AGENDA
FINANCE COMMITTEE MEETING
Kenosha Municipal Building - Room 204
Monday, April 6, 2015 - 6:00 PM

Chairperson:	**Daniel Prozanski Jr.**	**Vice-Chair:**	**Curt Wilson**
Alderperson:	**Rocco J. LaMacchia**	**Alderperson:**	**Anthony Kennedy**
Alderperson:	**Bob Johnson**	**Alderperson:**	**Dave Paff**

Call to Order
Roll Call

1. Approval of the minutes of the regular meeting held March 16, 2015. Pages 1-2

2. Proposed Resolution by the Committee on Finance - To Rescind Special Charges for a Property Maintenance Reinspection Fee in the Amount of $280.00 for 6821 156th Avenue (Parcel #03-121-03-407-102); Petitioner: Staff; Owner: M&I Regional Properties (Amends Resolution #32-15 passed on 03/16/15). (District 16) Pages 3-9

3. Proposed Resolution by Alderperson Jack Rose, Co-Sponsor Alderperson Jan Michalski - To Urge the Wisconsin Joint Finance Committee to Remove Language from the Proposed Biennial Budget for 2015-2017 that Would Prevent Low-Income Adults with Mental Illness from Receiving Badger Care. Pages 10-11
4. Proposed Resolution by Alderperson Jack Rose, Co-Sponsor Alderperson Jan Michalski - To Urge the State Legislature to Continue Full-Service, Local Aging and Disability Resource Centers. Pages 12-13

5. Proposed Resolution by the Mayor - To Create Tax Incremental District #18 (City of Kenosha, Wisconsin, Under Section 66.1105(4)(gm), Wisconsin Statutes) (Heritage House). (District 2) (CP - Ayes 6, Noes 1) Pages 14-19
6. Proposed Resolution by the Mayor -To Adopt a Project Plan for Tax Incremental District #18 (City of Kenosha, Wisconsin, Under Section 66.1105(4)(g), Wisconsin Statutes (Heritage House). (District 2) (CP - Ayes 6, Noes 1) Pages 20-42

7. Proposed Resolution by the Mayor - To Dissolve Tax Incremental District #14 (City of Kenosha, Wisconsin) and Authorizing the City of Kenosha Clerk/Treasurer to Distribute Excess Increment to Overlying Taxing Districts. (District 16) Pages 43-45

8. Approval of the Second Amendment to Contingent Purchase Agreement by and between Gorman & Company, Inc. and the City of Kenosha, Wisconsin Regarding 5706-8th Avenue. (District 2) Pages 46-51
9. Second Amended and Restated Development Financing Agreement for Tax Incremental District #12. (District 16) Pages 52-70

10. Disbursement Record #5 - $3,439,703.00. Pages 71-104

11. City v. Wilson (Kenosha Co. Case No. 14CV0363). **CLOSED SESSION: The Finance Committee may go into Closed Session regarding this item, pursuant to §19.85(1)(g), Wisconsin Statutes to confer with legal counsel regarding this matter. The Finance Committee may or may not reconvene into open session. Confidential Envelope**

12. Proposed Resolution by the Mayor - To Adopt The Classification and Compensation Study Recommendations from Carlson Dettman Consulting LLC. Pages 105-106 (**Please see additional back up attached to the end of the Common Council packet – after page 284)**

CITIZENS' COMMENTS/ALDERPERSONS' COMMENTS/OTHER BUSINESS AS AUTHORIZED BY LAW

IF YOU ARE DISABLED AND IN NEED OF ASSISTANCE, PLEASE CALL 653-4020 BEFORE THIS MEETING.

NOTICE IS HEREBY GIVEN THAT A MAJORITY OF THE MEMBERS OF THE COMMON COUNCIL MAY BE PRESENT AT THE MEETING, AND ALTHOUGH THIS MAY CONSTITUTE A QUORUM OF THE COMMON COUNCIL, THE COUNCIL WILL NOT TAKE ANY ACTION AT THIS MEETING.

FINANCE COMMITTEE
Minutes of Meeting Held March 16, 2015

A meeting of the Finance Committee held on Monday, March 16, 2015 in Room 204 at the Kenosha Municipal Building was called to order at 6:01 pm by Chairperson Prozanski.

At roll call, the following members were present: Vice-Chair Wilson, Alderpersons LaMacchia, Kennedy, Johnson and Paff.

1. Approval of the minutes of the regular meeting held March 2, 2015. **It was moved by Alderperson LaMacchia, seconded by Alderperson Wilson, to approve. Motion carried unanimously.**

2. Proposed Resolution by Alderperson Daniel Prozanski, Jr.; Co-Sponsors: Alderperson Scott N. Gordon, Alderperson Jack Rose, Alderperson Bob Johnson, Alderperson Rocco J. LaMacchia, Sr., Alderperson Kurt Wicklund, Alderperson Curt Wilson - Resolution by the Kenosha Common Council Supporting the Kenosha Unified School District April 7, 2015 Athletic Facilities Referendum. PUBLIC HEARING: No one spoke. **It was moved by Alderperson LaMacchia, seconded by Alderperson Wilson, to approve. Motion carried unanimously.**

3. Proposed Resolutions by the Committee on Finance – to Levy Special Charges Upon Various Parcels of Property Located in the City (per List on File in the Office of the City Clerk):
   a. Boarding and Securing - $1,424.33
   b. Property Maintenance Reinspection Fees - $2,420.00
   c. Raze/pre-raze - $29,222.38
   d. Trash & Debris Removal - $310.00

   PUBLIC HEARING: No one spoke. **It was moved by Alderperson LaMacchia, seconded by Alderperson Kennedy, to approve. Motion carried unanimously.**

4. Proposed Resolution by the Committee on Finance – to Rescind Special Charges for a Property Maintenance Reinspection Fee in the Amount of $172.00 for 6637 31st Avenue (Parcel #01-122-01-282-010);Petitioner: Staff; Owner: Tony DeLuisa. (Amends Resolution #05-15 passed on 01/21/15). PUBLIC HEARING: Jeff Labahn, Director of Community Development & Inspections, explained and recommended approval. **It was moved by Alderperson Wilson, seconded by Alderperson Kennedy, to approve. Motion carried unanimously.**

5. Proposed Resolution by the Committee on Finance – to Levy Special Assessments Against Benefited Property Based Upon Final Construction Costs Respecting Improvements in Street Right-of-Way (Sidewalks and/or Driveway Approaches) for Project 14-1208 Sidewalk & Curb/Gutter Program (Citywide Locations). PUBLIC HEARING: No one spoke. **It was moved by Alderperson LaMacchia, seconded by Alderperson Wilson, to approve. Motion carried unanimously.**

6. Proposed Resolution by the Committee on Finance – to Levy a Special Charge Upon Certain Parcels of Land Within the City of Kenosha (Pursuant to §5.11F. of the Code of General Ordinances) Entitled "Sidewalks and Alleys to be Kept Clean by Responsible Party – Emergency Enforcement" (Snow Removal from Sidewalks) – If Invoices Therefor Are Not Paid Within Thirty (30) Days of Issuance. PUBLIC HEARING: No one spoke. **It was moved by Alderperson Kennedy, seconded by Alderperson Wilson, to approve. Motion carried unanimously.**

7. Proposed Resolution by the Mayor - to Reauthorize the City of Kenosha to Self-Insure its Workers' Compensation Program. PUBLIC HEARING: **It was moved by Alderperson Kennedy, seconded by Alderperson LaMacchia, to approve. Motion carried unanimously.**

8. Disbursement Record #4 - $4,026,044.28. PUBLIC HEARING: No one spoke. **It was moved by Alderperson Kennedy, seconded by Alderperson Paff, to approve. Motion carried unanimously.**

   At 6:14 pm, it was moved by Alderperson Paff, seconded by Alderperson Wilson, to go into closed session for Items 9 through 11 after being read. Motion carried unanimously. At 6:32 pm, it was moved by Alderperson LaMacchia, seconded by Alderperson Wilson, to return to open session. Motion carried unanimously.

9. 2014 Claim for Excessive Assessment by Dairyland Park, Inc. pursuant to Wisconsin Statutes Section 74.37, Tax Parcel No. 08-222-31-401-001. **It was moved by Alderperson Kennedy, seconded by Alderperson Wilson, to deny. Motion carried unanimously.**

10. 2014 Claim for Excessive Assessment by Carisch Brothers, L.P. pursuant to Wisconsin Statutes Section 74.37, Tax Parcel No. 03-121-01-475-420 and No. 03-122-03-477-023. **It was moved by Alderperson Kennedy, seconded by Alderperson LaMacchia, to deny. Motion carried unanimously.**

11. 2014 Claim for Excessive Assessment by Walgreen Co. pursuant to Wisconsin Statutes Section 74.37, Tax Parcel No. 03-122-10-201-041, No. 06-123-07-130-020, No. 07-222-24-205-022, and No. 09-222-36-253-001. **It was moved by Alderperson Kennedy, seconded by Alderperson Wilson, to deny. Motion carried unanimously.**

ALDERPERSON'S COMMENTS: Alderperson Kennedy spoke about Item G.1. on the Common Council agenda for this evening regarding regular meetings of the Common Council.

There being no further business to come before the Finance Committee, it was moved, seconded and unanimously carried to adjourn at 6:34 pm.

*NOTE: Minutes are unofficial until approval by the Finance Committee at the meeting scheduled for Monday, April 6, 2015.

THE CITY OF
KENOSHA
COMMUNITY DEVELOPMENT & INSPECTIONS

TO: Keith G. Bosman, Mayor
Members of the City of Kenosha Common Council
Members of the Finance Committee

FROM: Martha Swartz, Senior Property Maintenance Inspector
Department of Community Development and Inspections

SUBJECT: **Request for Rescindment of Special Charge in the Amount of $280.00 for a Reinspection Fee for 6821 156th Avenue**

DATE: April 1, 2015

Staff is requesting that the Special Charge in the amount of $280,00 for subject property approved by the Common Council on March 16, 2015, be rescinded. The following sequence of events pertains to this issue:

January 2, 2015	A Reinspection Fee in the amount of $180.00 was issued to the owner of the property at 6821 156th Avenue for failure to correct property maintenance violations. This was the third reinspection fee issued for this property.
January 9, 2015	An invoice for $180.00 was mailed to the owner of record
March 16, 2015	As payment had not been received by the Department of Community Development and Inspections (CDI), the Reinspection Fee, along with a $100.00 administrative fee, was approved as a Special Charge in the amount of $280.00.
March 25, 2015	A check from BMO Regional Properties in the amount of $180.00 was forwarded from the Finance Department to CDI. A date stamp on the check stub indicated it was received on February 24, 2015. Upon further research, it was found that the Finance Department received the check without the proper paperwork/invoice and no explanation of what the check was for. They then sent an e-mail to BMO Regional Properties on February 27, 2015; but, did not receive a reply until March 24, 2015. As soon as they received a reply, they forwarded the check to CDI.

As the check was in the City of Kenosha's possession prior to the approval of the Special Charge by Common Council, staff requests that the Special Charge of $280.00 be rescinded.

MES:saz
Attachments

RESOLUTION NO._____

BY: FINANCE COMMITTEE

To Rescind One (1) Special Assessment Levied by Resolution No. 32-15 against Parcel No. 03-121-03-407-102 (6821 156th Avenue) Kenosha, Wisconsin

WHEREAS, on March 16, 2015, the Common Council of the City of Kenosha, Wisconsin, adapted Resolution No. 32-15 levying special charges for **Property Maintenance Reinspection Fees** for various buildings within the City of Kenosha, Wisconsin, at the request of the Department of Community Development and Inspections; and,

WHEREAS, it has been determined that a special assessment should not have been levied on one (1) of those parcels; to wit: Parcel No. 03-121-03-407-102 (6821 156th Avenue), Kenosha, Wisconsin.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Kenosha, Wisconsin, that the special assessment of $280.00 levied by Resolution No. 32-15 against Parcel No. 03-121-03-407-102 (6821 156th Avenue), Kenosha, Wisconsin be and hereby is rescinded thereby reducing the total amount of the resolution by $280.00.

Passed this _____ day of _____, 2015

Approved:

_____, Mayor
Keith G. Bosman

Attest:

_____, City Clerk-Treasurer
Debra L. Salas

Drafted by:
Department of Community Development and Inspections

/saz

RESOLUTION NO. 32-15

BY: FINANCE COMMITTEE

To Impose a Special Charge on Certain Parcels of Property for Property Maintenance Reinspection Fees

BE IT RESOLVED, that special charges for reinspection fees during 2015, in the total amount of **$2,420.00**, be levied against the respective parcels of property as shown by a report of the Department of Community Development and Inspections and filed in the office of the City Clerk of the City of Kenosha.

