USA.

PURCHASE ORDER

81028

City of De Pere
Municipal Service Center
925 S. Sixth Street
De Pere, WI 54115

TO: ESRI

DATE: 1/3/24

Check Appropriate Box

- ☐ Park Department
- ☐ Community Center
- ☐ Municipal Service Center
- ☐ Street Dept.
- ☐ City Hall
- ☐ Engineering
- ☐ Shop/Mechanics
- ☐ Safety Acct.
- ☐ Fire Dept.
- ☐ Police Dept.
- ☐ Water
- ☒ Other GIS

Quantity	Description	Amount
	Year one of ESRI ELA January 2024	
	650-53000-215 $10,047	$30,141.00
	201-51200-215 $10,047	
	601-69030-215 $10,047	
	Customer # 191567	
	Quote# Q-490980	

Account No. ______

[illegible] 1/3/24
Authorized By

[illegible]
Prepared By

White - Vendor   Yellow - Accts. Payable Dept.   Pink - Issuing Dept.

Ref. No. 0 7.25702543

Esri Use Only:
Cust. Name ______________
Cust. # ______________
PO # ______________
Esri Agreement # ____________

esri THE SCIENCE OF WHERE

SMALL ENTERPRISE AGREEMENT
COUNTY AND MUNICIPALITY GOVERNMENT
(E214-1)

This Agreement is by and between the organization identified in the Quotation (**"Customer"**) and **Environmental Systems Research Institute, Inc. ("Esri")**.

This Agreement sets forth the terms for Customer's use of Products and incorporates by reference (i) the Quotation and (ii) the Master Agreement. Should there be any conflict between the terms and conditions of the documents that comprise this Agreement, the order of precedence for the documents shall be as follows: (i) the Quotation, (ii) this Agreement, and (iii) the Master Agreement. This Agreement shall be governed by and construed in accordance with the laws of the state in which Customer is located without reference to conflict of laws principles, and the United States of America federal law shall govern in matters of intellectual property. The modifications and additional rights granted in this Agreement apply only to the Products listed in Table A.

Table A
List of Products

Uncapped Quantities
Desktop Software and Extensions (Single Use)
ArcGIS Desktop Advanced
ArcGIS Desktop Standard
ArcGIS Desktop Basic
ArcGIS Desktop Extensions: ArcGIS 3D Analyst, ArcGIS Spatial Analyst, ArcGIS Geostatistical Analyst, ArcGIS Publisher, ArcGIS Network Analyst, ArcGIS Schematics, ArcGIS Workflow Manager, ArcGIS Data Reviewer

Enterprise Software and Extensions
ArcGIS Enterprise (Advanced and Standard)
ArcGIS Monitor
ArcGIS Enterprise Extensions: ArcGIS 3D Analyst, ArcGIS Spatial Analyst, ArcGIS Geostatistical Analyst, ArcGIS Network Analyst, ArcGIS Schematics, ArcGIS Workflow Manager, ArcGIS Data Reviewer

Enterprise Additional Capability Servers
ArcGIS Image Server

Developer Tools
ArcGIS Runtime Standard
ArcGIS Runtime Analysis Extension

Limited Quantities
One (1) Professional subscription to ArcGIS Developer
Two (2) ArcGIS CityEngine Single Use Licenses
50 ArcGIS Online Viewers
50 ArcGIS Online Creators
10,000 ArcGIS Online Service Credits
50 ArcGIS Enterprise Creators
2 ArcGIS Insights in ArcGIS Enterprise
2 ArcGIS Insights in ArcGIS Online
5 ArcGIS Location Sharing User Type Extension (Enterprise)
5 ArcGIS Location Sharing User Type Extension (Online)
6 ArcGIS Advanced Editing User Type Extension (Enterprise)

OTHER BENEFITS

Number of Esri User Conference registrations provided annually	**2**
Number of Tier 1 Help Desk individuals authorized to call Esri	**2**
Maximum number of sets of backup media, if requested*	**2**
Five percent (5%) discount on all individual commercially available instructor-led training classes at Esri facilities purchased outside this Agreement	

*Additional sets of backup media may be purchased for a fee

Customer may accept this Agreement by signing and returning the whole Agreement with (i) the Quotation attached, (ii) a purchase order, or (iii) another document that matches the Quotation and references this Agreement ("**Ordering Document**"). **ADDITIONAL OR CONFLICTING TERMS IN CUSTOMER'S PURCHASE ORDER OR OTHER DOCUMENT WILL NOT APPLY, AND THE TERMS OF THIS AGREEMENT WILL GOVERN.** This Agreement is effective as of the date of Esri's receipt of an Ordering Document, unless otherwise agreed to by the parties ("**Effective Date**").

Term of Agreement: Three (3) years

This Agreement supersedes any previous agreements, proposals, presentations, understandings, and arrangements between the parties relating to the licensing of the Products. Except as provided in Article 4—Product Updates, no modifications can be made to this Agreement.

Accepted and Agreed:

City of De Pere
(Customer)

By: [signature]
Authorized Signature

Printed Name: James G. Boyd

Title: Mayor

Date: 1/3/2023

CUSTOMER CONTACT INFORMATION

Contact: Kristen Vincent

Telephone: 920-339-4072 x1254

Address: 335 S Broadway

Fax: 920-330-9491

City, State, Postal Code: De Pere, WI 54115

E-mail: kvincent@deperewi.gov

Country: United States

Quotation Number (if applicable): Q-490980

1.0—ADDITIONAL DEFINITIONS

In addition to the definitions provided in the Master Agreement, the following definitions apply to this Agreement:

"Case" means a failure of the Software or Online Services to operate according to the Documentation where such failure substantially impacts operational or functional performance.

"Deploy", "Deployed" and "Deployment" mean to redistribute and install the Products and related Authorization Codes within Customer's organization(s).

"Fee" means the fee set forth in the Quotation.

"Maintenance" means Tier 2 Support, Product updates, and Product patches provided to Customer during the Term of Agreement.

"Master Agreement" means the applicable master agreement for Esri Products incorporated by this reference that is (i) found at https://www.esri.com/en-us/legal/terms/full-master-agreement and available in the installation process requiring acceptance by electronic acknowledgment or (ii) a signed Esri master agreement or license agreement that supersedes such electronically acknowledged master agreement.

"Product(s)" means the products identified in Table A—List of Products and any updates to the list Esri provides in writing.

"Quotation" means the offer letter and quotation provided separately to Customer.

"Technical Support" means the technical assistance for attempting resolution of a reported Case through error correction, patches, hot fixes, workarounds, replacement deliveries, or any other type of Product corrections or modifications.

"Tier 1 Help Desk" means Customer's point of contact(s) to provide all Tier 1 Support within Customer's organization(s).

"Tier 1 Support" means the Technical Support provided by the Tier 1 Help Desk.

"Tier 2 Support" means the Esri Technical Support provided to the Tier 1 Help Desk when a Case cannot be resolved through Tier 1 Support.

2.0—ADDITIONAL GRANT OF LICENSE

2.1 **Grant of License.** Subject to the terms and conditions of this Agreement, Esri grants to Customer a personal, nonexclusive, nontransferable license solely to use, copy, and Deploy quantities of the Products listed in Table A—List of Products for the Term of Agreement (i) for the applicable Fee and (ii) in accordance with the Master Agreement.

2.2 **Consultant Access.** Esri grants Customer the right to permit Customer's consultants or contractors to use the Products exclusively for Customer's benefit. Customer will be solely responsible for compliance by consultants and contractors with this Agreement and will ensure that the consultant or contractor discontinues use of Products upon completion of work for Customer. Access to or use of Products by consultants or contractors not exclusively for Customer's benefit is prohibited. Customer may not permit its consultants or contractors to install Software or Data on consultant, contractor, or third-party computers or remove Software or Data from Customer locations, except for the purpose of hosting the Software or Data on Contractor servers for the benefit of Customer.

3.0—TERM, TERMINATION, AND EXPIRATION

3.1 **Term.** This Agreement and all licenses hereunder will commence on the Effective Date and continue for the duration identified in the Term of Agreement, unless this Agreement is terminated earlier as provided herein. Customer is only authorized to use Products during the Term of Agreement. For an Agreement with a limited term, Esri does not grant Customer an indefinite or a perpetual license to Products.

3.2 **No Use upon Agreement Expiration or Termination.** All Product licenses, all Maintenance, and Esri User Conference registrations terminate upon expiration or termination of this Agreement.

3.3 **Termination for a Material Breach.** Either party may terminate this Agreement for a material breach by the other party. The breaching party will have thirty (30) days from the date of written notice to cure any material breach.

3.4 **Termination for Lack of Funds.** For an Agreement with government or government-owned entities, either party may terminate this Agreement before any subsequent year if Customer is unable to secure funding through the legislative or governing body's approval process.

3.5 Follow-on Term. If the parties enter into another agreement substantially similar to this Agreement for an additional term, the effective date of the follow-on agreement will be the day after the expiration date of this Agreement.

4.0—Product Updates

4.1 Future Updates. Esri reserves the right to update the list of Products in Table A—List of Products by providing written notice to Customer. Customer may continue to use all Products that have been Deployed, but support and upgrades for deleted items may not be available. As new Products are incorporated into the standard program, they will be offered to Customer via written notice for incorporation into the Products schedule at no additional charge. Customer's use of new or updated Products requires Customer to adhere to applicable additional or revised terms and conditions in the Master Agreement.

4.2 Product Life Cycle. During the Term of Agreement, some Products may be retired or may no longer be available to Deploy in the identified quantities. Maintenance will be subject to the individual Product Life Cycle Support Status and Product Life Cycle Support Policy, which can be found at https://support.esri.com/en/other-resources/product-life-cycle. Updates for Products in the mature and retired phases may not be available. Customer may continue to use Products already Deployed, but Customer will not be able to Deploy retired Products.

5.0—Maintenance

The Fee includes standard maintenance benefits during the Term of Agreement as specified in the most current applicable Esri Maintenance and Support Program document (found at https://www.esri.com/en-us/legal/terms/maintenance). At Esri's sole discretion, Esri may make patches, hot fixes, or updates available for download. No Software other than the defined Products will receive Maintenance. Customer may acquire maintenance for other Software outside this Agreement.

a. Tier 1 Support

1. Customer will provide Tier 1 Support through the Tier 1 Help Desk to all Customer's authorized users.

2. The Tier 1 Help Desk will be fully trained in the Products.

3. At a minimum, Tier 1 Support will include those activities that assist the user in resolving how-to and operational questions as well as questions on installation and troubleshooting procedures.

4. The Tier 1 Help Desk will be the initial point of contact for all questions and reporting of a Case. The Tier 1 Help Desk will obtain a full description of each reported Case and the system configuration from the user. This may include obtaining any customizations, code samples, or data involved in the Case.

5. If the Tier 1 Help Desk cannot resolve the Case, an authorized Tier 1 Help Desk individual may contact Tier 2 Support. The Tier 1 Help Desk will provide support in such a way as to minimize repeat calls and make solutions to problems available to Customer's organization.

6. Tier 1 Help Desk individuals are the only individuals authorized to contact Tier 2 Support. Customer may change the Tier 1 Help Desk individuals by written notice to Esri.

b. Tier 2 Support

1. Tier 2 Support will log the calls received from Tier 1 Help Desk.

2. Tier 2 Support will review all information collected by and received from the Tier 1 Help Desk including preliminary documented troubleshooting provided by the Tier 1 Help Desk when Tier 2 Support is required.

3. Tier 2 Support may request that Tier 1 Help Desk individuals provide verification of information, additional information, or answers to additional questions to

supplement any preliminary information gathering or troubleshooting performed by Tier 1 Help Desk.