Passed this 16th day of March, 2015

Approved:

_____, Mayor
Keith G. Bosman

Attest:

_____, City Clerk-Treasurer
Debra L. Salas

Drafted by:
Department of Community Development and Inspections

/saz

Parcel #:01-122-01-177-012 **6341 24TH AVE**

Owner of Record
BANK OF AMERICA NA
400 NATIONAL WAY
SIMI VALLEY, CA 93065

Admin. Fee	Charge	Total
100.00	180.00	280.00

Parcel #:02-122-02-451-014 **7108 43RD AVE**

Owner of Record
7108 43RD AVE LLC
1344 LATHROP AVE
RACINE, WI 53405

Admin. Fee	Charge	Total
100.00	360.00	460.00

Parcel #:03-121-03-407-102 **6821 156TH AVE**

*

Owner of Record
M & I REGIONAL PROPERTIES LLC
770 NORTH WATER STREET
MILWAUKEE, WI 53202

Admin. Fee	Charge	Total
100.00	180.00	280.00

Parcel #:04-122-12-237-009 **7733 36TH AVE**

Owner of Record
LORI K LIENAU
7733 36TH AVE
KENOSHA, WI 53142

Admin. Fee	Charge	Total
100.00	360.00	460.00

Parcel #:08-222-35-405-013 **5304 42ND AVE**

Owner of Record
DENELLE CARSON
4101 HARDING RD
KENOSHA, WI 53142

Admin. Fee	Charge	Total
100.00	180.00	280.00

Parcel #:09-222-36-231-002 **4811 37TH AVE**

Owner of Record
ARYAN INVESTMENTS LLC
2616 22ND AVE
KENOSHA, WI 53140

Admin. Fee	Charge	Total
100.00	90.00	190.00

Parcel #:09-222-36-483-023 **5710 22ND AVE**

Owner of Record
JONATHAN TUTLEWSKI
7629 50TH AVE
KENOSHA, WI 53142

Admin. Fee	Charge	Total
100.00	180.00	280.00

Parcel #:12-223-31-205-047 **4800 16TH AVE**

Owner of Record
PAUL CROCKER
4800 16TH AVE
KENOSHA, WI 53140

Admin. Fee	Charge	Total
100.00	90.00	190.00

RESOLUTION TOTAL **2,420.00**

CDI 3/25/15

SC

CITY OF KENOSHA
DEPARTMENT OF COMMUNITY DEVELOPMENT & INSPECTIONS
MUNICIPAL BUILDING
625 52ND STREET ROOM 100
KENOSHA WI 53140-3480
262.653.4263

BILLING NOTICE

M & I REGIONAL PROPERTIES LLC
770 NORTH WATER STREET
MILWAUKEE, WI 53202

Billing Date: 01/09/15

Case # H141963

Reinspection Fee Pursuant to Section 16.251, *Code of General Ordinances* for Failure to Make Required Repairs

Property Located at: 06821 156 AV

Parcel Number: 03-121-03-407-1020

Inspection Date: 01/02/15

Amount to be Paid: $180.00

Payable to the City of Kenosha on or Before: 02/09/15

If this fee is not paid in full by the due date, the fee, along with an additional $100.00 Administrative Fee, will be processed as a special assessment against the real estate upon which the reinspections were made.

If you believe you have received this invoice in error, you may request an appeal form from the Department of Community Development and Inspections.

This is the only billing notice you will receive for this reinspection.

THIS NOTICE MUST BE INCLUDED WITH PAYMENT

BMO

Bank of Montreal Group of Companies

BMO REGIONAL PROPERTIES
770 N WATER STREET
MILWAIKEE, WI 53202

Page 1/1 **Check No** 015700698

Supplier No
M00073257

Supplier Name
CITY OF KENOSHA

Payment date 17 FEB 2015

Invoice No.	Invoice Date	Voucher ID	Gross Amount	Net Amount
H141963JAN	09-01-2015	4641748	180.00	180.00
		TOTAL	**$180.00**	**$180.00**

RECEIVED
FEB 24 2015
CITY OF KENOSHA
FINANCE DEPARTMENT

AP752 Rev1 4/11 M 3369051

HOLD DOCUMENT UP TO THE LIGHT TO VIEW TRUE WATERMARK

HOLD DOCUMENT UP TO THE LIGHT TO VIEW TRUE WATERMARK

BMO

Bank of Montreal Group of Companies

BMO REGIONAL PROPERTIES
770 N WATER STREET
MILWAIKEE, WI 53202

2-28/710 **015700698**

Date 17 FEB 2015

Pay Amount **$180.00*****

PAY ****One hundred eighty AND 0/100 USD DOLLAR****

TO THE ORDER OF
CITY OF KENOSHA
625 52ND STREET I

KENOSHA, WI 53140
United States

Jan Johnson

RESOLUTION _____

SPONSOR: ALDERPERSON JACK ROSE
CO-SPONSOR: ALDERPERSON JAN MICHALSKI

TO URGE WISCONSIN JOINT FINANCE COMMITTEE TO REMOVE LANGUAGE FROM THE PROPOSED STATE BIENNIAL BUDGET FOR 2015 – 2017 THAT WOULD PREVENT LOW-INCOME ADULTS WITH MENTAL ILLNESS FROM RECEIVING BADGER CARE

WHEREAS, over two thousand, low-income, childless adults from Kenosha County, at least twenty percent (20%) of whom have mental illness, rely on Badger Care for medical, dental, and psychiatric care as well as for the access to prescription medication; and

WHEREAS, Badger Care provides access to care and services to help individuals manage their symptoms, avoid crises, and move toward recovery and productive lives; and

WHEREAS, the Governor Scott Walker's proposed 2015-2017 budget would impose premiums on Badger Care for adults without children and limit enrollment to forty-eight months, leaving many people without insurance to manage their illness; and

WHEREAS, without access to appropriate care and medicine, conditions for these individuals may exacerbate, increasing police and rescue calls, emergency room visits, hospital stays, and/or jail incarceration; and

WHEREAS, without access to appropriate care and medicine, intervention by Adult Crisis Services and responses by the City of Kenosha Police to transport individuals to emergency rooms in state hospitals, and admissions to state institutions will cost the County and the City millions of dollars annually.

NOW THEREFORE BE RESOLVED that the Common Council for the City of Kenosha does urge the Governor and the Joint Finance Committee of the State Legislature to remove proposed budget language in the 2015-2017 Biennial Budget that would impose premiums and a forty-eight-month enrollment limit in Badger Care for low income adults without children.

BE IT FURTHER RESOLVED that the City Clerk/Treasurer is directed to send a copy of this resolution to the Governor of the State of Wisconsin, to the co-chairs of the Joint Finance Committee for the state legislature, and to Senator Robert Wirch, Assemblypersons Peter Barca, Tod Ohnstad, and Samantha Kerkman.

Adopted this_____day of April, 2015.

ATTEST: _____
DEBRA SALAS, City Clerk/Treasurer

APPROVED: _____
KEITH G. BOSMAN, Mayor

Drafted By:
EDWARD R. ANTARAMIAN
City Attorney

RESOLUTION _____

TO URGE THE STATE LEGISLATURE TO CONTINUE FULL-SERVICE, LOCAL AGING AND DISABILITY RESOURCE CENTERS

SPONSOR: ALDERPERSON JACK ROSE
CO-SPONSOR: ALDERPERSON JAN MICHALSKI

WHEREAS, Governor Walker's 2015-2017 budget proposal allows the state to dismantle county-based aging and disability resource centers ("ADRCs"); and

WHEREAS, Kenosha County served as a model for the development of ADRCs and continues to provide one-stop access for older adults, persons with disabilities and their families to professional, unbiased information, assistance, consultation and entry to long term care services; and

WHEREAS, the Kenosha County Aging and Disability Resource Center last year had 13,000 contacts with county residents, staff made 1,082 home visits, loaned medical equipment to 711 people, helped people obtain over $1.3 million in benefits, conducted 123 educational sessions and enrolled 357 persons in long term care programs; and

WHEREAS, the Kenosha County Aging and Disability Resource Center provide service to the citizens of the City of Kenosha; and

WHEREAS, one-to-one contact with people who know Kenosha's needs and resources cannot be adequately replaced by an impersonal, statewide 800 number; and

WHEREAS, Aging & Disability Resource Centers help people understand their options so that they make smarter financial decisions delaying the need for Medicaid; and

WHEREAS, retaining the ability to enroll people into Family Care programs assures that Kenosha County residents have timely access to services and funding thereby avoiding the potential drain on local tax dollars for institutional or residential costs; and

WHEREAS, Kenosha County welcomes the public accountability provided by our citizen advisory committees, the Kenosha County Board and our state legislators but which is eliminated by the Governor's proposed budget.

NOW, THEREFORE, BE IT RESOLVED THAT the Common Council for the City of Kenosha, convey to the governor and state legislators their request that the language of the budget bill pertaining to ADRCs be removed and a commitment be made by the state to continue fullservice, county-based Aging and Disability Resource Centers.

BE IT FURTHER RESOLVED that the City Clerk/Treasurer is directed to send a copy of this resolution to the Governor of the State of Wisconsin, to the co-chairs of the Joint Finance

Committee for the state legislature, and to Senators Robert Wirch and Van Wanggaard, Assemblypersons Peter Barca, Tod Ohnstad, and Samantha Kerkman.

Adopted this_____day of April, 2015.

ATTEST: _____
DEBRA SALAS, City Clerk/Treasurer

APPROVED: _____
KEITH G. BOSMAN, Mayor

Drafted By:
EDWARD R. ANTARAMIAN
City Attorney

THE CITY OF KENOSHA
CITY PLAN COMMISSION

CITY PLAN COMMISSION
Staff Report - Item 2

Thursday, March 19, 2015 at 5:00 pm
Municipal Building
625 52nd Street - Room 202 - Kenosha, WI 53140

Resolution By the Mayor - To Create Tax Incremental District #18, City of Kenosha, Wisconsin, Under Section 66.1105(4)(gm), Wisconsin Statutes. (Heritage House) (District 2) PUBLIC HEARING

NOTIFICATIONS AND APPROVAL REQUIREMENTS:

Alderperson Jenkins, District 2, has been notified. A Notice announcing this hearing was published in the Kenosha News on February 27 and March 6, 2015 and sent to other local government units as required by Wisconsin Statute 66.1105.

LOCATION AND ANALYSIS:

Site: The area is generally bounded by 57th Street on the north, 8th Avenue on the east, 58th Street on the south and Sheridan Road on the west.

1. The preliminary designation of the boundaries for TID #18 was approved at the City Plan Commission meeting on Thursday, February 19, 2015.

2. This item is for final designation of the Project Plan boundaries and approval to Create TID #18. There are no changes to the boundaries or Resolution since the previous meeting.

RECOMMENDATION:

A recommendation is made to designate the boundaries and approve the Creation of TID #18 and forward to the Common Council for approval.

Zohrab Khaligian, Community Dev Specialist

Jeffrey B. Labahn, Director

/u2/acct/cp/ckays/1CPC/2015/MAR19/Staff-tid18-create.doc

City of Kenosha

Proposed Tax Incremental District #18 for the City of Kenosha

Boundary and Parcel Map:

- Proposed TID #18
- 352 Block Number
- -001 Parcel Number

KENOSHA

0 100 Feet

DCDI ~ Community Development Division ~ JBL ~ ZK ~ February 10, 2015 ~ mc

RESOLUTION # _____

BY: THE MAYOR

**TO CREATE TAX INCREMENTAL DISTRICT #18,
CITY OF KENOSHA, WISCONSIN,
UNDER SECTION 66.1105(4)(gm), WISCONSIN STATUTES**

WHEREAS, Section 66.1105 of the Wisconsin Statutes, provides the authority and procedures for creating a Tax Incremental District (TID); and

WHEREAS, a public hearing was properly noticed and held by the City Plan Commission on March 19, 2015, wherein interested parties were afforded a reasonable opportunity to express their views on the proposed creation of a TID and the proposed boundaries thereof; and

WHEREAS, pursuant to such procedure and after due reflection and consideration, the City Plan Commission has favorably recommended to the Common Council of the City of Kenosha the creation of TID #18, City of Kenosha, Wisconsin (the "District"), the boundaries of which shown on Exhibits "A" and "B".

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Kenosha, Wisconsin, that it:

1. Deems the creation of the recommended TID to eliminate blight in the City of Kenosha to be in the public interest and for a proper public purpose; and

2. Accepts and adopts as the district boundaries those recommended by the City Plan Commission, which boundaries generally lie within the City of Kenosha between 57th Street and 58th Street and between 8th Avenue and Sheridan Road, and are more specifically defined in Exhibits "A" and "B", which are attached hereto and incorporated herein by reference. The district boundaries include only those whole units of property as are assessed for general property tax purposes. Property standing vacant for an entire seven (7) year period immediately preceding adoption of this Resolution, as "vacant property" is defined in Section 66.1105(4)(gm) 1., Wisconsin Statutes, does not comprise more than twenty-five (25%) percent of the area in the TID; and

3. Finds that not less than fifty (50%) percent by area of the real property within the District is a "blighted area" within the meaning of Section 66.1105(2)(ae), Wisconsin Statutes; and

4. Finds that the improvement of such area is likely to enhance significantly the value of substantially all of the other real property in the District; and

5. Finds that the project costs relate directly to eliminating "blight" within the District consistent with the purpose for which the TID was created; and

6. Finds that the equalized value of taxable property of the District plus the value increment of all existing tax incremental districts does not exceed twelve (12%) percent of the total equalized value of taxable property within the City of Kenosha, Wisconsin; and

7. Finds that the Project Plan for TID #18, City of Kenosha, Wisconsin, is feasible and in conformity with the Master Plan of the City of Kenosha, as amended; and

8. Declares that the District is a blighted area district.

BE IT FURTHER RESOLVED that TID #18 is created effective January 1, 2015, upon passage and publication of this Resolution and review and approval of this Resolution by a Joint Review Board under Section 66.1105(4m), Wisconsin Statutes.

Adopted this _____ day of _____, 2015

ATTEST: _____
Debra Salas, City Clerk

APPROVED: _____
Keith G. Bosman, Mayor

Drafted by: Department of Community Development & Inspections

EXHIBIT "A"

City of Kenosha

Proposed Tax Incremental District #18 for the City of Kenosha

Boundary and Parcel Map:

- Proposed TID #18
- 352 Block Number
- -001 Parcel Number

KENOSHA

0 100 Feet

DCDI ~ Community Development Division ~ JBL ~ ZK ~ February 10, 2015 ~ mc

Exhibit "B"

Proposed Project Plan Boundary Description
Tax Incremental District #18

A part of the Southeast Quarter of Section 31, Township 2 North, Range 23 East, of the 4th Principal Meridian lying and being in the City of Kenosha, County of Kenosha, Wisconsin and being more particularly described as follows:

Commencing at the intersection of the south right-of-way line of 57th Street and the west right-of-way line of 8th Avenue; thence westerly along the south right-of-way line of 57th Street a distance of 147.5 feet, more or less; thence southerly along a line which is parallel to the west right-of-way line of 8th Avenue a distance of 99 feet, more or less; thence westerly parallel to the south right-of-way line of 57th Street a distance of 4.1 feet, more or less; thence southerly parallel to the west right-of-way line of 8th Avenue a distance of 99 feet, more or less; thence westerly parallel to the south right-of-way line of 57th Street a distance of 44 feet, more or less; thence southerly parallel to the west right-of-way line of 8th Avenue a distance of 82.5 feet, more or less to the north right-of-way line of 58th Street; thence easterly along the north right-of-way line of 58th Street a distance of 195.5 feet, more or less, to the west right-of-way line of 8th Avenue; thence northerly along the west right-of-way line of 8th Avenue a distance of 280.5 feet, more or less, to the south right-of-way line of 57th Street and the point of beginning; said Tax Incremental Financing District containing 1.047 Acres of land, more or less.

THE CITY OF KENOSHA
CITY PLAN COMMISSION

CITY PLAN COMMISSION
Staff Report - Item 3

Thursday, March 19, 2015 at 5:00 pm
Municipal Building
625 52nd Street - Room 202 - Kenosha, WI 53140

Resolution By the Mayor - To Adopt a Project Plan for Tax Incremental District #18, City of Kenosha, Wisconsin, Under Section 66.1105(4)(g), Wisconsin Statutes. (Heritage House) (District 2) PUBLIC HEARING

NOTIFICATIONS AND APPROVAL REQUIREMENTS:

Alderperson Jenkins, District 2, has been notified. A Notice announcing this hearing was published in the Kenosha News on February 27 and March 6, 2015 and sent to other local government units as required by Wisconsin Statute 66.1105.

LOCATION AND ANALYSIS:

Site: The area is generally bounded by 57th Street on the north, 8th Avenue on the east, 58th Street on the south and Sheridan Road on the west.

1. Adoption of the Preliminary TID #18 Project Plan was approved at the City Plan Commission meeting on Thursday, February 19, 2015.

2. The item is on this agenda for adoption of the Final TID #18 Project Plan, which has not changed since the previous meeting.

RECOMMENDATION:

A recommendation is made to adopt the Final TID #18 Project Plan and forward to the Common Council for approval.

Zohrab Khaligian, Community Dev Specialist

Jeffrey B. Labahn, Director

/u2/acct/cp/ckays/1CPC/2015/MAR19/Staff-tid18-adopt.doc

RESOLUTION # _____

BY: THE MAYOR

**TO ADOPT A PROJECT PLAN FOR
TAX INCREMENTAL DISTRICT #18, CITY OF KENOSHA, WISCONSIN,
UNDER SECTION 66.1105(4)(g), WISCONSIN STATUTES**

WHEREAS, Section 66.1105 of the Wisconsin Statutes, provides the authority and procedures for creating a Tax Incremental District (TID); and

WHEREAS, the Project Plan for TID #18, City of Kenosha, Wisconsin, has been developed in accordance with Section 66.1105(4)(f), Wisconsin Statutes; and

WHEREAS, a public hearing was properly noticed and held by the City Plan Commission on March 19, 2015, under Section 66.1105(4)(e), Wisconsin Statutes, wherein interested parties were afforded a reasonable opportunity to express their views on the proposed Project Plan for TID #18, City of Kenosha, Wisconsin; and

WHEREAS, the City Plan Commission, on March 19, 2015, at a duly authorized, noticed and convened meeting, adopted the Project Plan for TID #18, City of Kenosha, Wisconsin, under 66.1105(4)(f), Wisconsin Statutes.

NOW, THEREFORE, BE IT RESOLVED, by the Common Council of the City of Kenosha, Wisconsin, that the Project Plan for TID #18, City of Kenosha, Wisconsin, is found to be feasible and in conformity with the Master Plan of the City of Kenosha, Wisconsin, as amended; and

BE IT FURTHER RESOLVED, that the Project Plan for TID #18, City of Kenosha, Wisconsin, which is incorporated herein by reference and on file in the Office of the City Clerk/Treasurer, is adopted under Section 66.1105(4)(g), Wisconsin Statutes.

Adopted this _____ day of _____, 2015

ATTEST: _____
Debra Salas, City Clerk

APPROVED: _____
Keith G. Bosman, Mayor

Drafted by: Department of Community Development & Inspections

City of Kenosha, Wisconsin

Proposed Project Plan for Tax Incremental District #18

For Consideration by the Common Council on April 6, 2015

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GOALS OF THE KENOSHA TID PROGRAM

The City of Kenosha Tax Incremental District Program has been undertaken because of concern over the community's economic stability. As a result of numerous community meetings, the following goals have been identified:

- Encourage development in the City that will increase its tax base and reduce individual tax burdens.
- Encourage development in the City that will increase the number and the variety of employment opportunities.
- Encourage development in the City that will diversify the economic mix of businesses.
- Encourage the efficient and economical use of land, buildings, and community facilities.
- Encourage private investment through an expanded community facilities program.
- Encourage reduction and/or elimination of economic and physical blight in the area.

RESOLUTION # _____

BY: THE MAYOR

**TO CREATE TAX INCREMENTAL DISTRICT #18,
CITY OF KENOSHA, WISCONSIN,
UNDER SECTION 66.1105(4)(gm), WISCONSIN STATUTES**

WHEREAS, Section 66.1105 of the Wisconsin Statutes, provides the authority and procedures for creating a Tax Incremental District (TID); and

WHEREAS, a public hearing was properly noticed and held by the City Plan Commission on March 19, 2015, wherein interested parties were afforded a reasonable opportunity to express their views on the proposed creation of a TID and the proposed boundaries thereof; and

WHEREAS, pursuant to such procedure and after due reflection and consideration, the City Plan Commission has favorably recommended to the Common Council of the City of Kenosha the creation of TID #18, City of Kenosha, Wisconsin (the "District"), the boundaries of which shown on Exhibits "A" and "B".

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Kenosha, Wisconsin, that it:

1. Deems the creation of the recommended TID to eliminate blight in the City of Kenosha to be in the public interest and for a proper public purpose; and

2. Accepts and adopts as the district boundaries those recommended by the City Plan Commission, which boundaries generally lie within the City of Kenosha between 57th Street and 58th Street and between 8th Avenue and Sheridan Road, and are more specifically defined in Exhibits "A" and "B", which are attached hereto and incorporated herein by reference. The district boundaries include only those whole units of property as are assessed for general property tax purposes. Property standing vacant for an entire seven (7) year period immediately preceding adoption of this Resolution, as "vacant property" is defined in Section 66.1105(4)(gm) 1., Wisconsin Statutes, does not comprise more than twenty-five (25%) percent of the area in the TID; and

3. Finds that not less than fifty (50%) percent by area of the real property within the District is a "blighted area" within the meaning of Section 66.1105(2)(ae), Wisconsin Statutes; and

4. Finds that the improvement of such area is likely to enhance significantly the value of substantially all of the other real property in the District; and

5. Finds that the project costs relate directly to eliminating "blight" within the District consistent with the purpose for which the TID was created; and

6. Finds that the equalized value of taxable property of the District plus the value increment of all existing tax incremental districts does not exceed twelve (12%) percent of the total equalized value of taxable property within the City of Kenosha, Wisconsin; and

7. Finds that the Project Plan for TID #18, City of Kenosha, Wisconsin, is feasible and in

conformity with the Master Plan of the City of Kenosha, as amended; and

8. Declares that the District is a blighted area district.

BE IT FURTHER RESOLVED that TID #18 is created effective January 1, 2015, upon passage and publication of this Resolution and review and approval of this Resolution by a Joint Review Board under Section 66.1105(4m), Wisconsin Statutes.

Adopted this _____ day of _____, 2015.

ATTEST: _____
Debra Salas, City Clerk

APPROVED: _____
Keith G. Bosman, Mayor

Drafted by: Department of Community Development & Inspections

EXHIBIT "A"

City of Kenosha

Proposed Tax Incremental District #18 for the City of Kenosha

Boundary and Parcel Map:

- Proposed TID #18
- 352 Block Number
- -001 Parcel Number

KENOSHA

0 100 Feet

DCDI ~ Community Development Division ~ JHL ~ ZK ~ February 10, 2015 ~ mc

Exhibit "B"

Proposed Project Plan Boundary Description
Tax Incremental District #18

A part of the Southeast Quarter of Section 31, Township 2 North, Range 23 East, of the 4th Principal Meridian lying and being in the City of Kenosha, County of Kenosha, Wisconsin and being more particularly described as follows:

Commencing at the intersection of the south right-of-way line of 57th Street and the west right-of-way line of 8th Avenue; thence westerly along the south right-of-way line of 57th Street a distance of 147.5 feet, more or less; thence southerly along a line which is parallel to the west right-of-way line of 8th Avenue a distance of 99 feet, more or less; thence westerly parallel to the south right-of-way line of 57th Street a distance of 4.1 feet, more or less; thence southerly parallel to the west right-of-way line of 8th Avenue a distance of 99 feet, more or less; thence westerly parallel to the south right-of-way line of 57th Street a distance of 44 feet, more or less; thence southerly parallel to the west right-of-way line of 8th Avenue a distance of 82.5 feet, more or less to the north right-of-way line of 58th Street; thence easterly along the north right-of-way line of 58th Street a distance of 195.5 feet, more or less, to the west right-of-way line of 8th Avenue; thence northerly along the west right-of-way line of 8th Avenue a distance of 280.5 feet, more or less, to the south right-of-way line of 57th Street and the point of beginning; said Tax Incremental Financing District containing 1.047 Acres of land, more or less.