4. Tier 2 Support will attempt to resolve the Case submitted by Tier 1 Help Desk.
5. When the Case is resolved, Tier 2 Support will communicate the information to Tier 1 Help Desk, and Tier 1 Help Desk will disseminate the resolution to the user(s).

6.0—Endorsement and Publicity

This Agreement will not be construed or interpreted as an exclusive dealings agreement or Customer's endorsement of Products. Either party may publicize the existence of this Agreement.

7.0—Administrative Requirements

7.1 **OEM Licenses.** Under Esri's OEM or Solution OEM programs, OEM partners are authorized to embed or bundle portions of Esri products and services with their application or service. OEM partners' business model, licensing terms and conditions, and pricing are independent of this Agreement. Customer will not seek any discount from the OEM partner or Esri based on the availability of Products under this Agreement. Customer will not decouple Esri products or services from the OEM partners' application or service.

7.2 **Annual Report of Deployments.** At each anniversary date and ninety (90) calendar days prior to the expiration of this Agreement, Customer will provide Esri with a written report detailing all Deployments. Upon request, Customer will provide records sufficient to verify the accuracy of the annual report.

8.0—Ordering, Administrative Procedures, Delivery, and Deployment

8.1 Orders, Delivery, and Deployment

a. Upon the Effective Date, Esri will invoice Customer and provide Authorization Codes to activate the nondestructive copy protection program that enables Customer to download, operate, or allow access to the Products. If this is a multi-year Agreement, Esri may invoice the Fee up to thirty (30) calendar days before the annual anniversary date for each year.

b. Undisputed invoices will be due and payable within thirty (30) calendar days from the date of invoice. Esri reserves the right to suspend Customer's access to and use of Products if Customer fails to pay any undisputed amount owed on or before its due date. Esri may charge Customer interest at a monthly rate equal to the lesser of one percent (1.0%) per month or the maximum rate permitted by applicable law on any overdue fees plus all expenses of collection for any overdue balance that remains unpaid ten (10) days after Esri has notified Customer of the past-due balance.

c. Esri's federal ID number is 95-2775-732.

d. If requested, Esri will ship backup media to the ship-to address identified on the Ordering Document, FOB Destination, with shipping charges prepaid. Customer acknowledges that should sales or use taxes become due as a result of any shipments of tangible media, Esri has a right to invoice and Customer will pay any such sales or use tax associated with the receipt of tangible media.

8.2 **Order Requirements.** Esri does not require Customer to issue a purchase order. Customer may submit a purchase order in accordance with its own process requirements, provided that if Customer issues a purchase order, Customer will submit its initial purchase order on the Effective Date. If this is a multi-year Agreement, Customer will submit subsequent purchase orders to Esri at least thirty (30) calendar days before the annual anniversary date for each year.

a. All orders pertaining to this Agreement will be processed through Customer's centralized point of contact.

b. The following information will be included in each Ordering Document:

(1) Customer name; Esri customer number, if known; and bill-to and ship-to addresses
(2) Order number
(3) Applicable annual payment due

9.0—MERGERS, ACQUISITIONS, OR DIVESTITURES

If Customer is a commercial entity, Customer will notify Esri in writing in the event of (i) a consolidation, merger, or reorganization of Customer with or into another corporation or entity; (ii) Customer's acquisition of another entity; or (iii) a transfer or sale of all or part of Customer's organization (subsections i, ii, and iii, collectively referred to as "**Ownership Change**"). There will be no decrease in Fee as a result of any Ownership Change.

9.1 If an Ownership Change increases the cumulative program count beyond the maximum level for this Agreement, Esri reserves the right to increase the Fee or terminate this Agreement and the parties will negotiate a new agreement.

9.2 If an Ownership Change results in transfer or sale of a portion of Customer's organization, that portion of Customer's organization will transfer the Products to Customer or uninstall, remove, and destroy all copies of the Products.

9.3 This Agreement may not be assigned to a successor entity as a result of an Ownership Change unless approved by Esri in writing in advance. If the assignment to the new entity is not approved, Customer will require any successor entity to uninstall, remove, and destroy the Products. This Agreement will terminate upon such Ownership Change.

Quotation # Q-559075

Environmental Systems Research Institute, Inc.
380 New York St
Redlands, CA 92373-8100
Phone: (909) 793-2853
DUNS Number: 06-313-4175   CAGE Code: 0AMS3

Date: September 29, 2025

Customer # 191567   Contract # ENTERPRISE AGREEMENT

City of De Pere
GIS Dept
335 S Broadway
De Pere, WI 54115-2526

To expedite your order, please attach a copy of this quotation to your purchase order.
Quote is valid from: 9/29/2025 To: 3/28/2026

ATTENTION: Daniel Lindstrom
PHONE:
EMAIL: dlindstrom@deperewi.gov

Material	Qty	Term	Unit Price	Total
193204	1	Year 1	$30,200.00	$30,200.00
		Populations of 0 to 25,000 Small Government Enterprise Agreement Annual Subscription		
193204	1	Year 2	$30,200.00	$30,200.00
		Populations of 0 to 25,000 Small Government Enterprise Agreement Annual Subscription		
193204	1	Year 3	$30,200.00	$30,200.00
		Populations of 0 to 25,000 Small Government Enterprise Agreement Annual Subscription		

Subtotal:	$90,600.00
Sales Tax:	$0.00
Estimated Shipping and Handling (2 Day Delivery):	$0.00
Contract Price Adjust:	$0.00
Total:	$90,600.00

Esri may charge a fee to cover expenses related to any customer requirement to use a proprietary vendor management, procurement, or invoice program.

For questions contact:	Email:	Phone:
Addison Scufsa	ascufsa@esri.com	(909) 793-2853

The items on this quotation are subject to and governed by the terms of this quotation, the most current product specific scope of use document found at https://assets.esri.com/content/dam/esrisites/media/legal/product-specific-terms-of-use/e300.pdf, and your applicable signed agreement with Esri. If no such agreement covers any item quoted, then Esri's standard terms and conditions found at https://go.esri.com/MAPS apply to your purchase of that item. If any item is quoted with a multi-year payment schedule, Esri may invoice at least 30 days in advance of each anniversary date without the issuance or a Purchase Order, and Customer is required to make all payments without right of cancellation. Third-party data sets included in a quotation as separately licensed items will only be provided and invoiced if Esri is able to provide such data and will be subject to the applicable third-party's terms and conditions. If Esri is unable to provide any such data set, Customer will not be responsible for any further payments for the data set. US Federal government entities and US government prime contractors authorized under FAR 51.1 may purchase under the terms of Esri's GSA Federal Supply Schedule. Supplemental terms and conditions found at https://www.esri.com/en-us/legal/terms/state-supplemental apply to some US state and local government purchases. All terms of this quotation will be incorporated into and become part of any additional agreement regarding Esri's offerings. Acceptance of this quotation is limited to the terms of this quotation. Esri objects to and expressly rejects any different or additional terms contained in any purchase order, offer, or confirmation sent to or to be sent by buyer. Unless prohibited by law, the quotation information is confidential and may not be copied or released other than for the express purpose of system selection and purchase/license. The information may not be given to outside parties or used for any other purpose without consent from Esri. Delivery is FOB Origin for customers located in the USA.

Esri Use Only:
Cust. Name ______________
Cust. # ______________
PO # ______________
Esri Agreement # ___________

SMALL ENTERPRISE AGREEMENT
COUNTY AND MUNICIPALITY GOVERNMENT
(E214-1)

This Agreement is by and between the organization identified in the Quotation (**"Customer"**) and **Environmental Systems Research Institute, Inc.** (**"Esri"**).

This Agreement sets forth the terms for Customer's use of Products and incorporates by reference (i) the Quotation and (ii) the Master Agreement. Should there be any conflict between the terms and conditions of the documents that comprise this Agreement, the order of precedence for the documents shall be as follows: (i) the Quotation, (ii) this Agreement, and (iii) the Master Agreement. This Agreement shall be governed by and construed in accordance with the laws of the state in which Customer is located without reference to conflict of laws principles, and the United States of America federal law shall govern in matters of intellectual property. The modifications and additional rights granted in this Agreement apply only to the Products listed in Table A.

Table A
List of Products

Uncapped Quantities (annual subscription)

ArcGIS Enterprise Software and Extensions ArcGIS Enterprise (Advanced and Standard) ArcGIS Monitor ArcGIS Enterprise Extensions: ArcGIS 3D Analyst, ArcGIS Spatial Analyst, ArcGIS Geostatistical Analyst, ArcGIS Network Analyst, ArcGIS Data Reviewer	**ArcGIS Enterprise Additional Capability Servers** ArcGIS Image Server **ArcGIS Online User Types** ArcGIS Online Viewer User Type **ArcGIS Enterprise User Types** ArcGIS Enterprise Viewer User Type

Capped Quantities (annual subscription)

ArcGIS Online User Types		**ArcGIS Enterprise User Types**	
ArcGIS Online Contributor User Type	15	ArcGIS Enterprise Contributor User Type	15
ArcGIS Online Mobile Worker User Type	100	ArcGIS Enterprise Mobile Worker User Type	100
ArcGIS Online Creator User Type	100	ArcGIS Enterprise Creator User Type	100
ArcGIS Online Professional User Type	20	ArcGIS Enterprise Professional User Type	20
ArcGIS Online Professional Plus User Type	20	ArcGIS Enterprise Professional Plus User Type	20
ArcGIS Pro (Add-on Apps) for ArcGIS Online Creator or Professional User Type		**ArcGIS Pro (Add-on Apps) for ArcGIS Enterprise Creator or Professional User Type**	
ArcGIS 3D Analyst, ArcGIS Data Reviewer, ArcGIS Geostatistical Analyst, ArcGIS Network Analyst, ArcGIS Publisher, ArcGIS Spatial Analyst, ArcGIS Workflow Manager, ArcGIS Image Analyst	20 each	ArcGIS 3D Analyst, ArcGIS Data Reviewer, ArcGIS Geostatistical Analyst, ArcGIS Network Analyst, ArcGIS Publisher, ArcGIS Spatial Analyst, ArcGIS Workflow Manager, ArcGIS Image Analyst	20 each
ArcGIS Online Apps and Other		**ArcGIS Enterprise Apps and Other**	
ArcGIS Location Sharing for ArcGIS Online	20	ArcGIS Location Sharing for ArcGIS Enterprise	20
ArcGIS Online Service Credits	50,000	ArcGIS Advanced Editing User Type Extension for ArcGIS Enterprise	15

Other Benefits

Number of Esri User Conference registrations provided annually	2
Number of Tier 1 Help Desk individuals authorized to call Esri	2
Five percent (5%) discount on all individual commercially available instructor-led training classes at Esri facilities purchased outside this Agreement	

Customer may accept this Agreement by signing and returning the whole Agreement with (i) the Quotation attached, (ii) a purchase order, or (iii) another document that matches the Quotation and references this Agreement ("**Ordering Document**"). **ADDITIONAL OR CONFLICTING TERMS IN CUSTOMER'S PURCHASE ORDER OR OTHER DOCUMENT WILL NOT APPLY, AND THE TERMS OF THIS AGREEMENT WILL GOVERN.** This Agreement is effective as of the date of Esri's receipt of an Ordering Document, unless otherwise agreed to by the parties ("**Effective Date**").

Term of Agreement: Three (3) years

This Agreement supersedes any previous agreements, proposals, presentations, understandings, and arrangements between the parties relating to the licensing of the Products. Except as provided in Article 4—Product Updates, no modifications can be made to this Agreement.