RESOLUTION # _____

BY: THE MAYOR

**TO ADOPT A PROJECT PLAN FOR
TAX INCREMENTAL DISTRICT #18, CITY OF KENOSHA, WISCONSIN,
UNDER SECTION 66.1105(4)(g), WISCONSIN STATUTES**

WHEREAS, Section 66.1105 of the Wisconsin Statutes, provides the authority and procedures for creating a Tax Incremental District (TID); and

WHEREAS, the Project Plan for TID #18, City of Kenosha, Wisconsin, has been developed in accordance with Section 66.1105(4)(f), Wisconsin Statutes; and

WHEREAS, a public hearing was properly noticed and held by the City Plan Commission on March 19, 2015, under Section 66.1105(4)(e), Wisconsin Statutes, wherein interested parties were afforded a reasonable opportunity to express their views on the proposed Project Plan for TID #18, City of Kenosha, Wisconsin; and

WHEREAS, the City Plan Commission, on March 19, 2015, at a duly authorized, noticed and convened meeting, adopted the Project Plan for TID #18, City of Kenosha, Wisconsin, under 66.1105(4)(f), Wisconsin Statutes.

NOW, THEREFORE, BE IT RESOLVED, by the Common Council of the City of Kenosha, Wisconsin, that the Project Plan for TID #18, City of Kenosha, Wisconsin, is found to be feasible and in conformity with the Master Plan of the City of Kenosha, Wisconsin, as amended; and

BE IT FURTHER RESOLVED, that the Project Plan for TID #18, City of Kenosha, Wisconsin, which is incorporated herein by reference and on file in the Office of the City Clerk/Treasurer, is adopted under Section 66.1105(4)(g), Wisconsin Statutes.

Adopted this ____ day of _____, 2015

ATTEST: _____
Debra Salas, City Clerk

APPROVED: _____
Keith G. Bosman, Mayor

Drafted by: Department of Community Development & Inspections

RESOLUTION NO. 15-1

BY: THE JOINT REVIEW BOARD FOR TAX INCREMENTAL DISTRICT #18

TO APPROVE THE CREATION OF TAX INCREMENTAL DISTRICT #18, CITY OF KENOSHA, WISCONSIN

WHEREAS, Section 66.1105, Wisconsin Statutes, provides the authority and procedure for creating a Tax Incremental District (TID); and

WHEREAS, a Joint Review Board was convened under the authority of Section 66.1105(4m), Wisconsin Statutes, for the purpose of reviewing the public record, planning documents and the Resolution passed by the Common Council of the City of Kenosha, Wisconsin, under Section 66.1105(4)(gm), Wisconsin Statutes; and

WHEREAS, the Joint Review Board has completed its review.

NOW, THEREFORE, BE IT RESOLVED by the Joint Review Board for Tax Incremental District #18, City of Kenosha, Wisconsin, that it approves Resolution # _____ adopted on April 6, 2015, by the Common Council of the City of Kenosha, Wisconsin, under Section 66.1105(4)(gm), Wisconsin Statutes, based on the following criteria:

1. That the development expected in the TID District would not occur without the creation of the Tax Incremental District and the use of tax incremental financing.

2. That the economic benefits of the Tax Incremental District, as measured by increased employment, business and personal income and property value are sufficient to compensate for the cost of improvements.

3. That the benefits of the Tax Incremental District outweigh the anticipated loss in tax increments to be paid by the owners of property in the overlying taxing districts.

Adopted this ____ day of _____, 2015

ATTEST: _____, Staff

APPROVED: _____, Chairperson

Drafted by: Department of Community Development & Inspections

Proposed City of Kenosha Project - Heritage House
Proposed Tax Incremental District #18

STATEMENT OF KIND, NUMBER AND LOCATION OF ALL PROPOSED PUBLIC WORKS OR IMPROVEMENTS WITHIN THE DISTRICT AND A DETAILED LIST OF ESTIMATED PROJECT COSTS AND WHEN COSTS ARE EXPECTED TO BE INCURRED

Development Grant costs include site acquisition, site preparation, building renovation and construction. See attached map for location of all improvements. The Development Grant cannot be provided to the Developer until a Development Grant Agreement per Wisconsin Statute 66.1105 (2)(f)2. is executed.

City administrative, legal and related costs include the creation of the District, preparation of the Development Grant Agreement and any other activities associated with the District.

Description of Project Costs	2015	2016	2017	Total
City Administrative/Legal/ Related Costs	$100,000.00	$0.00	$0.00	$100,000.00
Capital Costs	$0.00	$0.00	$0.00	$0.00
Public Improvements	$0.00	$0.00	$0.00	$0.00
Development Grant	$2,500,000.00	$0.00	$0.00	$2,500,000.00
Total	***$2,600,000.00***	***$0.00***	***$0.00***	***$2,600,000.00***

Increment to be Created by TID	
Real Estate - Land	$100,000
Real Estate - Improvement	$10,000,000
Personal Property - Taxable	$0
Personal Property - Exempt	$0
Manufacturing Equipment - Exempt	$0
Other Non-Taxable Investments	*$0*
Total Project Investment	**$10,100,000**
Less: Non-Taxable Items above	$
Assessed Value of Project	**$10,100,000**
Base Value of District	$100,000
Incremental Value of Project	**$10,000,000**

Percentage of Assistance: 0.0%

Assessment Dates: (at January 1st)	
2015	$0
2016	$0
2017	$10,000,000
Total Project	**$10,000,000**

City of Kenosha - Assumptions: $29.02 Tax Rates and No Appreciation

Revenue and Cash Flow Projections - TID No. 18 - Heritage House Project

Date Prepared: 02/10/15

Taxable Incremental Value										
Change Takes Place During Year	Amount	Value as of 01/01	Taxable Incremental Value	For Collection Year	Tax Rate	(R) Tax Increment Collections	Less $2.6M Taxable G.O. Notes 09/01/15	Fund Balance 31-Dec	Principal Balance of Note	For Collection Year
2013		2014		2015					2,600,000	2015
2014		2015	0	2016	29.020 (E)	0	(78,000)	(78,000)	2,600,000	2016
2015	0	2016	0	2017	29.020	0 (E)	(78,000)	(156,000)	2,600,000	2017
2016	10,000,000 (E)	2017	10,000,000 (E)	2018	29.020	290,200	(134,083)	117	2,543,917	2018
2017	0	2018	10,000,000	2019	29.020	290,200	(290,184)	133	2,330,051	2019
2018	0	2019	10,000,000	2020	29.020	290,200	(290,083)	251	2,109,870	2020
2019	0	2020	10,000,000	2021	29.020	290,200	(290,083)	368	1,883,083	2021
2020	0	2021	10,000,000	2022	29.020	290,200	(290,084)	484	1,649,492	2022
2021	0	2022	10,000,000	2023	29.020	290,200	(290,083)	602	1,408,894	2023
2022	0	2023	10,000,000	2024	29.020	290,200	(290,083)	719	1,161,078	2024
2023	0	2024	10,000,000	2025	29.020	290,200	(290,083)	835	905,827	2025
2024	0	2025	10,000,000	2026	29.020	290,200	(290,083)	953	642,919	2026
2025	0	2026	10,000,000	2027	29.020	290,200	(290,083)	1,070	372,124	2027
2026	0	2027	10,000,000	2028	29.020	290,200	(290,083)	1,187	93,205	2028
2027	0	2028	10,000,000	2029	29.020	290,200	(96,001)	195,386	0	2029
2028	0	2029	10,000,000	2030	29.020	290,200	0	485,586		2030
2029	0	2030	10,000,000	2031	29.020	290,200	0	775,786		2031
2030	0	2031	10,000,000	2032	29.020	290,200	0	1,065,986		2032
2031	0	2032	10,000,000	2033	29.020	290,200	0	1,356,186		2033
2032	0	2033	10,000,000	2034	29.020	290,200	0	1,646,386		2034
2033	0	2034	10,000,000	2035	29.020	290,200	0	1,936,586		2035
2034	0	2035	10,000,000	2036	29.020	290,200	0	2,226,786		2036
2035	0	2036	10,000,000	2037	29.020	290,200	0	2,516,986		2037
						5,804,000	(3,287,014)			

(E) Estimated

City of Kenosha, WI

$2,600,000 Taxable G.O. Notes - Dated 09/01/15
TID No. 18 - Heritage House Project
Preliminary Estimate @ 3.0% Taxable Rate

Debt Service Schedule

Date	Principal	Coupon	Interest	Total P+I
09/01/2015	-	-	-	-
09/01/2016	-	-	$78,000.00	$78,000.00
09/01/2017	-	-	78,000.00	78,000.00
09/01/2018	$56,083.00	3.000%	78,000.00	134,083.00
09/01/2019	213,866.00	3.000%	76,317.52	290,183.52
09/01/2020	220,181.00	3.000%	69,901.54	290,082.54
09/01/2021	226,787.00	3.000%	63,296.10	290,083.10
09/01/2022	233,591.00	3.000%	56,492.50	290,083.50
09/01/2023	240,598.00	3.000%	49,484.76	290,082.76
09/01/2024	247,816.00	3.000%	42,266.82	290,082.82
09/01/2025	255,251.00	3.000%	34,832.34	290,083.34
09/01/2026	262,908.00	3.000%	27,174.82	290,082.82
09/01/2027	270,795.00	3.000%	19,287.58	290,082.58
09/01/2028	278,919.00	3.000%	11,163.72	290,082.72
09/01/2029	93,205.00	3.000%	2,796.16	96,001.16
Total	**$2,600,000.00**		**$687,013.86**	**$3,287,013.86**

2015 - $2.6M @ 3.0% | SINGLE PURPOSE | 02/10/15

Piper Jaffray & Co.
Milwaukee Public Finance

CHANGES IN ZONING ORDINANCE, MASTER PLAN, MAP, BUILDING CODE AND CITY ORDINANCES

No changes to the City of Kenosha Zoning Ordinance, Master Plan, Map, Building Code or other ordinances are presently anticipated. All City ordinances and code documents are readily available for public inspection and are incorporated herein by reference.

LIST OF ESTIMATED NON-PROJECT COSTS

There are no non-project costs.

STATEMENT OF THE PROPOSED METHOD FOR THE RELOCATION OF PERSONS TO BE DISPLACED

All individuals and businesses to be displaced as a result of the activities occurring within the district as a part of this project plan will be provided assistance in conformance with Chapter 32, Wisconsin Statutes, and in conformance with any other state and federal rules and regulations as applicable.

STATEMENT OF CONFORMITY TO CITY OF KENOSHA MASTER PLANS

The development of this tax incremental district conforms to *A Comprehensive Plan for the City of Kenosha: 2035*, as amended January 6, 2014. The *Comprehensive Plan* is incorporated herein by reference.

STATEMENT OF ORDERLY DEVELOPMENT

Based upon the feasibility analysis of the proposed project and the goals established for the City as a part of the *Comprehensive Plan*, as amended January 6, 2014, the creation of this Tax Incremental District promotes the orderly development of the City.

OPINION OF THE CITY ATTORNEY

THE CITY OF
KENOSHA
CHART A BETTER COURSE

Edward R. Antaramian
City Attorney

February 29, 2015

Honorable Mayor
and Common Council
City of Kenosha
Kenosha, Wisconsin 53140

Re: Project Plan Amendment for Tax Incremental District Number 18 [TIF District No. 18]

Dear Mayor and Members of the Common Council:

I have reviewed the above and conclude that it is complete and complies with Section 66.1105(4)(f), Wisconsin Statutes. This compliance opinion is conditioned upon the actions of the Common Council on April 6, 2015, to approve the relevant rezoning ordinances and to amend the *Comprehensive Plan for the City of Kenosha; 2035.*

Respectfully submitted,

Edward R. Antaramian
City Attorney

City of Kenosha, 625 52nd St., Room 201, Kenosha, Wisconsin 53140 | T: 262.653.4170 | eantaramian@kenosha.org
www.kenosha.org

City of Kenosha

Proposed Tax Incremental District #18 for the City of Kenosha

Site Vicinity Map

Proposed TID #18

Site Location:

North of 58th Street
South of 57th Street
East of Sheridan Road
West of 8th Avenue

KENOSHA

0 500
Feet

DCDI ~ Community Development Division ~ JBL ~ ZK ~ February 10, 2015 ~ mc

City of Kenosha

Proposed Tax Incremental District #18 for the City of Kenosha

Boundary and Parcel Map:

- Proposed TID #18
- 352 Block Number
- -001 Parcel Number

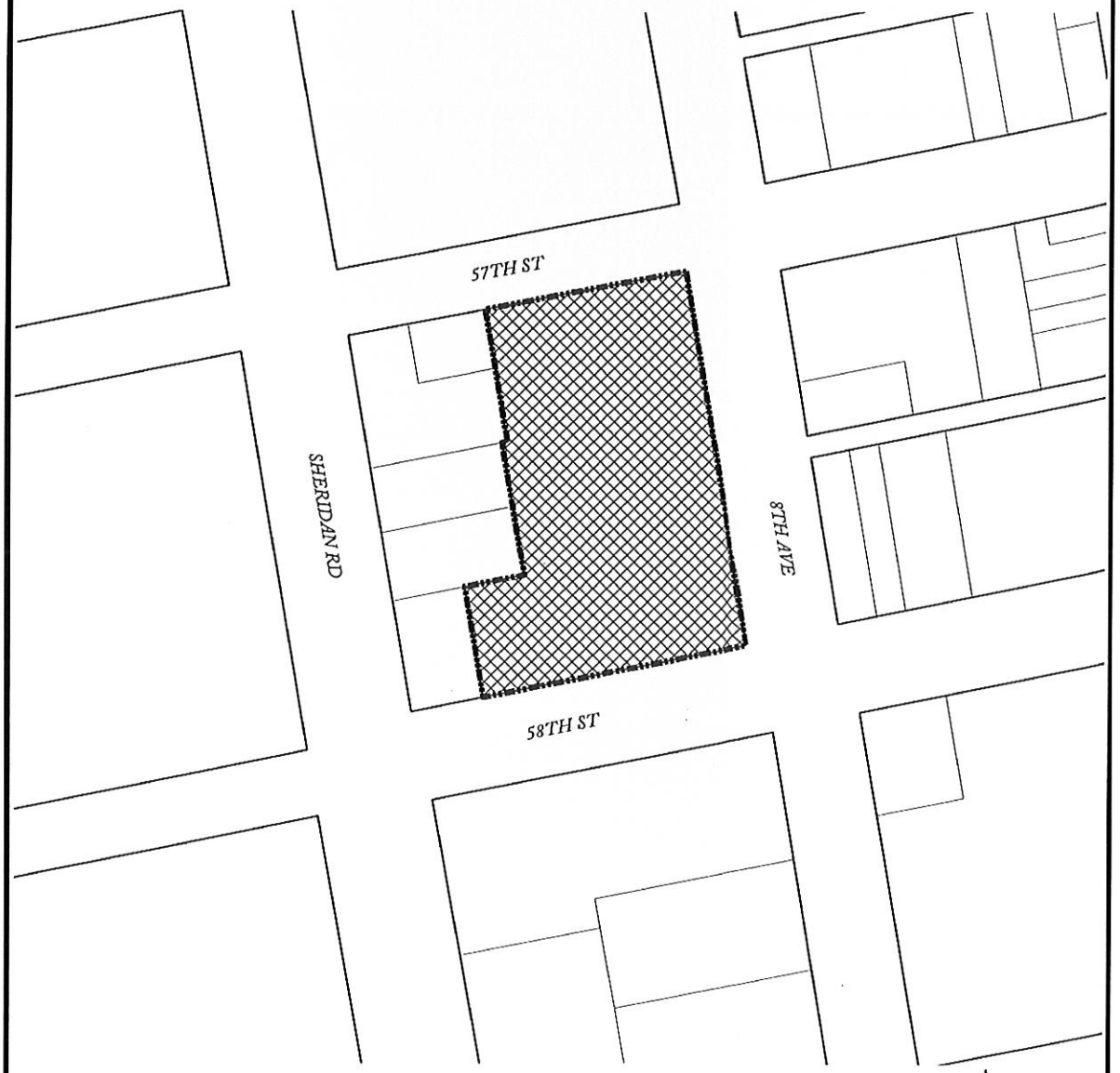
KENOSHA

0 100
Feet

DCDI ~ Community Development Division ~ JBL ~ ZK ~ February 10, 2015 ~ mc

City of Kenosha

Proposed Tax Incremental District #18 for the City of Kenosha



Existing Land Use Map:

- Proposed TID #18
- Vacant Commercial Building

KENOSHA

0 100
Feet

DCDI ~ Community Development Division ~ JBL ~ ZK ~ February 10, 2015 ~ mc

City of Kenosha

Proposed Tax Incremental District #18 for the City of Kenosha

Existing Zoning Map:

-·-·-·- Proposed TID #18

B-3 Central Business District

KENOSHA

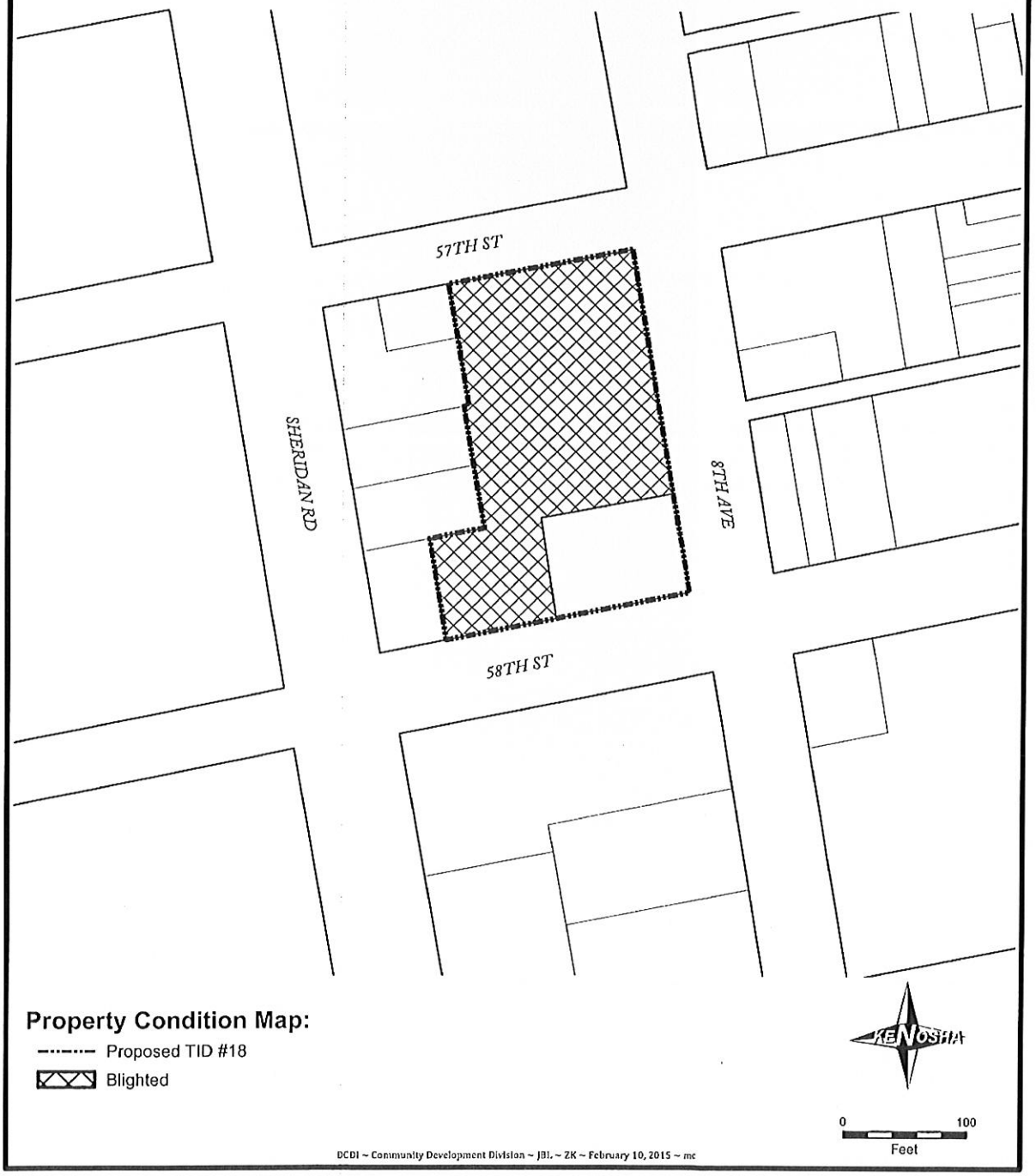
0 100

Feet

DCDI ~ Community Development Division ~ JHL ~ ZK ~ February 10, 2015 ~ mc

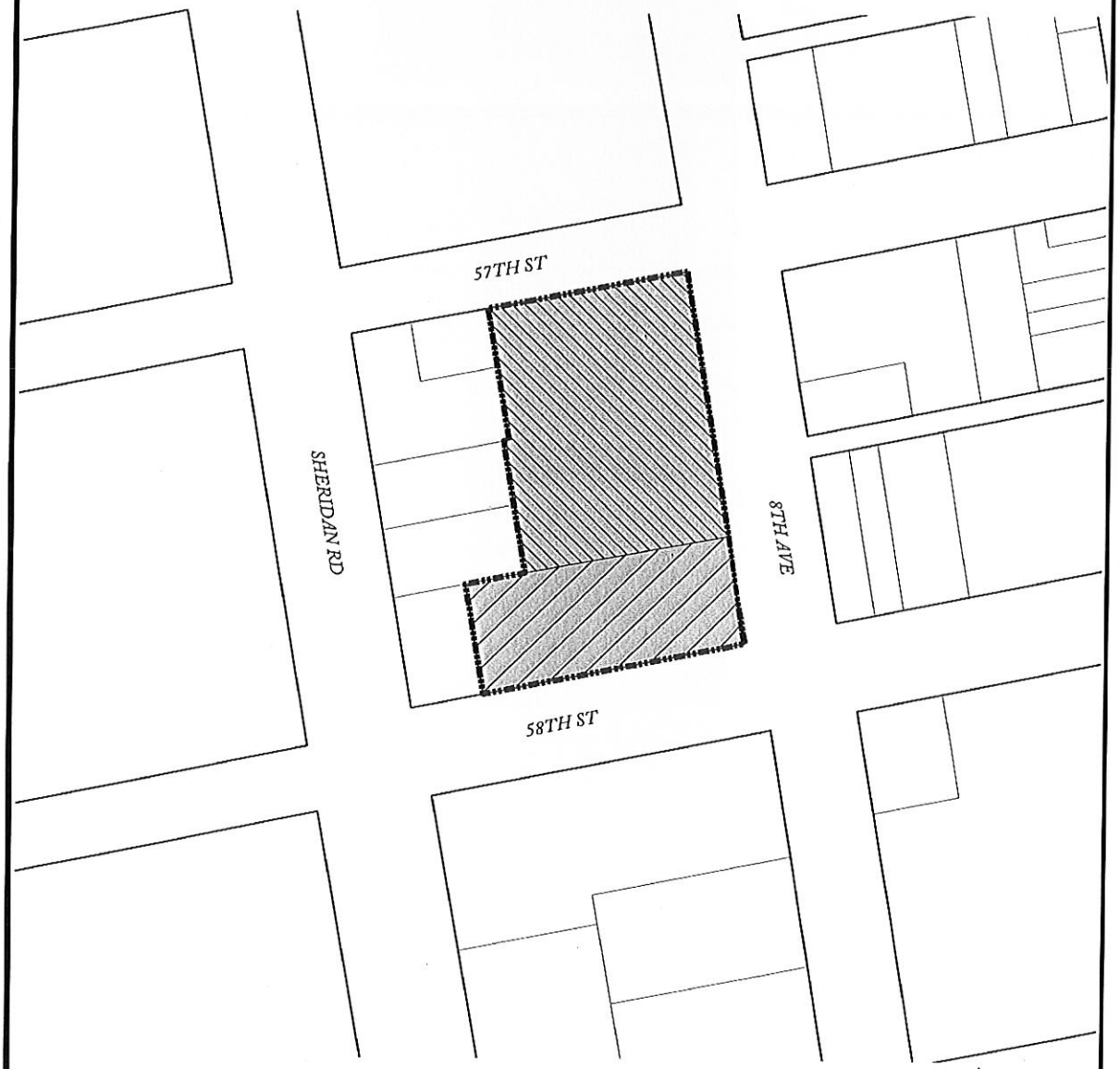
City of Kenosha

Proposed Tax Incremental District #18 for the City of Kenosha



City of Kenosha

Proposed Tax Incremental District #18 for the City of Kenosha



Proposed Improvements:

- Proposed TID #18
- Site Acquisition and Preparation
- Building Renovation
- Building Construction

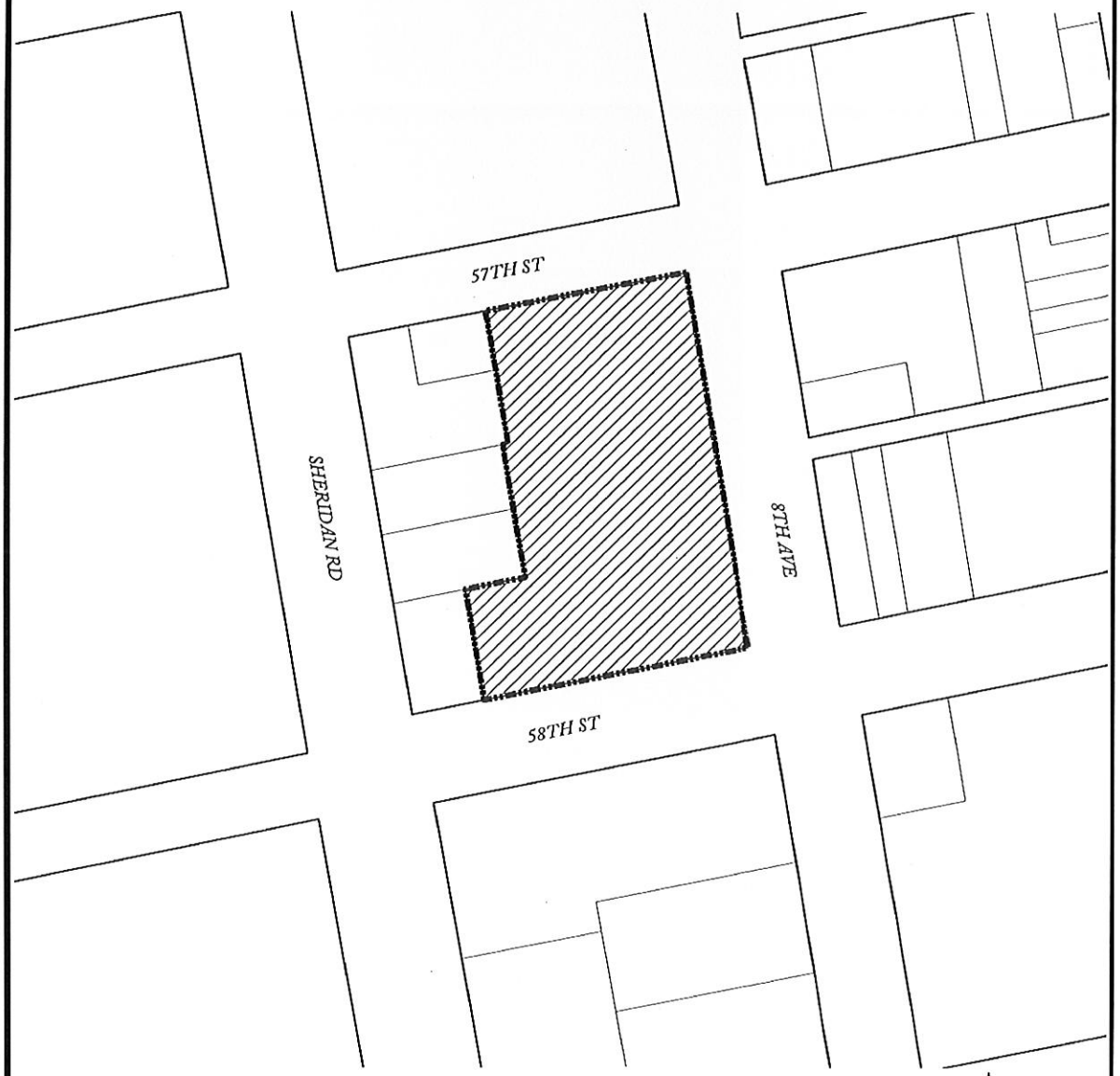
KENOSHA

0 100
Feet

DCDI ~ Community Development Division ~ JBL ~ ZK ~ February 10, 2015 ~ mc

City of Kenosha

Proposed Tax Incremental District #18 for the City of Kenosha



Proposed Uses:

-·-·-·- Proposed TID #18

Hotel

KENOSHA

0 100

Feet

DCDI ~ Community Development Division ~ JBL ~ ZK ~ February 10, 2015 ~ mc

THE CITY OF KENOSHA
COMMUNITY DEVELOPMENT & INSPECTIONS

TO: Mayor Keith Bosman
Members of the Finance Committee
Members of the Common Council

FROM: A. Zohrab Khaligian, Community Development Specialist AZK

RE: **Resolution to Dissolve Tax Incremental District #14, City of Kenosha, Wisconsin, and Authorizing the City of Kenosha Clerk/Treasurer to Distribute Excess Increment to Overlying Taxing Districts**

DATE: March 30, 2015

This Resolution is to Dissolve Tax Incremental District #14, City of Kenosha, Wisconsin, and Authorize the City of Kenosha Clerk/Treasurer to Distribute Excess Increment to Overlying Taxing Districts.

As stated in the Resolution, TID 14 was created in December 7, 2009. To date, no projects were initiated in the TID and no progress was made to implement the TID #14 Project Plan, specifically:

1. A new LLC was not created
2. The property was not purchased from the current owner
3. A development finance agreement was not executed

In addition, due to the lack of projects and progress, the value increment of TID 14 is a negative $844,700.

Please contact me at 262.653.4041 or via email at zkhaligian@kenosha.org if you have any questions.

AZK:kas
Attachment

City of Kenosha, 625 52nd Street - Room 308, Kenosha, Wisconsin 53140 | T: 262.653.4030 | F: 262.653.4045 www.kenosha.org

RESOLUTION # _____

BY: THE MAYOR

**TO DISSOLVE TAX INCREMENTAL DISTRICT #14,
CITY OF KENOSHA, WISCONSIN, AND
AUTHORIZING THE CITY OF KENOSHA CLERK/TREASURER
TO DISTRIBUTE EXCESS INCREMENT TO OVERLYING TAXING DISTRICTS**

WHEREAS, the City of Kenosha, Wisconsin approved a Resolution creating Tax Incremental District (TID) #14 and adopted a TID Project Plan on December 7, 2009; and

WHEREAS, no TID 14 projects were initiated since the creation date; and

WHEREAS, the only project costs incurred were administrative, legal and other costs associated with the creation and annual certification of TID 14 and preparation of a Development Finance Agreement; and

WHEREAS, these project costs have been paid by the City of Kenosha and a private developer.

NOW THEREFORE, BE IT RESOLVED by the Common Council of the City of Kenosha, Wisconsin, that Tax Incremental District #14 is dissolved; and

BE IT FURTHER RESOLVED that the City of Kenosha Clerk/Treasurer shall:

1. Notify the Wisconsin Department of Revenue, within 60 days of this Resolution adoption or prior to the deadline of May 15, 2015, whichever comes first, that TID #14, has been dissolved; and

2. Sign the required Wisconsin Department of Revenue Final Accounting form agreeing on a date by which the City of Kenosha shall send the final TID #14 audited information to the Wisconsin Department of Revenue; and

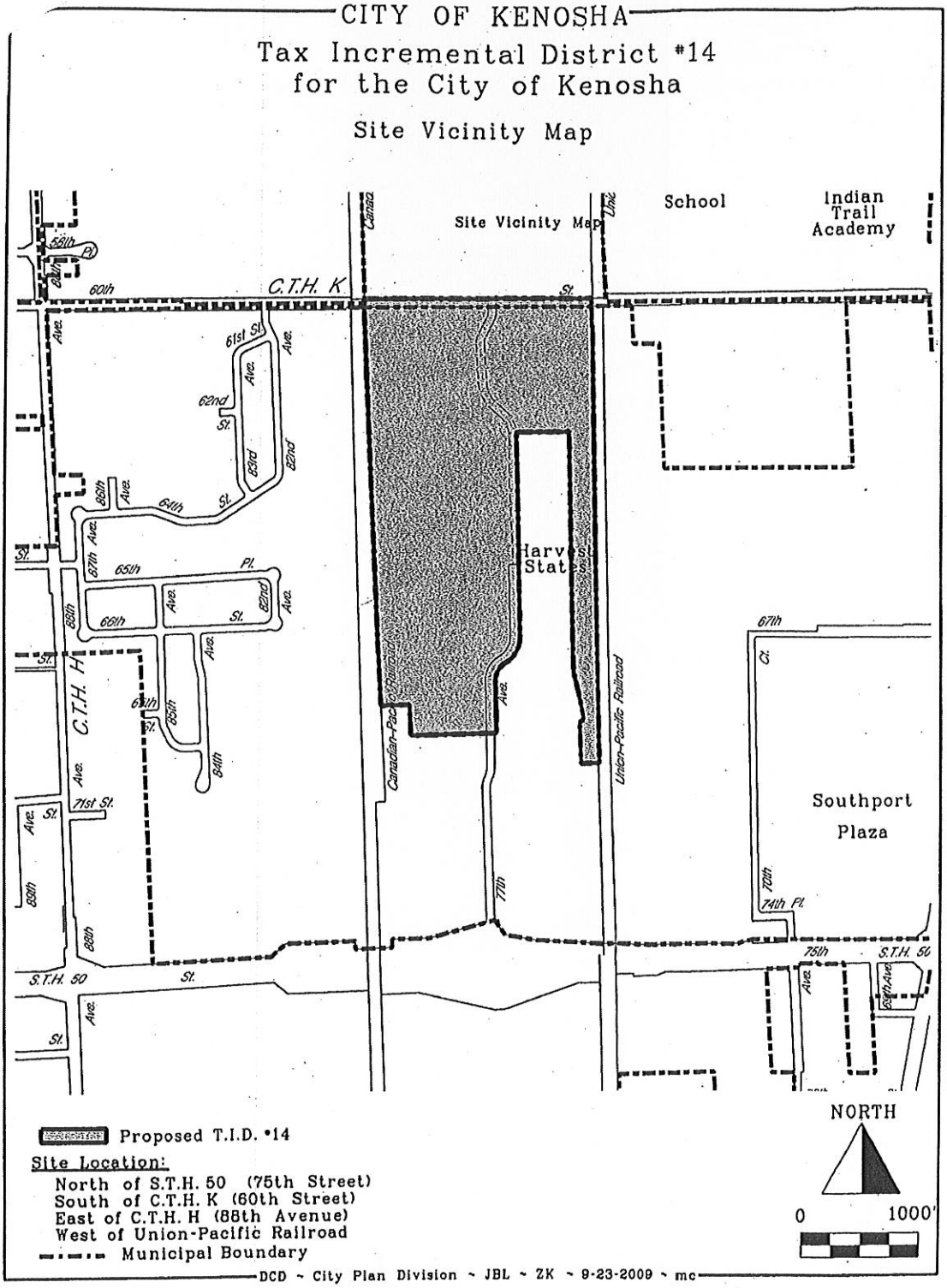
3. Distribute any excess increment collected to the affected taxing districts with proportionate share to be determined by the final audit by the City Auditors, Clifton Larsen Anderson, LLP.