Accepted and Agreed:

____

(Customer)

By: ______________________________
Authorized Signature

Printed Name: ______________________________

Title: ______________________________

Date: ______________________________

CUSTOMER CONTACT INFORMATION

Contact: Kristen Vincent

Address: 335 S Broadway

City, State, Postal Code: De Pere, WI 54115

Country: United States

Quotation Number (if applicable): Q-559075

Telephone: 920-339-4072 x1254

Fax: 920-330-9491

E-mail: kvincent@deperewi.gov

1.0—ADDITIONAL DEFINITIONS

In addition to the definitions provided in the Master Agreement, the following definitions apply to this Agreement:

"Case" means a failure of the Software or Online Services to operate according to the Documentation where such failure substantially impacts operational or functional performance.

"Deploy", "Deployed" and "Deployment" mean to redistribute and install the Products and related Authorization Codes within Customer's organization(s).

"Fee" means the fee set forth in the Quotation.

"Maintenance" means Tier 2 Support, Product updates, and Product patches provided to Customer during the Term of Agreement.

"Master Agreement" means the applicable master agreement for Esri Products incorporated by this reference that is (i) found at https://www.esri.com/en-us/legal/terms/full-master-agreement and available in the installation process requiring acceptance by electronic acknowledgment or (ii) a signed Esri master agreement or license agreement that supersedes such electronically acknowledged master agreement.

"Product(s)" means the products identified in Table A—List of Products and any updates to the list Esri provides in writing.

"Quotation" means the offer letter and quotation provided separately to Customer.

"Technical Support" means the technical assistance for attempting resolution of a reported Case through error correction, patches, hot fixes, workarounds, replacement deliveries, or any other type of Product corrections or modifications.

"Tier 1 Help Desk" means Customer's point of contact(s) to provide all Tier 1 Support within Customer's organization(s).

"Tier 1 Support" means the Technical Support provided by the Tier 1 Help Desk.

"Tier 2 Support" means the Esri Technical Support provided to the Tier 1 Help Desk when a Case cannot be resolved through Tier 1 Support.

2.0—ADDITIONAL GRANT OF LICENSE

2.1 **Grant of License.** Subject to the terms and conditions of this Agreement, Esri grants to Customer a personal, nonexclusive, nontransferable license solely to use, copy, and Deploy quantities of the Products listed in Table A—List of Products for the Term of Agreement (i) for the applicable Fee and (ii) in accordance with the Master Agreement.

2.2 **Consultant Access.** Esri grants Customer the right to permit Customer's consultants or contractors to use the Products exclusively for Customer's benefit. Customer will be solely responsible for compliance by consultants and contractors with this Agreement and will ensure that the consultant or contractor discontinues use of Products upon completion of work for Customer. Access to or use of Products by consultants or contractors not exclusively for Customer's benefit is prohibited. Customer may not permit its consultants or contractors to install Software or Data on consultant, contractor, or third-party computers or remove Software or Data from Customer locations, except for the purpose of hosting the Software or Data on Contractor servers for the benefit of Customer.

3.0—TERM, TERMINATION, AND EXPIRATION

3.1 **Term.** This Agreement and all licenses hereunder will commence on the Effective Date and continue for the duration identified in the Term of Agreement, unless this Agreement is terminated earlier as provided herein. Customer is only authorized to use Products during the Term of Agreement. For an Agreement with a limited term, Esri does not grant Customer an indefinite or a perpetual license to Products.

3.2 **No Use upon Agreement Expiration or Termination.** All Product licenses, all Maintenance, and Esri User Conference registrations terminate upon expiration or termination of this Agreement.

3.3 **Termination for a Material Breach.** Either party may terminate this Agreement for a material breach by the other party. The breaching party will have thirty (30) days from the date of written notice to cure any material breach.

3.4 **Termination for Lack of Funds.** For an Agreement with government or government-owned entities, either party may terminate this Agreement before any subsequent year if Customer is unable to secure funding through the legislative or governing body's approval process.

3.5 Follow-on Term. If the parties enter into another agreement substantially similar to this Agreement for an additional term, the effective date of the follow-on agreement will be the day after the expiration date of this Agreement.

4.0—PRODUCT UPDATES

4.1 Future Updates. Esri reserves the right to update the list of Products in Table A—List of Products by providing written notice to Customer. Customer may continue to use all Products that have been Deployed, but support and upgrades for deleted items may not be available. As new Products are incorporated into the standard program, they will be offered to Customer via written notice for incorporation into the Products schedule at no additional charge. Customer's use of new or updated Products requires Customer to adhere to applicable additional or revised terms and conditions in the Master Agreement.

4.2 Product Life Cycle. During the Term of Agreement, some Products may be retired or may no longer be available to Deploy in the identified quantities. Maintenance will be subject to the individual Product Life Cycle Support Status and Product Life Cycle Support Policy, which can be found at https://support.esri.com/en/other-resources/product-life-cycle. Updates for Products in the mature and retired phases may not be available. Customer may continue to use Products already Deployed, but Customer will not be able to Deploy retired Products.

5.0—MAINTENANCE

The Fee includes standard maintenance benefits during the Term of Agreement as specified in the most current applicable Esri Maintenance and Support Program document (found at https://www.esri.com/en-us/legal/terms/maintenance). At Esri's sole discretion, Esri may make patches, hot fixes, or updates available for download. No Software other than the defined Products will receive Maintenance. Customer may acquire maintenance for other Software outside this Agreement.

a. Tier 1 Support

1. Customer will provide Tier 1 Support through the Tier 1 Help Desk to all Customer's authorized users.
2. The Tier 1 Help Desk will be fully trained in the Products.
3. At a minimum, Tier 1 Support will include those activities that assist the user in resolving how-to and operational questions as well as questions on installation and troubleshooting procedures.
4. The Tier 1 Help Desk will be the initial point of contact for all questions and reporting of a Case. The Tier 1 Help Desk will obtain a full description of each reported Case and the system configuration from the user. This may include obtaining any customizations, code samples, or data involved in the Case.
5. If the Tier 1 Help Desk cannot resolve the Case, an authorized Tier 1 Help Desk individual may contact Tier 2 Support. The Tier 1 Help Desk will provide support in such a way as to minimize repeat calls and make solutions to problems available to Customer's organization.
6. Tier 1 Help Desk individuals are the only individuals authorized to contact Tier 2 Support. Customer may change the Tier 1 Help Desk individuals by written notice to Esri.

b. Tier 2 Support

1. Tier 2 Support will log the calls received from Tier 1 Help Desk.
2. Tier 2 Support will review all information collected by and received from the Tier 1 Help Desk including preliminary documented troubleshooting provided by the Tier 1 Help Desk when Tier 2 Support is required.
3. Tier 2 Support may request that Tier 1 Help Desk individuals provide verification of information, additional information, or answers to additional questions to

supplement any preliminary information gathering or troubleshooting performed by Tier 1 Help Desk.

4. Tier 2 Support will attempt to resolve the Case submitted by Tier 1 Help Desk.

5. When the Case is resolved, Tier 2 Support will communicate the information to Tier 1 Help Desk, and Tier 1 Help Desk will disseminate the resolution to the user(s).

6.0—ENDORSEMENT AND PUBLICITY

This Agreement will not be construed or interpreted as an exclusive dealings agreement or Customer's endorsement of Products. Either party may publicize the existence of this Agreement.

7.0—ADMINISTRATIVE REQUIREMENTS

7.1 **OEM Licenses.** Under Esri's OEM or Solution OEM programs, OEM partners are authorized to embed or bundle portions of Esri products and services with their application or service. OEM partners' business model, licensing terms and conditions, and pricing are independent of this Agreement. Customer will not seek any discount from the OEM partner or Esri based on the availability of Products under this Agreement. Customer will not decouple Esri products or services from the OEM partners' application or service.

7.2 **Annual Report of Deployments.** At each anniversary date and ninety (90) calendar days prior to the expiration of this Agreement, Customer will provide Esri with a written report detailing all Deployments. Upon request, Customer will provide records sufficient to verify the accuracy of the annual report.

8.0—ORDERING, ADMINISTRATIVE PROCEDURES, DELIVERY, AND DEPLOYMENT

8.1 Orders, Delivery, and Deployment

a. Upon the Effective Date, Esri will invoice Customer and provide Authorization Codes to activate the nondestructive copy protection program that enables Customer to download, operate, or allow access to the Products. If this is a multi-year Agreement, Esri may invoice the Fee up to thirty (30) calendar days before the annual anniversary date for each year.

b. Undisputed invoices will be due and payable within thirty (30) calendar days from the date of invoice. Esri reserves the right to suspend Customer's access to and use of Products if Customer fails to pay any undisputed amount owed on or before its due date. Esri may charge Customer interest at a monthly rate equal to the lesser of one percent (1.0%) per month or the maximum rate permitted by applicable law on any overdue fees plus all expenses of collection for any overdue balance that remains unpaid ten (10) days after Esri has notified Customer of the past-due balance.

c. Esri's federal ID number is 95-2775-732.

d. If requested, Esri will ship backup media to the ship-to address identified on the Ordering Document, FOB Destination, with shipping charges prepaid. Customer acknowledges that should sales or use taxes become due as a result of any shipments of tangible media, Esri has a right to invoice and Customer will pay any such sales or use tax associated with the receipt of tangible media.

8.2 **Order Requirements.** Esri does not require Customer to issue a purchase order. Customer may submit a purchase order in accordance with its own process requirements, provided that if Customer issues a purchase order, Customer will submit its initial purchase order on the Effective Date. If this is a multi-year Agreement, Customer will submit subsequent purchase orders to Esri at least thirty (30) calendar days before the annual anniversary date for each year.

a. All orders pertaining to this Agreement will be processed through Customer's centralized point of contact.

b. The following information will be included in each Ordering Document:

(1) Customer name; Esri customer number, if known; and bill-to and ship-to addresses
(2) Order number
(3) Applicable annual payment due

9.0—MERGERS, ACQUISITIONS, OR DIVESTITURES

If Customer is a commercial entity, Customer will notify Esri in writing in the event of (i) a consolidation, merger, or reorganization of Customer with or into another corporation or entity; (ii) Customer's acquisition of another entity; or (iii) a transfer or sale of all or part of Customer's organization (subsections i, ii, and iii, collectively referred to as "**Ownership Change**"). There will be no decrease in Fee as a result of any Ownership Change.

9.1 If an Ownership Change increases the cumulative program count beyond the maximum level for this Agreement, Esri reserves the right to increase the Fee or terminate this Agreement and the parties will negotiate a new agreement.

9.2 If an Ownership Change results in transfer or sale of a portion of Customer's organization, that portion of Customer's organization will transfer the Products to Customer or uninstall, remove, and destroy all copies of the Products.

9.3 This Agreement may not be assigned to a successor entity as a result of an Ownership Change unless approved by Esri in writing in advance. If the assignment to the new entity is not approved, Customer will require any successor entity to uninstall, remove, and destroy the Products. This Agreement will terminate upon such Ownership Change.

City of De Pere, Wisconsin

I.9

Request for Finance/Personnel Committee Action

MEETING DATE:	November 11, 2025
DEPARTMENT:	Finance
FROM:	Pamela Manley, Finance Director
SUBJECT:	Cash and Investments Report.
RECOMMENDED ACTION:	

I have attached a summary of the City's Cash and Investments for your information and review as of September 30th, 2025. I have also attached last year's monthly summary of the accounts, so you can see comparable activity throughout the course of the year for all accounts. The City's investment return through September was $1,214,941.11. In September, we received debt proceeds from the issuance of our 2025A, 2025B and 2025C Notes totaling $47,073,896.75. These funds are in our City Checking. Both the Associated Bank Trust and Charles Schwab Investments increased due to dividends and interest. Feel free to contact me should you have any questions about this item.

ATTACHMENTS:
Investment Summary-September 2025, Yearly Summary-September 2025, Yearly Summary-Dec. 2024

DE PERE CASH AND INVESTMENTS SUMMARY

September 30, 2025

*Updated the Money Market/ICS line to be cumulative interest.

CASH ACCOUNTS

CHECKING ACCOUNTS	BALANCE
CITY CHECKING	$ 45,295,158.37
PROPERTY TAX CHECKING	$ 1,000.00
HEALTH CHECKING	$ 330,566.54
DENTAL CHECKING	$ 96,951.47
TOTAL CASH	**$ 45,723,676.38**

INVESTMENTS

	JAN 1 BALANCE	BALANCE	INTEREST AND APPRECIATION	RATE OF RETURN
LGIP	11,214,276.91	$ 9,265,220.62	$ 427,755.79	4.37%
ASSOCIATED BANK TRUST	5,319,990.57	$ 5,527,356.59	$ 207,366.02	5.20%
CHARLES SCHWAB INVESTMENTS	6,686,473.66	$ 6,930,841.60	$ 244,367.94	4.87%
*MONEY MARKET / ICS	3,909,023.89	$ 12,248,798.69	$ 335,451.36	4.40%
TOTAL INVESTMENTS	**$ 27,129,765.03**	**$ 33,972,217.50**	**$ 1,214,941.11**	

TOTAL CASH AND INVESTMENTS		**$ 79,695,893.88**

NOTE: The City budgeted $2,000,000 for general fund revenues in the 2025 Adopted Budget.

S:\INVESTMENTS\Investments 2025\Investment Summary 2025

DE PERE CASH AND INVESTMENT YEARLY SUMMARY
SEPTEMBER 30, 2025

	31-Jan-2025	28-Feb-2025	31-Mar-2025	30-Apr-2025	31-May-2025	30-Jun-2025
CHECKING ACCOUNTS						
CITY CHECKING	8,755,035.10	6,920,951.59	9,302,479.39	8,078,173.90	5,309,622.47	2,137,719.43
REAL & PPT TAX CHECKING	27,032,373.51	12,616,784.81	1,000.00	1,000.00	1,000.00	1,000.00
HEALTH CHECKING	474,815.36	536,579.01	422,196.54	365,583.23	397,111.37	180,410.37
DENTAL CHECKING	87,718.73	83,340.12	85,387.36	84,083.67	87,018.03	91,711.87
TOTAL CASH	**$ 36,349,942.70**	**$ 20,157,655.53**	**$ 9,811,063.29**	**$ 8,528,840.80**	**$ 5,794,751.87**	**$ 2,410,841.67**
INVESTMENTS						
LGIP	11,684,103.57	11,390,123.60	12,812,453.30	13,286,611.84	15,263,762.16	15,280,455.03
ASSOCIATED BANK TRUST	5,342,673.83	5,377,179.54	5,399,549.84	5,433,406.27	5,433,495.49	5,465,004.19
CHARLES SCHWAB INVESTMENTS	6,707,443.35	6,739,321.78	6,768,723.53	6,806,423.44	6,802,158.53	6,853,862.45
MONEY MARKET	3,923,499.08	3,936,621.86	12,972,700.64	13,019,189.17	13,067,399.46	13,114,213.03
TOTAL INVESTMENTS	**$ 27,657,719.83**	**$ 27,443,246.78**	**$ 37,953,427.31**	**$ 38,545,630.72**	**$ 40,566,815.64**	**$ 40,713,534.70**
TOTAL CASH AND INVESTMENTS	**$ 64,007,662.53**	**$ 47,600,902.31**	**$ 47,764,490.60**	**$ 47,074,471.52**	**$ 46,361,567.51**	**$ 43,124,376.37**
	-	-	-	-	-	

	31-Jul-2025	31-Aug-2025	30-Sep-2025	31-Oct-2025	30-Nov-2025	31-Dec-2025
CHECKING ACCOUNTS						
CITY CHECKING	1,030,579.89	977,621.96	45,295,158.37	-	-	-
REAL & PPT TAX CHECKING	1,000.00	1,000.00	1,000.00	-	-	-
HEALTH CHECKING	201,715.26	281,295.76	330,566.54	-	-	-
DENTAL CHECKING	92,823.92	91,335.28	96,951.47	-	-	-
TOTAL CASH	**$ 1,326,119.07**	**$ 1,351,253.00**	**$ 45,723,676.38**	**$ -**	**$ -**	**$ -**
INVESTMENTS						
LGIP	20,437,619.26	9,494,068.12	9,265,220.62	-	-	-
ASSOCIATED BANK TRUST	5,468,873.73	5,510,457.63	5,527,356.59	-	-	-
CHARLES SCHWAB INVESTMENTS	6,870,468.23	6,907,507.96	6,930,841.60	-	-	-
MONEY MARKET	12,162,306.27	12,205,863.49	12,248,798.69	-	-	-
TOTAL INVESTMENTS	**$ 44,939,267.49**	**$ 34,117,897.20**	**$ 33,972,217.50**	**$ -**	**$ -**	**$ -**
TOTAL CASH AND INVESTMENTS	**$ 46,265,386.56**	**$ 35,469,150.20**	**$ 79,695,893.88**	**$ -**	**$ -**	**$ -**

S:\INVESTMENTS\Investments 2025\Investment Summary 2025

DE PERE CASH AND INVESTMENT YEARLY SUMMARY
DECEMBER 31, 2024

	31-Jan-2024	29-Feb-2024	31-Mar-2024	30-Apr-2024	31-May-2024	30-Jun-2024
CHECKING ACCOUNTS						
CITY CHECKING	8,658,164.85	6,546,435.65	4,338,133.91	3,966,560.48	1,415,991.35	2,392,194.50
REAL & PPT TAX CHECKING	15,641,771.63	6,514,236.72	1,000.00	1,000.00	1,000.00	1,000.00
HEALTH CHECKING	1,418,730.29	1,410,173.44	1,378,539.11	1,293,115.07	1,284,101.22	750,258.10
DENTAL CHECKING	86,128.58	87,106.05	86,124.74	87,017.04	89,457.87	89,789.67
TOTAL CASH	**$ 25,804,795.35**	**$ 14,557,951.86**	**$ 5,803,797.76**	**$ 5,347,692.59**	**$ 2,790,550.44**	**$ 3,233,242.27**
INVESTMENTS						
LGIP	17,866,153.79	17,658,776.95	18,936,797.56	19,341,730.48	20,398,737.41	20,438,939.67
ASSOCIATED BANK TRUST	5,132,918.84	5,127,445.37	5,145,143.67	5,140,481.49	5,170,236.11	5,193,827.26
CHARLES SCHWAB INVESTMENTS	6,446,202.84	6,430,877.60	6,439,451.41	6,448,746.66	6,472,755.90	6,498,760.90
MONEY MARKET	1,078,564.79	1,083,162.54	7,619,525.82	7,653,126.65	7,687,904.44	7,721,680.79
TOTAL INVESTMENTS	**$ 30,523,840.26**	**$ 30,300,262.46**	**$ 38,140,918.46**	**$ 38,584,085.28**	**$ 39,729,633.86**	**$ 39,853,208.62**
TOTAL CASH AND INVESTMENTS	**$ 56,328,635.61**	**$ 44,858,214.32**	**$ 43,944,716.22**	**$ 43,931,777.87**	**$ 42,520,184.30**	**$ 43,086,450.89**

	31-Jul-2024	31-Aug-2024	30-Sep-2024	31-Oct-2024	30-Nov-2024	31-Dec-2024
CHECKING ACCOUNTS						
CITY CHECKING	6,088,631.77	727,881.28	7,802,828.00	3,708,330.68	1,972,185.65	2,073,383.90
REAL & PPT TAX CHECKING	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	16,203,476.44
HEALTH CHECKING	1,011,765.80	956,627.05	918,795.55	857,501.63	824,097.82	701,634.09
DENTAL CHECKING	80,528.88	82,770.58	83,519.61	87,013.58	88,453.72	90,200.19
TOTAL CASH	**$ 7,181,926.45**	**$ 1,768,278.91**	**$ 8,806,143.16**	**$ 4,653,845.89**	**$ 2,885,737.19**	**$ 19,068,694.62**
INVESTMENTS						
LGIP	20,971,586.74	17,522,703.29	14,947,368.10	14,967,477.54	14,919,096.80	11,214,276.91
ASSOCIATED BANK TRUST	5,241,542.35	5,282,497.12	5,320,173.83	5,295,505.14	5,312,234.41	5,319,990.57
CHARLES SCHWAB INVESTMENTS	6,560,741.25	6,617,696.47	6,659,345.09	6,656,922.28	6,665,667.33	6,686,473.66
MONEY MARKET	7,756,736.36	7,791,951.07	7,824,800.74	7,857,010.73	7,887,021.96	3,909,023.89
TOTAL INVESTMENTS	**$ 40,530,606.70**	**$ 37,214,847.95**	**$ 34,751,687.76**	**$ 34,776,915.69**	**$ 34,784,020.50**	**$ 27,129,765.03**
TOTAL CASH AND INVESTMENTS	**$ 47,712,533.15**	**$ 38,983,126.86**	**$ 43,557,830.92**	**$ 39,430,761.58**	**$ 37,669,757.69**	**$ 46,198,459.65**

City of De Pere, Wisconsin

I.10

Request for Finance/Personnel Committee Action

MEETING DATE:	November 11, 2025
DEPARTMENT:	City Attorney
FROM:	Joanne Bungert, City Attorney
SUBJECT:	Consideration and Possible Action on the selection of The League of Wisconsin Municipalities Insurance and the Wisconsin Municipal Property Insurance Company for the provision commercial and property insurance.*
RECOMMENDED ACTION:	Motion to Approve and forward to Common Council for final review and approval.

See attached memo.

ATTACHMENTS:
11.11.25-Memo to F P - Commercial and Property Insurance.v.3, Member Services Guide , Final proposal with comparison

CITY OF DE PERE
MEMO

To: Finance & Personnel Committee
From: Joanne Bungert, City Attorney
Date: November 11, 2025
RE: Selection of League of Wisconsin Municipal Mutual Insurance and Municipal Property Insurance Company as the City's insurance providers

The City currently receives commercial (general liability; auto physical; cyber etc.), workers compensation and property insurance policies through our broker services with M3 Insurance. For this upcoming renewal term, City staff requested additional quotes from other insurance providers to compare benefits, services as well as costs. We received quotes from M3 Insurance, Cities and Villages Mutual Insurance Company (CVMIC) and the League of Wisconsin Municipalities Municipal Insurance (LWMMI), along with the Wisconsin Property Mutual Insurance Company (MPIC), who acts as a carrier partner with both CVMIC and LWMMI.

Based on a comprehensive review of these quotes, staff's recommendation is to proceed with the selection of LWMMI and MPIC with the total policy quote of coverage is **$661,723** for a policy beginning January 1, 2026, through December 31, 2026. A cross-department team including representatives from Law, Human Resources, Finance and the Clerk's office met with the providers, reviewed and analyzed the proposals.

League of Wisconsin Municipalities Municipal Insurance (LWMMI) covers 400 Cities, Villages and Special Municipal District in Wisconsin and will be able to insure all of our needed commercial lines of insurance. Municipal Property Insurance Company (MPIC) is a carrier partner, who will provide our property coverage. In addition to insurance policies, LWMMI provides member support services, ranging from employee training opportunities, risk management team, pre-loss, human resource/employment and legal services as well as workplace safety resources. Lastly, risk and claim management services are provided through another partner, McClone Insurance.