Adopted this _____day of _____ 2015

ATTEST: _____
Debra Salas, City Clerk

APPROVE: _____
Keith G. Bosman, Mayor

Drafted by: Department of Community Development & Inspections
/u2/acct/cp/ckays/1TIDs/TID14/2015/resol-tid14-dissolve.odt


CITY OF KENOSHA
Tax Incremental District #14
for the City of Kenosha
Site Vicinity Map
Site Vicinity Map
School
Indian Trail Academy
C.T.H. K
60th
61st St.
62nd St.
63rd
82nd
64th St.
65th Pl.
66th
67th Ave.
68th Ave.
69th St.
70th Ave.
71st St.
72nd Ave.
73rd Ave.
74th Ave.
75th Ave.
76th Ave.
77th Ave.
78th Ave.
79th Ave.
80th Ave.
81st Ave.
82nd Ave.
83rd Ave.
84th Ave.
85th Ave.
86th Ave.
87th Ave.
88th Ave.
89th Ave.
C.T.H. H
S.T.H. 50
Canadian-Pacific Railroad
Union-Pacific Railroad
Harvest States
Southport Plaza
67th Ct.
70th
74th Pl.
75th
S.T.H. 50
Proposed T.I.D. #14
Site Location:
North of S.T.H. 50 (75th Street)
South of C.T.H. K (60th Street)
East of C.T.H. H (88th Avenue)
West of Union-Pacific Railroad
Municipal Boundary
NORTH
0
1000'
DCD ~ City Plan Division ~ JBL ~ ZK ~ 9-23-2009 ~ mc

SECOND AMENDMENT TO CONTINGENT PURCHASE AGREEMENT

By and Between

GORMAN & COMPANY, INC.
a Wisconsin Corporation

And

THE CITY OF KENOSHA, WISCONSIN
a Municipal Corporation

WHEREAS, Gorman & Company, Inc. ("**BUYER**") and the City of Kenosha, Wisconsin ("**CITY**" or "**SELLER**") entered into an agreement **("Agreement")** whereby **BUYER** agreed to purchase from **CITY** the property commonly known as 5706 8th Ave., Kenosha, Wisconsin, which is described therein on **Exhibit "A"** ("Property") (capitalized terms used but not otherwise defined in this Amendment shall have the meaning given to them in the Agreement)**;**

WHEREAS, pursuant to the terms of the Agreement **BUYER** was to satisfy all of the **BUYER'S** contingencies and provide an Exercise Notice at any time before October 31, 2014;

WHEREAS, the Agreement was amended on October 24, 2014, ("Amendment"); and

WHEREAS, pursuant to the Amendment the Financing Contingency Date, Buyer Due diligence Date and Exercise Notice Date were all changed to March 31, 2015; and

WHEREAS, BUYER needs additional time to obtain financing and close on the purchase of the Property.

NOW, THEREFORE, in consideration of the mutual promises and agreements contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, it is hereby agreed by and among the undersigned, each being represented by legal counsel, and intending to be legally bound hereby, as follows:

1. Revised Buyer Diligence Date and Exercise Notice Date. The date in which **BUYER** must provide **CITY** with an Exercise Notice and the Buyer Diligence Date shall be changed to July 31, 2015.

2. Revised Financing Contingency Date. Section 7.c.ii. of the Agreement is amended to change the Financing Contingency Date to July 31, 2015.

3. Closing Date. Notwithstanding anything to the contrary in the Agreement, Buyer may waive any remaining contingencies and establish a Closing Date by giving **CITY** written

notice of such waiver and Closing Date no less than twenty (20) days before **BUYER'S** desired Closing Date which shall be no later than December 31, 2015.

4. Waiver. CITY waives any right or claim to the $25, 000.00 sum it may have pursuant to Section 5 of the Amendment.

5. Remaining Terms. All other terms of the Agreement shall remain the same.

Signature pages follow

IN WITNESS WHEREOF, the parties hereto have caused this Contract to be executed by their duly authorized officers, sealed, and delivered as of the day and year first above written.

BUYER:

GORMAN & COMPANY, INC,
A Wisconsin Corporation

BY:_____
GARY GORMAN, President

Date:_____

STATE OF WISCONSIN)
:SS.
COUNTY OF DANE)

Personally came before me this ____ day of _____, 2015, GARY GORMAN, President of GORMAN & COMPANY, INC. a Wisconsin corporation, to me known to be such President of said corporation and acknowledged to me that he executed the foregoing instrument as such officer as the agreement of said corporation, by its authority.

Name _____
Notary Public, _____ County, WI
My Commission expires/is:_____

CITY OF KENOSHA, WISCONSIN,
A Municipal Corporation

BY:_____
KEITH BOSMAN, Mayor

Date:_____

BY:_____
DEBRA L. SALAS
City Clerk/Treasurer

Date:_____

STATE OF WISCONSIN)
:SS.
COUNTY OF KENOSHA)

Personally came before me this _____ day of _____ 2015, KEITH G. BOSMAN, Mayor, and DEBRA L. SALAS, City Clerk/Treasurer, of the CITY OF KENOSHA, WISCONSIN, a Wisconsin municipal corporation, to me known to be such Mayor and City Clerk/Treasurer of said municipal corporation, and acknowledged to me that they executed the foregoing instrument as such officers as the agreement of said City, by its authority.

Name _____
Notary Public, Kenosha County, WI
My Commission expires/is:_____

APPROVED AS TO FORM:

BY:_____
EDWARD R. ANTARAMIAN, City Attorney

Date:_____

LEGAL DESCRIPTION

Part of Block 40 described as follows: Commencing at a point on the south line of Lot 3 in said Block 40 which is 84 feet east of the southwest corner of said Block; thence north to the north line of said Lot 3; thence east on the north line of said Block, 3, 44 feet; thence north, parallel with the west line of said Block; 99 feet, more or less, and to the north line of lot 2; thence east 4.1 feet; thence north, parallel with the west line of said block 99 feet, more or less, to the north line of Lot 1; thence east on the north line of Lot 1 to the northeast corner of said Lot; thence south on the east line of said Block, across Lots 1, 2, and 3, 297 feet, more or less, to the southeast corner of said Block; thence west, along and upon the south line of said Block, to a point of 84 feet east of the southwest corner of said Block and the place of beginning, EXCEPTING the south 16.5 feet thereof, in the southeast 1/4 section 31, town 2 north, range 23 east of the fourth principal meridian, lying and being in the City of Kenosha, County of Kenosha and State of Wisconsin.

Tax Key No: 12-223-31-466-001
Address: 5706 8TH AVENUE

THE CITY OF
KENOSHA
COMMUNITY DEVELOPMENT & INSPECTIONS

TO: Mayor Keith Bosman
Members of the Finance Committee
Members of the Common Council

FROM: A. Zohrab Khaligian, Community Development Specialist AZK

RE: **Second Amended and Restated Development Financing Agreement for Tax Incremental District #12 (District 16)**

DATE: March 31, 2015

This is a Development Financing Agreement (DFA) for Tax Incremental District (TID) 12 between BPOK 3, LLC and City of Kenosha.

TID 12 was created on April 7, 2008. The purpose was to provide up to a $465,000 TID Development Grant to assist in the construction of a 100,000-195,000 square foot industrial facility. As stated in the enclosed agreement, the original DFA was adopted on December 8, 2008 and then amended on March 3, 2011.

The main purpose of the amendment is to provide the developer with an additional five (5) years to develop the site. The attached cash flow projection shows that the TID will cash flow even with this 5 year extension.

PLEASE NOTE: This is a developer "pay-as-you-go" TID. As a result, the developer borrows and pays for all improvements and is "reimbursed" by the City with the property taxes paid on the development.

Please contact me at 262.653.4041 or via email at zkhaligian@kenosha.org if you have any questions.

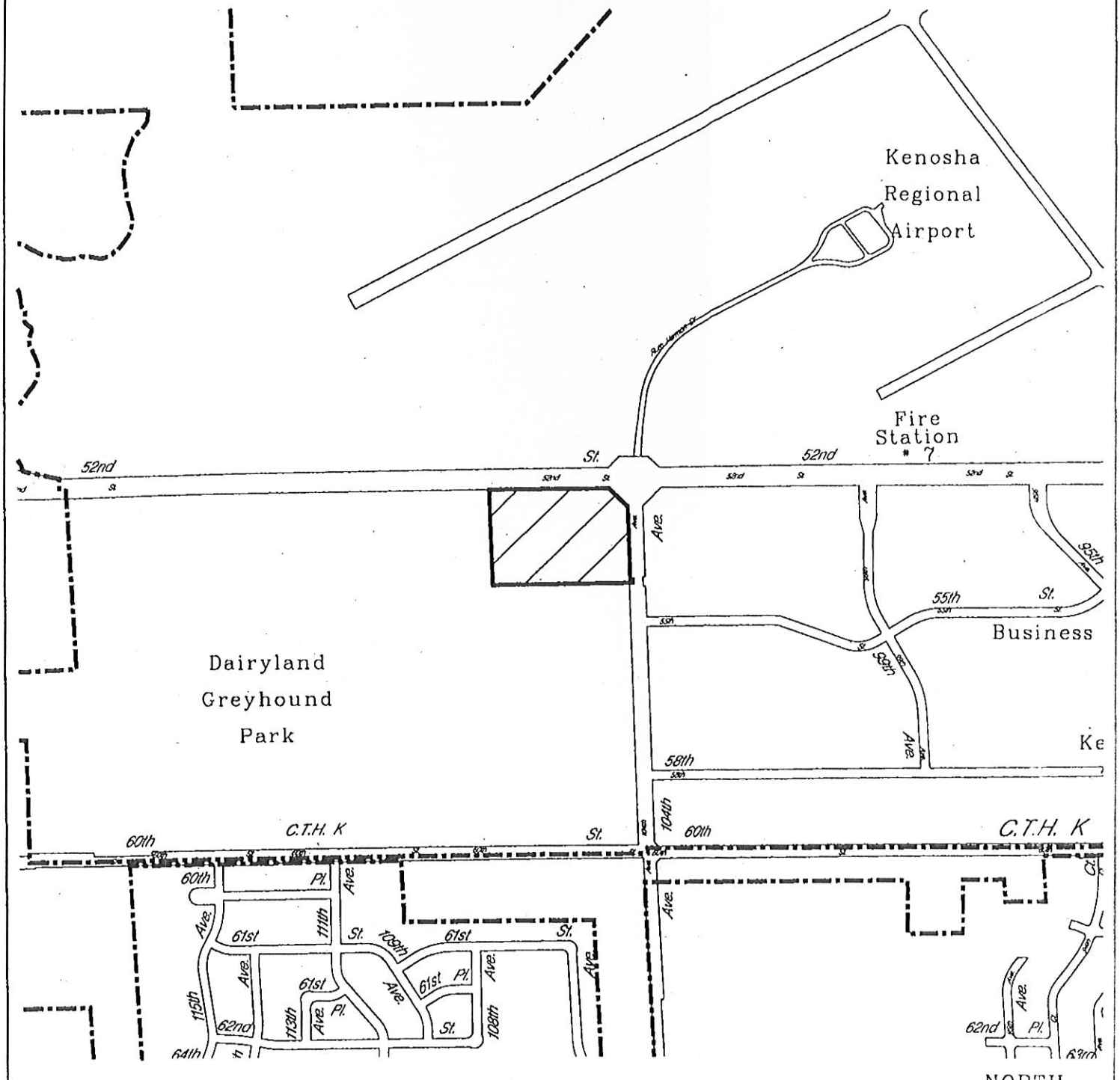
AZK:kas
Attachment

City of Kenosha, 625 52nd Street - Room 308, Kenosha, Wisconsin 53140 | T: 262.653.4030 | F: 262.653.4045 www.kenosha.org

CITY OF KENOSHA

Proposed Tax Incremental District #12 for the City of Kenosha

Site Vicinity Map



Site

Site Location:

South of S.T.H. 158 (52nd Street)
West of 104th Avenue

Municipal Boundary

DCD ~ City Plan Division ~ JBL ~ ZK ~ 1/23/2008 ~ mc

City of Kenosha - Assumptions: Variable Tax Rates
Revenue Projections - TID No. 12 - Towne
Creation Date 04/07/08 - Expenditure Period 01/01/23
Dissolution Date Date 01/01/28
Transfers Allowed With Board of Review Approval

Date Prepared: 03/31/15

Taxable Incremental Value											
Change Takes Place		Value	Taxable	For		Tax	Other	Less	5.00% 10/01/16	Fund	For
During Year	Amount	as of 01/01	Incremental Value	Collection Year	Tax Rate	Increment Collections	Revenues and Adjustments	Debt Service Payment	Revenue Bond Balance at 10/01	Balance 12/31	Collection Year
2007		2008		2009						0	2009
2008	800	2009	800 (A)	2010	23.020 (A)	18 (A)				0	2010
2009	800	2010	1,600 (A)	2011	25.780 (A)	41 (A)				41	2011
2010	(400) (A)	2011	1,200 (A)	2012	27.240 (A)	33 (A)	(7,068)			(6,994) (A)	2012
2011	871,500 (A)	2012	872,700 (A)	2013	29.290 (A)	25,566 (A)	(150)			18,422 (A)	2013
2012	(826,400) (A)	2013	46,300 (A)	2014	30.960 (A)	1,433 (A)				19,855 (E)	2014
2013	(45,400) (A)	2014	900 (A)	2015	29.017 (A)	26 (A)				19,881	2015
2014	0 (E)	2015	900 (E)	2016	29.100 (E)	26 (E)			465,000	19,907	2016
2015	0	2016	900	2017	28.800	26		(19,933)	468,317	0	2017
2016	0	2017	900	2018	28.500	26		0	491,732	26	2018
2017	0	2018	900	2019	28.300	25		0	516,319	51	2019
2018	0	2019	900	2020	27.600	25		0	542,135	76	2020
2019	1,200,000	2020	1,200,900	2021	27.200	32,664		(32,740)	536,501	0	2021
2020	2,400,000	2021	3,600,900	2022	26.100	93,983		(93,983)	469,343	0	2022
2021	1,200,000	2022	4,800,900	2023	25.500	122,423		(122,423)	370,387	0	2023
2022	0	2023	4,800,900	2024	25.400	121,943		(121,943)	266,964	0	2024
2023	0	2024	4,800,900	2025	24.900	119,542		(119,542)	160,769	0	2025
2024	0	2025	4,800,900	2026	24.900	119,542		(119,542)	49,265	0	2026
2025	0	2026	4,800,900	2027	24.900	51,729		(51,729)	0	0	2027
2026	0	2027	4,800,900	2028	24.900				0	0	2028
2027	0	2028	4,800,900	2029	24.900					0	2029
						689,073	(7,218)	(681,837)			

Assumptions:
Improvement amounts in years 2014 through 2027 include a 0% appreciation rate increase in taxable incremental values.