<u>Quote Summary:</u>

M3 (current broker)	CVMIC/MPIC	LWMMIC/MPIC
$855,721	$581,797	$661,723

Both CMVIC and LWMMI proposals provided significant cost savings and municipal support services. While LWMMI overall total is slightly higher than CVMIC/MPIC, LWMMIC is able to provide several valuable provisions, such as:

- No-deductible and 1st dollar coverage for General Liability and Auto Claims as well as claims administration support.

- Coverage for property tax assessment claims.
- Coverage for no-fault sewer back-up claims
- Coverage for wrongful act/non-monetary claims.
- Prior Act coverage for our former "Claims-Made" Policies with M3.

We also conducted reference checks with some municipalities that recently switched to LWMMI and the general sentiments have been that they have experienced not only cost savings but also excellent training and support services.

Premium Comparison: A summary of selected premium costs and corresponding deductibles/limits.

COVERAGE	EMC	CVMIC	LWMMIC
General Liability/Law Enforcement/Public Official/Employment Practices/Drone	**$165,523** ($0 Ded./1st $ claim coverage) $2 million/occurrence $4 million/aggregate for GL and Umbrella $2 million/aggregate on most other lines	**$102,109** ($25k Self Insured Retention/occurrence $100K annual aggregate.) $10 million/occurrence No aggregate coverage limit	**$111,815** (GL and Auto $0/1st dollar coverage Police $5,000 Public Official and EPL $10,000 $6 million No aggregate limits
Auto Liability	**$153,466** ($1K Ded.)	**Included in GL** ($25K SIR)	**$28,851** ($0 Ded.)
Auto Physical	**Included in Auto Liability** ($1K Ded.)	**$66,004** ($1K Ded.)	**$61,543** ($1K Ded.)
Uninsured/Underinsured Motorist	**Included** ($500k$500K limits)	***	**$2194** ($1M/$500K limits)
Workers Compensation	**$297,553**	**$302,279**	**$293,034**
Property/Contractors Equipment/Equipment Breakdown and Boiler	**$115,436** ($500-$10K Ded.)	**$100,628** ($2500-$10K Ded.)	**$110,578** ($1K-$5K Ded.)
Identity Recovery & Fraud – Employees	**$926**	***	**$926 (BOR)***
Crime/Employee Dishonesty	**$676** ($10K Ded.)	**$1141** ($50K Ded.)	**$2158** ($5K Ded.)
Cyber liability	**$48,874** ($4M limit)	**Paid by CVMIC** ($1M limit)	**$48,874*** ($4M limit)

	$25K Retention Limits: $3,000,000 - $50,000 (varies)	$10K $1,000,000 per Occurrence $5,000,000 Group Aggregate Limit ***can increase limits for additional cost*	$25K Retention $3,000,000 - $50,000 (varies)
Storage Tank Liability	**$1000**	**1136**	**$1000***
Pollution	***	**$8500**	**Included in GL**
Railroad	**$4508**	**Included in GL**	**$250**
Consulting Fee	**$34,000**	**None**	**None**
Dam	**Included**	***	**$500**
Volunteer Accident	***	**Paid by CVMIC**	**Paid by LWMMIC**
Tax Assessment	**Included in GL** ($3K Ded. per claim)	**None/excluded**	**Included in GL** ($0 Ded.)
Wrongful Act/Non Monetary	**None**	**None**	**Included**
No Fault Sewer Back-up	**None**	**Excluded**	**Included**
Auto and Premise Med Pay	**None**	**None**	**Included**
Umbrella	**$33,759**	**N/A**	**N/A**

*(BOR) Broker of record/Would take over current policy

*** not noted/specified in quote proposal

LEAGUE INSURANCE

MEMBER SERVICES GUIDE

www.lwmmi.org

MEMBER SERVICES GUIDE

LEAGUE INSURANCE

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Public Safety:

Click on page number to jump to page.

CrisisRisk

League Insurance knows that public entities are experiencing an increase in crisis events. Whether allegations of excessive use of force, abuse of power, first and second amendment violations, sexual misconduct, racial discrimination, or workplace violence, to name a few, these situations are business unusual and lead to adverse outcomes.

When facing crisis events that can impact people, brand, and reputation, government leadership is looking for proven, experienced-based assistance to help them restore control. CrisisRisk will help to support and guide you and your members in the event of business unusual.

League Insured Services

CrisisRisk will provide online access to automated planning resources, documents, tools, training, and information **BEFORE** a crisis event. CrisisRisk will offer up to 20 hours of crisis coaching per crisis event to Member-Insureds in the **IMMINENT, DURING & AFTER** stages of a crisis to empower them to restore control.

It is CrisisRisk's experience that in 99% of reported crisis events, control is restored in less than 20 hours. If needed, League members have the option to retain CrisisRisk for additional hours at their cost.

Crisis In A Box™

Provides Member-Insureds with automated tools, 24/7, at every crisis stage: BEFORE, IMMINENT, DURING & AFTER.

- 24/7 Crisis Hotline
- Virtual Crisis Response Advisor (VCRA™) automated tool to facilitate DECISIONS, ACTIONS & WORDS in every crisis stage with control checklists, documents, and issue-specific content
- Certified CrisisCoordinator™ e-learning platform to train and certify Crisis Coordinators within Member-Insured Organizations to RECOGNIZE, IDENTIFY & ALERT leadership of emerging crisis exposures that affect residents, employees, properties, and reputation of Pool Clients
- Crisis ABCs™ (ANGER/BLAME/CONCERN) to measure severity reactions and extent of a crisis event
- Webinar Series & Test Exercises

www.crisisrisk.com

www.crisiscoordinator.com

In the event of a crisis, call: **877-274-7473.**

Someone is available 24/7 for guidance and recommendations.

911 is your first call for medical emergencies.

CRISIS RISK

Cyber Protection and Education

State-of-the-Art Cyber Protection

Through our partnership with leading cyber insurance provider, Tokio Marine HCC, you have access to a team of cyber experts with the experience and know-how to respond quickly and get your business back on track. Should you suspect a cyber breach, our expert claims examiners coordinate the response, including expert legal counsel who will act as your breach coach throughout the claims process. If necessary, specialists may be engaged, including:

- IT security and forensic experts
- Public relations/advertising support
- Breach notification
- Call center and website support
- Credit monitoring and identity theft restoration services

Cyber Liability Protects You Against:

- System failure due to ransomware or malware attacks
- Loss and/or exposure of customer or employee data, including Social Security numbers, phone numbers, email addresses, etc.
- Phishing or email scams targeting your business or employees that result in financial loss

Cyber University

Access expert cybersecurity online training and resources through the League's partnership with Tokio Marine HCC. When a cyberattack happens, it's too late. With access to expert cybersecurity advisors and online training courses, our cyber support resources help you and your organization mitigate cyber risks and the impact of a cybersecurity breach.

You'll have access to:

- Cybersecurity advisors to help with scenario planning and policy development
- Online cybersecurity courses and trainings
- Best practices for cyber incident response planning

Request access using the QR code:

Training Access Request

TOKIO MARINE HCC

How to File a Claim

File A Claim

Workers' Compensation

Claim Form

Send Workers' Compensation Claim Form to
United Heartland at:

fax 262-787-7701 or e-mail
ClaimsExpress@UnitedHeartland.com

To immediately report a Workers' Compensation Claim:

24-Hour Claim Line 1-800-258-2667
Denise Kawczynski, Manager, Claims
Direct: 262-787-7646
Denise.Kawczynski@unitedheartland.com

Liability & Auto Physical Damage

Claim Form

Send Liability Claim Form to Statewide Services at:

fax 800-858-1536 or e-mail
StatewideClaimsReporting@Statewidesvcs.com

To immediately report a Liability Claim:

24-Hour Claim Line 1-877-204-9712

Notice & Disallowance of Claims

Property (Municipal Property Insurance Company (MPIC))

Claim Form

Send Property Claim Form to Municipal Property Insurance Company at:

fax 612-766-3099 or email claims@mpicwi.com

To immediately report a Property Claim:

24-Hour Claim Line 1-877-278-4165

Local Gov U Online Learning

Local Gov U delivers free online training to our Insure Members at no cost. Online training improves the safety and effectiveness of your organization and personnel, while contributing to successful professional development.

Employees can conveniently access hundreds of e-learning courses 24/7, allowing them to balance their work schedules while completing practical and informative self-directed training at their own pace.

Members can choose to train by topic or can select more specific courses by profession.

Course Topics Cover:

- EEOC and employment law
- Emergency medical services
- Equipment safety
- Financial management
- General safety
- Health and wellness
- HR development
- Information technology
- Law enforcement
- Leadership development
- Professional development
- Risk management
- Roadway and highway
- Schools and educational
- Transit and fleet operations
- Water and wastewater

For water and wastewater, Local Gov U courses can be used to fulfill the required hours of annual training requirements. Wastewater professionals will need to submit their certificate of course completion directly to the Department of Natural Resources for training approval.

Organization Administrator Features:

- Add members and organize into groups
- Assign group admins or user-specific roles
- Create quick assignments or bundle courses into learning plans
- Track training and compliance through ad hoc or recurring reports
- Manage and customize training and assignment notifications
- Assign and manage course credits from online and in-person training
- Highlight featured courses or hide select courses from view

Be prepared to name the primary administrator of this resource at your municipality.

www.LocalGovU.com
844-312-9500

Request access using the QR code or link below.

Training Access Request

LocalGovU

Management & Team Training

League Insurance offers workplace training for members. Whether it's compliance, supervisor, or team building, League Insurance can help you keep your managers up to date and your team on the same page.

For more information, reach out to service@lwmmi.org

Nurse Triage & Telehealth by CorVel

League Insurance is proud to partner with CorVel as our nurse triage and telehealth partner. CorVel's proactive healthcare solution connects injured workers to medical services ensuring they feel cared for in the event of a workplace injury.

Nurse Triage

At the time of a workplace injury, employees can call and speak with a registered nurse (through CorVel's 24/7 nurse hotline) who will evaluate the injury to determine immediate medical needs. By addressing the injury when it first occurs, CorVel can provide quick and timely care for your employees.

Telehealth

CorVel's nurses are trained to provide an initial assessment and will provide immediate referral to medical care when needed. Nurses may also refer to telehealth as appropriate at the discretion of the employee. This feature connects the injured worker to a physician immediately via a computer, tablet, or phone. The CorVel nurse will email a link with instructions directly to the injured worker. The CorVel nurse will stay on the telephone with the injured worker until they are connected to the online visit.

Advantages of Telehealth

For many workplace injuries, immediate treatment can be received through a virtual visit with a doctor eliminating the need for scheduling and attending an in-person appointment. No driving to a doctor's office, missed appointments, or delays in waiting rooms. With the advent of new technologies, many welcome the convenience of a virtual visit with a doctor and the added expediency of prescriptions and physical therapy scheduling. By connecting our employees with appropriate, quality care, it can help prevent a minor injury from becoming a complicated injury and focus on your employee's wellness.

About Telehealth Physicians

CorVel has contracted with dedicated physicians who average 15 years in primary and urgent care experience, and are US Board Certified, licensed, and credentialed.

Reporting a Claim

For any work-related injury that goes through the 24/7 nurse hotline, and requires a doctor visit either with CorVel or outside of CorVel, CorVel will automatically send the first notice of injury to United Heartland for claim handling. If the employee does not use CorVel, the employer will need to submit the claim to the United Heartland directly.

Better injury management helps your employees and your bottom line.

Employee Injury Call Center 855-438-4577

911 is your first call for medical emergencies.

Telehealth Poster

Telehealth Card

CORVEL

Pre-Loss and Human Resources Legal Services

Has something happened in your community recently where you need legal advice? Stafford Rosenbaum offers League Insurance members no-cost pre-loss and human resources legal services for:

- Land use, zoning, permits
- Conflicts of interest
- Tax assessments
- Open meetings and public records
- Contractual issues
- Best practices for cybersecurity
- Data privacy issues
- ...and many more

Stafford Rosenbaum offers employment law advice on HR legal issues at no cost to insured members:

- Employee leaves, including FMLA
- Reasonable accommodations
- Recruitment and background checks
- Onboarding and hiring
- Performance management
- Terminations
- Wage & Hour
- Discipline
- Union issues
- Workplace investigations
- Documents: Development and review of employment policies, procedures, forms, job descriptions, and employee handbooks customized for the municipality

League Insurance knows that getting you support now might keep you from making an even more costly mistake down the road.

Stafford Rosenbaum Legal Services through League Insurance are meant as a supplemental support to your Municipal Attorney.

To get help, contact:

Attorneys Pahoua Thao or Kyle Engelke
LeagueInsuranceHotline@staffordlaw.com
(608) 210-6330

StaffordRosenbaum LLP
Attorneys

Ready Rebound Injury Management

Every day, public safety workers get hurt on and off the job. When that happens, Ready Rebound is primed to help. Our elite patient navigation and advocacy help workers heal faster, allowing them to return to their critical jobs and — more important — to their lives as quickly as possible.

Helping you recover in record time:

- Ready Rebound Navigators connect you with the best doctor in your area for your specific injury within 24 to 72 hours.
- Ready Rebound Advocates take you and your family through the recovery process every step of the way. They offer advice, support, and troubleshoot insurance benefit issues, including major medical and workers' compensation complications.
- All stakeholders are kept in the loop with our goal of transparent communication and trusting relationships.
- Family members are eligible for Ready Recover services, following the rules of their major medical coverage. Because it's the right thing to do.

For implementation and training, contact Chase McCarty at cmccarty@readyrebound.com or call at 816-853-2830.

Find a Navigator for a health issue by calling 800-781-2320

READY REBOUND
We protect those who protect us

"Working with Ready Rebound has taken all the stress and burden away when dealing with an injury from start to finish! Their professionalism, expertise, and dedication to delivering exceptional care are outstanding. Throughout the entire process, Ready Rebound delivered top-notch service from scheduling all the appointments and dealing with your insurance while demonstrating genuine compassion. Knowing you are going to get taken care of within that 24- to 48-hour time frame by the best orthopedic surgeons and physical therapists gives you that peace of mind and a sense of relief.

Ready Rebound goes above and beyond to make sure they check in every step of the way from pre-op, post-op, and recovery. They are truly phenomenal, and I cannot recommend Ready Rebound highly enough to handle my injuries, my family's injuries, and the injuries of the firefighter/paramedics within our department! They are a reliable partner and when Ready Rebound states, 'We protect those who protect us' they truly mean it and stand by every word."

- Shannon Anthoine
Assistant Fire Chief – EMS
City of Franklin

Resources for Elected Officials

Partnering with the League of Wisconsin Municipalities, League Insurance supports the development of various publications to help elected officials quickly get up to speed on their role as a governing body member. From pocket guides on Open Meetings Law, Ethics, and Robert's Rules of Order, to training courses that cover a broad range of topics, League Insurance is underwriting the development of resources you need.

For more information, reach out to service@lwmmi.org

Safety Grant Reimbursement

League Insurance traditionally offers discretionary reimbursements to members participating in the Workers' Compensation program. Eligibility is based on percentage of WC premium and the program runs on a June-to-June schedule to help organizations plan their budget year.

Examples of possible uses for funds include, but are not limited to:

- Manhole lift
- Power cot
- Valve exercisers
- Tommy Lift Gate
- Body cams
- Protective clothing

Submit your safety grant application and proof of purchase to service@lwmmi.org

Application

Guidelines and Equipment

Workplace Safety Resources

Effective employee safety risk management is a top priority for both League Insurance and United Heartland, a leader in comprehensive return-to-work best practices.

The following services are available to League Insurance members:

- Comprehensive safety manual for League Insurance members including sample safety programs and informational documents
- On-site or virtual meetings including jobsite evaluations and safety education
- Templates for incident reporting and return-to-work best practices
- Risk Connection newsletters containing industry-specific safety information and OSHA updates
- Recorded webinars available on Workers' Compensation 101 and safety topics

UnitedHeartland.com
800-258-2667

UnitedHeartland

AF Group

AccidentFund UnitedHeartland CompWest ThirdCoast Underwriters

DART Police Training Simulator

The DART simulator, which stands for Decisional Aptitude and Reasoning Training, is a cutting-edge tool used in police training programs to enhance decision-making skills and situational awareness among law enforcement officers. This simulator recreates realistic scenarios that officers might encounter in the line of duty, ranging from routine traffic stops to high-stakes hostage situations.

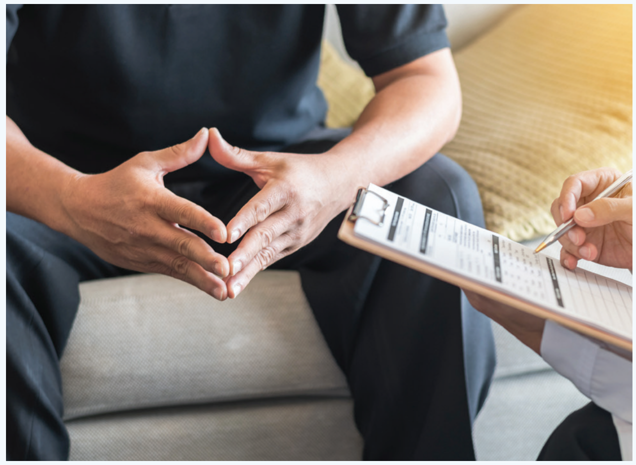
League Insurance has several simulators that can be borrowed and/or showcased for communities that are dedicated to training and enhancing their ability to protect and serve while upholding public safety and trust.

To get connected with a DART simulator, contact Craig Sherven at csherven@lwmmi.org

DART™
Highly Trained. Always Ready.™

Mental Health Toolkit

The mental health of public safety personnel is often neglected despite their critical role. Statistics reveal high rates of depression and sleep issues among these workers, impacting productivity and public trust. Factors like exposure to trauma, societal pressures, irregular schedules, and staffing shortages contribute to this strain.



Toolkit

... League Insurance's proactive approach aims to address the mental health challenges faced by public safety personnel. Through education, support, and resources, they strive to foster healthier and more resilient communities.

Fear of job repercussions prevents many from seeking help, leading to untreated conditions. Shockingly, public safety workers are more likely to die by suicide than in the line of duty. Acknowledging these challenges, agencies must implement comprehensive mental health programs to support staff and communities.

League Insurance prioritizes the well-being of its insured members' employees. We actively promote mental health awareness and support initiatives statewide, leveraging expertise and partnerships within the public safety sector. The Mental Health Toolkit offers financial assistance, training, provider partners, policy templates, and stakeholder engagement tools to help communities establish effective mental health programs.

League Insurance's Public Safety Specialist, a former police chief, Craig Sherven, contributes firsthand experience to these efforts. Involved in peer support and mental health organizations, he understands the unique needs of public safety professionals.

In summary, League Insurance's proactive approach aims to address the mental health challenges faced by public safety personnel. Through education, support, and resources, they strive to foster healthier and more resilient communities.

We strongly encourage you to take full advantage of the toolkit and trust you will find it helpful in starting up your own program or augmenting a program already in operation. For more information, contact Public Safety Specialist Craig Sherven at csherven@lwmmi.org or by phone at 608-740-2470.

National Testing Network Recruiting & Assessment

League Insurance has partnered with National Testing Network (NTN), the nation's leading provider of public safety recruitment and assessment services.

As a part of this partnership, we are offering a **20% special discount** to NTN membership services bringing you exclusive access to:

- Job posting and marketing
- Candidate scheduling
- Exam administration (brick-and-mortar and virtual)
- Data collection and reporting
- Dedicated support teams
- Online oral board interviews
- Simulation exams
- Customized client portals

In addition, we are offering a 15% discount on first project-based services:

- Background investigations
- Pre-Hire psychological evaluations

Want to discuss how this partnership can benefit your agency? Contact Julianne Garcia with NTN at julianneg@nationaltestingnetwork.com

Non-Rep Critical Incident Coverage Discount

When law enforcement officers are involved in critical incidents that require a use of force resulting in the significant injury or death of another individual, the need to have immediate, on-scene legal representation is paramount. While officers who are represented by a union typically have access to this type of coverage, it is common for those who do not belong to a union to not have access to representation and are typically left to fend for themselves during the very crucial early stages of what is many times a criminal investigation.

Recognizing the need that exists for our non-represented members to have quality representation, League Insurance and the Wisconsin Professional Police Association have partnered to provide them access to this type of legal representation through the availability of a 10% discounted rate, exclusive to League Insurance members, on the WPPA's Non-Rep Critical Incident Coverage.

Access to this kind of coverage for our non-represented members is a game-changer and serves to address an issue that has unfortunately been the reality for many years in the law enforcement world.

For more information on the partnership or coverage, contact Jeff Spencer at jspencer@wppa.com or 608-963-7477.

Police Accreditation Reimbursement

Insured police agencies that maintain WILEAG or CALEA accreditation are eligible for a $650 reimbursement.

To find out more, contact Craig Sherven at csherven@lwmmi.org

Police One Academy Online Learning

Police One Academy is a product of Lexipol offering a variety of online trainings specifically for police officers. Trainings cover topics such as Use of Force, Traffic Stops & Safety, Ethics, Defensive Driving, Mental Health, Stress Management, and much more.

These courses are free to League Insurance members though our partnership with Lexipol. Police One Academy can fulfill 12 of the 24 hours of annual training requirements with department-level approval.

www.lexipol.com
844-312-9500

Request access using the QR code.

Training Access Request

PoliceOne Academy

Lexipol

Policy & Procedure Reimbursement

Understanding that sound policy and procedure is a cornerstone of a successful public safety department, League Insurance provides members with financial assistance for public safety policy and procedure services. Through our partnerships with Lexipol, Custom Service Information (CSI), and Deer Creek Technologies, our members are eligible to receive up to $2500 annual reimbursement for one of the following:

- A bundle package including Custom Service Information policy services and Deer Creek policy management and early warning system services, along with a 10% Deer Creek discount exclusive to League Insurance members.
- Lexipol's Wisconsin Law Enforcement or Fire policy services along with a 10% discount on the current market rate subscription price.
- Policies are continuously updated as state and federal laws, and best practices change.
- Both offer customized implementation options to fit your agency to help you get your manual up and running faster.

From a liability standpoint we strongly encourage municipalities to regularly have their policies and procedures reviewed to decrease the amount and severity of lawsuits due to ineffective policies. Just as important, up-to-date policies help keep employees working in these difficult jobs as safely as possible and help protect everyone in your community.

To receive reimbursement for these products, please send a copy of the invoice from Lexipol or CSI and a copy of your invoice and paid receipt/check to service@lwmmi.org.

Learn more about Custom Service Information LLC: Contact Tim Kriz at 715-741-0189 or csi-llc@hotmail.com

Learn more about Deer Creek Technologies: https://www.deercreektech.com

Learn more about Lexipol: https://www.lexipol.com/

Deer Creek Technologies

LEAGUE INSURANCE

League Insurance. Protecting the communities we live in.

316 W. Washington Avenue • Suite 600 • Madison, WI 53703
608-833-9595 • **www.lwmmi.org**

Insurance Program

proposal & recommendations

prepared for

City of De Pere

McClone

Strategic.
Transparent.
Refreshing.

mcclone.com | 800.236.1034

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This summary is for information purposes only. Please review policies for coverages, exclusions, and conditions.

Service Team

Risk Advisor

Brian Dandoy, CISR
p | (920) 694-6541
e | brian.dandoy@mcclone.com

Account Executive

Andrew Maduscha, AU
p | (262) 439-6947
e | andy.maduscha@mcclone.com

Risk Management Team

Legal Counsel & Compliance

Paul Kaster, JD, MBA
p | (920) 886-1886
e | paul.kaster@mcclone.com

Director of Worker's Compensation & Risk Management

David Collingwood
p | (920) 886-7651
e | david.collingwood@mcclone.com

P&C Claim Specialist

Leslie Rehm, AIC, AINS
p | (262) 439-6945
e | leslie.rehm@mcclone.com

Risk Manager

Kris Travis
P | (920) 886-7098
E | kris.travis@mcclone.com

Additional Resources

Client Portal and Claims Reporting Info

OSHA Logs

Automate Safety

Our Carrier Partners

Together with our preferred carrier partnerships, McClone proactively identifies the risks unique to municipalities and develops a strategy to minimize risk and reduce insurance costs.

The League of Wisconsin Municipalities Mutual Insurance (LWMMI) and Municipal Property Insurance Company (MPIC) have long histories of providing quality casualty and insurance coverages specific to municipalities.

The long list of program participants is a testament to the success and longevity of this partnership.

Plan Participants

Adams, City of
Adams County Drainage Board
Adell, Village of
Albany, Village of
Albany Housing Authority
Algoma, City of
Algoma Utility Commission
Allouez, Village of
Alma, City of
Almena, Village of
Almond, Village of
Altoona, City of
Altoona Housing Authority
Amery, City of
Amherst, Village of
Aniwa, Village of
Arcadia, City of
Arena, Village of
Argyle, Village of
Arlington, Village of
Arpin, Village of
Ashland County Housing Authority
Ashwaubenon, Village of
Athens, Village of
Auburndale, Village of
Augusta, City of
Avoca, Village of
Bagley, Village of
Balsam Lake, Village of
Balsam Lake Centuria Joint Police Department
Balsam Lake Protection and Rehabilitation District
Barneveld, Village of
Barron, City of
Barron County Housing Authority
Barron Housing Authority
Bay City, Village of
Bayfield, City of
Bear Creek, Village of
Beaver Dam, City of
Belleville, Village of
Bellevue, Village of
Belmont, Village of
Benton, Village of
Big Bend, Village of
Birchwood, Village of
Birchwood Four Corners Emergency Services District
Birnamwood, Village of Biron, Village of
Black Creek, Village of
Black Earth, Village of
Black River Falls, City of
Blair, City of
Blanchardville, Village of
Blenker Sherry Sanitary District
Bloomer, City of
Blue River, Village of
Bluffview Sanitary District
Bonduel, Village of
Boscobel, City of
Bowler, Village of
Boyceville, Village of
Boyceville Community Ambulance District
Boyceville Community Fire District
Boyd, Village of
Brillion, City of and City of Brillion Redevelopment Authority Commission
Brodhead, City of

Brooklyn, Village of
Bruce, Village of
Buffalo City, City of
Butler, Village of
Butternut, Village of
Cadott, Village of
Calumet Sanitary District #1, Town Of
Cambria, Village of
Cambridge, Village of
Cambridge Oakland Wastewater Commission
Camp Douglas, Village of
Cascade, Village of and Cascade First Responders
Casco, Village of
Cassville, Village of and Cassville Fire and EMS
Catawba-Kennan Joint Sewage Commission
Cazenovia, Village of
Cecil, Village of
Chenequa, Village of
Chilton, City of
Chippewa Falls, City of
Clear Lake, Village of
Cleveland, Village of
Clinton, Village of
Clintonville, City of and Clintonville Housing Authority
Clintonville Area Ambulance
CLR Fire and Rescue Group
Clyman, Village of
Cobb, Village of
Cochrane, Village of
Colby, City of
Colby – Abbotsford Police Department
Coleman, Village of
Colfax, Village of
Coloma, Village of
Columbus, City of
Combined Locks, Village of
Community Library
Coon Valley, Village of
Cornell, City of
Cottage Grove, Village of
Crandon, City of
Crivitz, City of
Cross Plains, Village of
Cross Plains Area EMS
Cumberland, City of
Cumberland Municipal Utility
Curtiss, Village of
Dane, Village of
Dane Iowa Sanitary District
Darien, Village of
Deer Grove EMS
Deer Park, Village of
Deerfield, Village of
Delafield, City of
Delafield – Hartland Water Pollution Control Commission
Delavan, City of
Delavan Lake Sanitary District
Denmark, Village of
Dickeyville, Village of
Dodgeville, City of
Door County Tourism Zone Commission
Dorchester, Village of
Dousman, Village of
Downing, Village of
Doylestown, Village of
Dresser, Village of
Durand, City of
Eagle, Village of
Eagle River, City of
East Troy, Village of
Eau Claire County Housing Authority
Edgerton, City of
Egg Harbor, Village of
Eland, Village of
Eleva, Village of
Elk Mound, Village of
Elkhart Lake, Village of and Elkhart Lake Fire Department
Ellsworth, Village of
Elm Grove, Village of
Elmwood, Village of
Elmwood Park, Village of
Embarrass, Village of
Endeavor, Village of
Ephraim, Village of
Everest Metropolitan Police Department
Fairchild, Village of
Fairchild Fire Protection District
Fairwater, Village of
Fall Creek, Village of
Fall River, Village of
Ferryville, Village of
Fond du Lac, City of
Fontana on Geneva Lake, Village of
Fontana – Walworth Water Pollution Control Commission
Footville, Village of
Fort Atkinson, City of
Fountain City, City of
Fox Lake, City of
Fox Lake Community Fire Association
Fox Point, Village of
Fox West Regional Sewerage Commission
Francis Creek, Village of
Frank L. Weyenberg Library, Mequon – Thiensville
Franklin, City of
Frederic, Village of
Fremont, Village of
Fremont Orihula Wolf River Joint Sewerage Commission
Friesland, Village of
Galesville, City of
Geneva Lake Law Enforcement
Gillett, City of
Gilman, Village of
Glen Flora, Village of
Glenbeulah, Village of
Goose Lake Water Shed District
Grantsburg, Village of
Gratiot, Village of
Greater Bayfield Wastewater Treatment Plant Commission
Green Lake, City of
Green Lake Sanitary District
Greenwood, City of
Gresham, Village of
Hales Corners, Village of
Hammond, Village of
Harrison, Village of
Hartland, Village of
Haugen, Village of
Hawkins, Village of
Hayward, City of
Hewitt, Village of

Highland, Village of
Hilbert, Village of
Hixton, Village of
Hobart, Village of
Hollandale, Village of
Holmen, Village of
Hortonville, Village of
Housing Authority of Merrill Wisconsin, DBA Merrill Area Housing Authority
Housing Authority of Trempealeau County
Howards Grove Volunteer Fire Department
Hudson, City of
Hudson Area Joint Library
Hudson Housing Authority, City of
Hurley, City of
Hustisford, Village of
Hustler, Village of
Independence, City of
Ingram, Village of
Iola, Village of
Iron Ridge, Village of
Jefferson, City of
Jefferson Housing Authority, City of
Johnson Creek, Village of
Junction City, Village of
Kaukauna, City of
Kaukauna Utilities
Kegonsa Sanitary District #2
Kekoskee, Village of
Kennan, Village of
Kennen-Georgetown Volunteer Fire Department
Kewaunee, City of
Kiel, City of
Kingston, Village of
Kohler, Village of
Kronenwetter, Village of
La Farge, Village of
La Valle, Village of
Lac La Belle, Village of
Ladysmith, City of
Lake Country Fire and Rescue Department
Lake Delton, Village of
Lake Geneva, City of
Lake Hallie, Village of
Lake Iola Lake Protection and Rehabilitation District
Lake Mills, City of
Lake Nebagamon, Village of
Lake Pewaukee Sanitary District
Landfill Venture Group
Lannon, Village of
League of Wisconsin Municipalities
League of Wisconsin Municipalities Mutual Insurance
Linden, Village of
Little Chute, Village of
Little Elkhart Lake Rehabilitation District
Livingston, Village of
Loganville, Village of
Lohrville, Village of
Lomira, Village of
Lone Rock, Village of
Lowell, Village of
Luck, Village of
Luxemburg, Village of
Lyndon Station, Village of
Lynxville, Village of
Madison Metropolitan Sewerage District
Maiden Rock, Village of
Manawa, City of
Manitowoc Public Utilities
Maple Bluff, Village of
Maribel, Village of
Marion, City of
Marquette, Village of
Marquette Communities Joint Municipal Court
Marquette Fire District
Marshall, Village of
Marshfield, City of
Marshfield Utilities Electric and Water Department
Mary Lane Sanitary District
Mauston, City of
Mauston New Lisbon Union Airport
Mazomanie, Village of
McFarland, Village of
Medford, City of
Mellen, City of
Mequon, City of
Merrill, City of
Merrillan, Village of
Merrimac, Village of
Merton, Village of
Merton Community Fire Department
Milltown, Village of
Milwaukee Area Domestic Animal Control Commission
Mineral Point, City of
Mishicot, Village of
Mondovi, City of
Montello, City of
Montfort, Village of
Monticello, Village of
Mosinee, City of
Mosinee Fire District
Mount Calvary, Village of
Mount Horeb, Village of
Mukwonago, Village of
Municipal Court for Western Waukesha County
Muscoda, Village of
Muskego, City of
Nashotah, Village of
Necedah, Village of
Neillsville, City of
Nelsonville, Village of
Neosho, Village of
Neshkoro, Village of
New Auburn, Village of
New Glarus, Village of
New Holstein, City of
New Lisbon, City of
New Richmond, City of
Newburg, Village of
Niagara, City of
Nichols, Village of
North Bay, Village of
North Fond du Lac, Village of
North Hudson, Village of
North Prairie, Village of
North Shore Fire Department
North Shore Water Commission
Northern Moraine Utility Commission
Northern Waupaca County Joint Municipal Court
Norwalk, Village of

Oakfield, Village of
Oconomowoc, City of
Oconomowoc Lake, Village of
Oconto, City of
Oconto Falls, City of
Oconto Falls Water and Light Commission, City of
O'Dells Bay Sanitary District
Onion River Waste Water Commission
Oregon, Village of
Orfordville, Village of
Orihula Sanitary District
Oshkosh, City of
Osseo, City of
Owen, City of
Oxford, Village of
Pabst Farms Joint Stormwater Utility District
Paddock Lake, Village of
Palmyra, Village of
Pardeeville, Village of
Park Falls, City of
Park Ridge, Village of
Pepin, Village of
Peppermill Lake Management District
Peshtigo, City of
Pewaukee, City of
Pewaukee, Village of
Phillips, City of
Pikes Bay Sanitary District
Plain, Village of
Pleasant Prairie, Village of
Pleasant Springs Sanitary District
Polk County Housing Authority
Port Edwards, Village of
Portage, City of
Potter, Village of
Poynette, Village of
Prairie du Chien, City of
Prairie du Sac, Village of
Prairie Farm, Village of
Prairie Lakes Library System
Prairie Village Water Trust
Prentice, Village of
Prescott, City of
Princeton, City of
Pulaski, Village of
Randolph, Village of
Random Lake, Village of
Readstown, Village of
Redevelopment Authority of the City of Oshkosh
Redgranite, Village of
Reedsville, Village of
Reeseville, Village of
Rewey, Village of
Rhinelander, City of
Rib Lake, Village of
Rib Mountain Sanitary District
Rice Lake, City of
Rice Lake – Lake District Protection and Rehabilitation
Rice Lake Housing Authority
Richfield, Village of
Ridgeland, Village of
Ridgeway, Village of
Rio, Village of
Ripon, City of
Roberts, Village of
Rochester, Village of
Rock – Koshkonong Lake District
Rock Springs, Village of
Rockdale, Village of
Rockland, Village of
Rosendale, Village of
Rosholt, Village of
Rothschild, Village of
Rudolph, Village of
Sauk City, Village of
Sauk Prairie Court Commission
Sauk Prairie Police Commission
Sauk Prairie Recreational Commission
Sauk Prairie Sewerage Commission
Scandinavia, Village of
Seymour, City of
Shawano, City of
Sheboygan Falls, City of
Shell Lake, City of
Shell Lake Housing Authority, City of
Sherry Volunteer Fire Department
Sherwood, Village of
Shorewood, Village of
Shorewood Hills, Village of
Siren, Village of
Sister Bay, Village of
Soldiers Grove, Village of
Somerset, Village of
South Area Fire and Emergency Response District
Southern Ozaukee Fire and Emergency Medical Services Department
Spencer, Village of
Spencer Area Fire and Ambulance Commission
Spooner, City of
Spring Green, Village of
St. Cloud, Village of
St. Croix Falls, City of
Stanley Housing Authority, City of
Stevens Point Airport, City of
Stevens Point Housing Authority
Stevens Point Water, Sewer and Stormwater
Stockbridge, Village of
Stockholm, Village of
Stoddard, Village of
Stratford, Village of
Strum, Village of
Sturgeon Bay, City of
Sturgeon Bay Utilities
Sturtevant, Village of
Suamico, Village of
Sullivan, Village of
Sullivan Joint Wastewater Commission
Summit, Village of
Superior, Village of
Suring, Village of and Suring Public Library
Sussex, Village of and Pauline Haass Public Library
Taylor, Village of
The Housing Authority of the City of Chetek
Theresa, Village of
Thiensville, Village of
Thorp, City of
Tomahawk, City of
Trempealeau, Village of
Turtle Lake, Village of
Twin Lakes, Village of
Union Center, Village of
Union Grove, Village of

Unity, Village of
Upper St. Croix Lake
Sanitary District
Valders, Village of
Vanguard Electric Commission
Vernon, Village of
Vesper, Village of
Viola, Village of
Waldo, Village of
Wales, Village of
Walworth, Village of
Washburn, City of
Waterford, Village of
Waterloo, City of
Watertown, City of
Watertown Housing Authority
Waukesha, City of
Waukesha Water Utility
Waunakee, Village of
Waupaca, City of
Wausaukee, Village of
Wautoma, City of
Wauzeka, Village of
Webster, Village of
West Baraboo, Village of
West Central Wisconsin Bio Solids
West Milwaukee, Village of
West Salem, Village of
Westby, City of
Western Lakes Fire District
Westfield, Village of
Weston, Village of
Weyauwega, City of
Wheeler, Village of
Whitehall, City of
Whitelaw, Village of
Williams Bay, Village of
Wilton, Village of
Wind Point, Village of
Windsor, Village of
Winneconne, Village of
Wisconsin Dells – Lake Delton Sewerage Commission
Wisconsin Rapids, City of
Wisconsin Rapids Water Works and Lighting Commission
Withee, Village of
Wittenberg, Village of
Wolf River Sanitary District
Wonewoc, Village of
Wonewoc Area Fire and Ambulance
Woodville, Village of
Wrightstown, Village of
Wyocena, Village of
Yorkville, Village of
Yuba, Village of

Group Dividend Plan

An outstanding feature of the Mutual Plan is the opportunity to earn a return of premiums based upon loss experience. Each municipality may be able to reduce its insurance cost because of excellent results in Workers Compensation, Automobile, General Liability, Law Enforcement Liability, and Public Officials insurance coverage. The experience of the members as a whole is reviewed for dividend consideration.

Based on a rolling five-year history, a member's dividend will be determined by their share of premiums and losses.

Since 1984 the League of Wisconsin Municipalities Mutual Insurance has:

- Paid out $68 million in dividend payments
- In 2007, LWMMI Directors declared the first LWMMI Dividend of over $800,000

General Liability

Company	Policy Number	Effective Date	Expiration Date
League of Wisconsin Municipal Mutual Ins Co	**TBD**	**1.01.2026**	**1.01.2027**

Coverage Detail

Coverage	Limits
General Liability	$6,000,000
Law Enforcement Liability - $5,000 Deductible	$6,000,000
Premises Medical Payments	$10,000
Public Officials Liability - $10,000 Deductible	$6,000,000
Automobile Liability	$6,000,000
Automobile	See Below
Automobile Medical Payments	$10,000
Uninsured/Underinsured Motorist	$1,000,000 / $500,000
Dam	$6,000,000
Railroad Protective Liability	$6,000,000
Workers Compensation - Part A Benefits - Part B Employers Liability	$2,000,000

Coverage Enhancements

- A single policy combining General Liability, Law Enforcement, Public Officials Errors & Liability, and Auto Liability, reducing the chance for gaps between policies
- Vehicles rated on Replacement Cost basis (RC) for light vehicles 5 years and newer, and heavy vehicles ($100,000 in value) 10 years and newer. Otherwise, vehicles are rated on Actual Cash basis.
- No “Aggregate Limits.” The “Per Occurrence” policy limit applies to all liability claims
- All coverage is on an “Occurrence” basis, including Public Officials and Employee Benefits Liability
- Prior Act coverage provided for former “Claims-Made” Policies
- Defense costs in addition to the policy limit for all liability coverage, including Law Enforcement Liability

- Police and public official claims will not be settled without your approval
- Limited defense cost reimbursement for alleged criminal acts
- Non-Monetary Claims Coverage up to $50,000 Per Wrongful Act; subject to a $250,000 Aggregate Limit
- Sudden and Accidental Above Ground Pollution – $250,000
- Back and Future Wages and Benefits Covered
- Automobile and Premise Medical No Fault Payments
- $2,000,000 Added to Limits for Workers Compensation Part B - Employers Liability of the League's Policy
- Expanded Contractual Liability for Mutual Aid Agreements
- Optional No-Fault Sewer Back-Ups (subject to underwriting acceptability) – $100,000 per occurrence, $300,000 annual aggregate.
- Tax Assessment Disputes – up to $50,000 for Defense

Crime

Company	Policy Number	Effective Date	Expiration Date
League of Wisconsin Municipal Mutual Ins Co	**TBD**	**1.01.2026**	**1.01.2027**

Coverage Detail

Description	Limit	Deductible
Computer Fraud	$1,000,000	$5,000
Employee Dishonesty Blanket	$1,000,000	$5,000
Forgery / Check Alteration	$1,000,000	$5,000
Monies & Securities – Inside and Outside	$1,000,000	$5,000
Funds Transfer Fraud	$1,000,000	$5,000
Social Engineering	$1,000,000	$5,000

Property

Company	Policy Number	Effective Date	Expiration Date
Municipal Property Ins. Co.	**TBD**	**1.01.2026**	**1.01.2027**

Coverage Detail

Subject of Insurance	Amount	Deductible
Blanket Building, Contents and Property in the Open	$90,971,746	$5,000
Contractors Equipment - Over $ 25,000	$3,244,868	$1,000
Contractors Equipment - Under $ 25,000	$625,935	$1,000
Equipment Breakdown	$90,971,746	$2,500
Pier and Wharf	$3,030,862	$5,000/10%
Pedestrian Bridges	$266,970	$5,000
Utility Meter	$500,000	$5,000

Coverage Enhancements

- Coverage provided for unique exposures such as Contractors Equipment, Equipment Breakdown, Fine Arts, Pedestrian Bridges, Builders Risk, Piers and Wharfs.
- Property coverages are written on a blanket form
- Building appraisals are regularly completed for all scheduled properties

Workers Compensation & Employers Liability

Company	Policy Number	Effective Date	Expiration Date
United Heartland	**TBD**	**1.01.2026**	**1.01.2027**

First Named Insured

City of De Pere

Statutory Benefits

Named States: WI

If on the effective date of the policy, you are working and hiring in a state that is not listed, coverage will not be provided for that state unless the carrier is notified within **30 days**.

Employers Liability

Coverage	Limit
Each Accident	$100,000
Disease – Policy Limit	$500,000
Disease – Each Employee	$100,000

***The League policy increases the above Employers Liability limits to $2M at no charge**

Other States

All states except: ND, OH, WA and WY

If you have operations in ND, OH, WA, WY, Puerto Rico or the U.S. Virgin Islands, you must buy Workers Compensation from that state. This policy will not protect you in monopolistic states or territories.

Included & Excluded Individuals

Name	Title	Included / Excluded
None on File		

Sole Proprietors, Partners and Members of LLC are automatically **excluded** from Workers Compensation coverage, unless coverage is elected by signing election form and policy is endorsed.

Executive Officers of a Closely Held Corporation are automatically **included** in Workers Compensation coverage, unless coverage is rejected by signing rejection form and policy is endorsed. Rejection of coverage is allowed for up to two Officers.

Rating Basis

		2026 to 2027	
State	Code | Classification	Rate	Estimated Payroll
WI	7520 | Water Works Operations	2.59	$333,061
WI	9412 | Municipal Operations - City	2.50	$4,768,601
WI	7704 | Firefighters – Non-Volunteer	3.19	$2,956,946
WI	7720 | Police Officers	2.14	$3,804,020
WI	8810 | Municipal Operations - Village	.16	$3,201,536

Experience Modification

2025 | 1.05

If there is a change in the experience modification or rates assigned by the state, it will be incorporated into the policy issued.

Dividend

League Dividend Program

Dividends are payable pursuant to conditions determined by the Company Board of Directors and as made applicable to the Insurance Policy. It is illegal for any insurer or producer to guarantee the payment, timing or amount of future Dividends.

Premium Comparison

Coverage	EMC	League of WI Municipalities
General Liability	$78,440 ($0 Ded)	$37,204 ($0 Ded)
Law Enforcement Liability	$48,765 ($5k Ded)	$34,124 ($5k Ded)
Public Officials and Employment Practices	$32,296 ($10k Ded)	$40,487 ($10k Ded)
Drone	$6,022(10% of value of drone)	Included ($0 Ded)
Auto Liability	$153,466 ($1k Ded)	$28,851 ($0 Ded)
Auto Physical Damage	Included ($1k Ded)	$61,543 ($1k Ded)
Uninsured/Underinsured Motorist	Included ($500k/$500k)	$2,194 ($1M/$500k)
Dam (2)	Included	$500
Railroad	$4,508 ($0 Ded)	$250 ($0 Ded)
Crime	$676 ($10k Ded)	$2,158 ($5k Ded)
Cyber	$48,874	$48,874 (BOR)
Property	$94,685 ($10k Ded)	$110,578* (5k Ded)
Inland Marine (IM)/Contractors Equipment	$10,333 ($500 Ded)	Included ($1k Ded)
Equipment Breakdown (EB)	$10,418 ($2,500 Ded)	Included ($2,500 Ded)
Umbrella	$33,759	N/A
Storage Tank Liability	$1,000	$1,000 (BOR)
Identity Fraud	$926	$926 (BOR)
Consulting Fee	$34,000	N/A
Workers Compensation	$297,553	$293,034
Total Premium	**$855,721**	**$661,723**

BOR= Broker of Record. You would maintain your same coverage/policy, but switch brokers. Premium would be very similar to your current. Any change in premium would be due to usual renewal underwriting.

*Property with $10,000 Deductible for all lines except $1,000 on IM and $2,500 on EB - $110,578