(A) Actual
(E) Estimated

Base Value = $2,700

SECOND AMENDED AND RESTATED
DEVELOPMENT FINANCING AGREEMENT
(TAX INCREMENTAL DISTRICT NO. 12)

THIS SECOND AMENDED AND RESTATED DEVELOPMENT FINANCING AGREEMENT (TAX INCREMENTAL DISTRICT NO. 12) ("Agreement") entered into as of this _____ day of April, 2015, is the second amendment and restatement of the Development Financing Agreement (Tax Incremental District No. 12) entered into as of the 8th day of December, 2008, as initially amended and restated on the 3rd day of March, 2011 ("Development Agreement"), between the City of Kenosha, Wisconsin ("City") BPOK 3 LLC, a Wisconsin limited liability company ("Developer").

WHEREAS, the Development Agreement involves the real property described on Exhibit A ("Property");

WHEREAS, the Development Agreement provided for the development of the Property for industrial use as described on Exhibit B;

WHEREAS, the Property is located in the City's Tax Incremental District No. 12 ("District") which the City has established in order to finance project costs within the District as permitted under Wis. Stats. Section 66.1105;

WHEREAS, the Development Agreement provided for the construction of improvements on the Property as described on Exhibit C to be completed by October 1, 2015 ("Developer's Improvements");

WHEREAS, Developer is the successor in interest to the original developer/party to the Development Agreement and is currently obligated to perform the duties of the developer under the Development Agreement as amended and restated on March 3, 2011;

WHEREAS, Developer plans to complete construction of the Developer's Improvements by October 1, 2020;

WHEREAS, the Developer would not undertake the Development or construct the Developer's Improvements without the availability of tax increment financing to fund the costs of the Developer's Improvements ("Project Costs"), as provided below; and

WHEREAS, to provide assurance to the City that Developer has sufficient resources to carry out the obligations of the Development Agreement, as amended and restated, Zilber Ltd. will guarantee the performance of Developer under the Development Agreement.

NOW, THEREFORE, the City and the Developer, in consideration of the terms and conditions contained in this Agreement and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, agree as follows:

1. CONSTRUCTION OF THE DEVELOPER'S IMPROVEMENTS.

1.1 Construction of the Developer's Improvements. The Developer shall, subject to receipt of all necessary governmental approvals, construct the Developer's Improvements on the Property in accordance with this Agreement and a Conditional Use Permit (if required by the City) which must be approved by the City (the "Conditional Use Permit"). The Developer's Improvements, and buildings to be constructed upon the Property and their uses, shall be in compliance with all applicable municipal ordinances of the City and the terms of the Conditional Use Permit, and with any pertinent provisions of the TIF District No. 12 Project Plan (a copy of which is attached hereto as Exhibit D).

1.2 Payment of Tax Increment to Reimburse Cost of Developer's Improvements; Issuance of Revenue Bond to Developer. In each year, beginning in 2017 and ending in 2028 (or, if earlier, when all of the Project Costs and related financing costs have been paid), the tax increment revenue generated by the Property (the "Tax Increments") shall, subject to annual appropriation by the Common Council and provided that the Developer is not delinquent in the payment of property taxes with respect to the Property, be paid to the Developer in accordance with the terms of this Agreement, the Resolution and the Bond described below (or to any transferee of the Bond, in accordance with the terms of the Bond). The City's obligation to make such payments to the Developer shall be evidenced by a revenue bond issued by the City to the Developer pursuant to Wis. Stats. Section 66.0621 (the "Bond"). The Bond shall be in substantially the form set forth on Exhibit E hereto.

The Bond shall be in a principal amount equal to the actual cost of the Developer's Improvements (which shall be determined in accordance with Section 1.3 below) but not to exceed $465,000. The Bond shall be dated as of October 1, 2016 and shall bear interest from that date at the rate of 5.0% per annum.

The City covenants and agrees as follows: (a) if the City's proposed annual budget does not in any year provide for appropriation of Tax Increments sufficient to make the payments due on the Bond in that year, the City will use its best efforts to notify the Developer (and, if the Bond has been transferred or assigned in accordance with the provisions of Section 6 of this Agreement, the owner or owners of the Bond) of that fact at least thirty (30) days prior to the date the budget is presented to the Common Council for final approval, (b) funds in the special fund of the District shall not be used to pay any other project costs of the District and (c) the City shall take no action to dissolve the District prior to the payment of all principal and interest due under the Bonds.

1.3 Cost of Developer's Improvements; Principal Amount of the Bond. As provided in Section 1.2 above, the principal amount of the Bond shall be equal to the actual cost of the Developer's Improvements, but not to exceed $465,000. The cost of the Developer's Improvements, for purposes of this Agreement, shall be initially determined as of October 1, 2016 and shall be recalculated by the City as of October 1 of each year based on the procedure described in (b) below.

(a) On or before January 1, April 1, July 1 and October 1 of each year, the Developer shall provide the City with a statement of the expenditures made on the Developer's Improvements in the preceding calendar quarter, including all contracts, invoices and other documentation relating to the Developer's Improvements that are reasonably necessary to document the cost of the Developer's Improvements ("Developer's Improvements Statement"). Following submission of each Developer's Improvements Statement, the City shall have a review period (the "Review Period") to confirm the amount of expenditures made on the Developer's Improvements. The "Review Period" shall consist of (1) thirty (30) calendar days after receipt of the Developer's Improvements Statement with respect to the period before the issuance of the Bond and with respect to each January 1, April 1 or July 1 and (2) fifteen (15) business days after receipt of the Developer's Improvements Statement with respect to each October 1. The City and the Developer shall work together with reasonable diligence to confirm the Developer's Improvements amount. The City shall notify the Developer within five (5) business days after the expiration of the Review Period if it believes any of the Developer's Improvement costs have not increased as set forth in the Developer's Improvements Statement. The City and the Developer shall cooperate in good faith to resolve any disagreements over any of the Developer's Improvement costs. The cost of the Developer's Improvements shall increase for purposes of this Agreement only if and to the extent the City reasonably determines based on the Developer's Improvement Statements that the cost of the Developer's Improvements has increased; provided that, if the City fails to notify the Developer within five (5) business days after the expiration of the Review Period that the costs of any of Developer's Improvements have not increased as set forth in a Developer's Improvements Statement, such failure shall be deemed a determination by the City that the costs of the Developer's Improvements have increased as stated in the Developer's Improvements Statement.

Each year after the Review Period relating to the October 1 Developer's Improvements Statement has expired and any disagreements over the Developer's Improvement Costs have been resolved, the cost of the Developer Improvements as of that October 1 shall be determined and the principal amount of the Bond shall be increased to an amount equal to the actual cost of the Developer's Improvements as of that date, and interest shall accrue from that October 1 on the increased principal amount of the Bond.

(b) A final determination of the cost of the Developer's Improvements shall be made as of October 1, 2020.

2. TERM AND TERMINATION. The term of this Agreement shall begin on the date of this Agreement set forth above and shall continue until October 1, 2028, unless sooner terminated in accordance with the termination by the City of Tax Incremental District No. 12 in accordance with this Agreement and pursuant to §66.1105(7), Wis. Stats., as amended.

3. DEFAULT. In the event that either the City or the Developer defaults under any material terms or conditions of this Agreement, and such default continues for a period of ninety (90) days or more after receipt of written notice of the default from the non-defaulting party, the defaulting party shall be responsible for all costs and expenses incurred by reason of such default, including, but not limited to, any legal expenses incurred by the non-defaulting party. The rights and remedies of the non-defaulting party shall not be limited to those, if any, specified

in this Agreement, but the non-defaulting party shall have the rights and remedies to which it may be entitled, either at law or in equity.

4. ASSIGNMENT OF AGREEMENT. This Agreement shall not be assignable by the Developer without the prior written consent of the City; provided, however, that upon notice to the City, the Developer may assign this Agreement to a Lender as part of a mortgage on the Property, subject to all terms and conditions of this Agreement.

5. SUCCESSORS AND ASSIGNS. This Agreement shall be binding upon the successors and assigns of the Developer; however, this provision shall not constitute an authorization for the Developer to assign or transfer its rights and obligations under this Agreement except as provided in this Agreement and the Bond.

6. TRANSFER OR ASSIGNMENT OF BOND: The Bond may be transferred or assigned by the registered owner thereof (in whole or in part) only with the consent of the City by surrender of the Bond at the office of the City Clerk accompanied by an assignment duly executed by the registered owner or his attorney duly authorized in writing.

7. MISCELLANEOUS.

7.1 Notices. All notices, demands, certificates or other communications under this Agreement shall be sufficiently given and shall be deemed given when hand delivered or when mailed by certified mail, postage prepaid, or sent by recognized commercial courier properly addressed as indicated below:

To the Developer:	BPOK 3 LLC c/o Towne Realty, Inc. 710 North Plankinton Avenue Milwaukee, WI 53203
To the City:	City of Kenosha ATTN: Director of Finance 625 – 52nd Street Kenosha, WI 53140

Any party may, by written notice to the other party, designate a change for notice purposes.

7.2 No Waiver. No waiver of any provision of this Agreement shall be deemed or constitute a waiver of any other provision, nor shall it be deemed to constitute a continuing waiver unless expressly provided for by a written amendment to this Agreement, nor shall it be deemed or constitute a waiver of any subsequent default or defaults of the same type.

7.3 Mutual Assistance. The City and the Developer shall do all things reasonably necessary or appropriate to carry out the terms, provisions and obligations of this Agreement and to aid and assist each other in carrying out this Agreement, including, without limitation, the giving of notices, the holding of public hearings, the enactment by the City of resolutions and ordinances, and the execution and delivery of documents, instruments, petitions and certifications. The City and the Developer shall cooperate fully with each other in seeking from

any or all appropriate governmental bodies (whether federal, state, county or local) any approvals and permits that are reasonably necessary or desirable.

7.4 Governing Law. This Agreement concerns real property located in the State of Wisconsin, and shall be interpreted and construed according to the laws of the State of Wisconsin.

7.5 Captions. The captions in this Agreement are inserted only as matters of convenience and for reference and in no way define or limit the scope or intent of the various provisions, terms or conditions hereof.

7.6 Counterparts. This Agreement may be executed in one or more counterparts, each of which will be deemed an original.

7.7 No Third-Party Beneficiaries. This Agreement creates rights and obligations only for the parties hereto and their permitted successors and assigns, except as stipulated in this Agreement. This Agreement is not intended to and does not create any right in any third party, not expressly stated herein.

7.8 Legal Action. In the event that a party becomes involved in litigation or in the threat of litigation related to this Agreement because of the act or omission of the other party, the party which becomes so involved, if not the legal cause of the injury or damages, shall be entitled to recover reasonable attorneys' fees and out-of-pocket costs from the other party in defending against the litigation or threat of litigation.

7.9 Authority. The parties represent that the execution of this Agreement has been property authorized and that the persons signing this Agreement have been properly authorized to sign this Agreement on behalf of the parties.

7.10 Independent Contractors. The City and the Developer are each entering into this Agreement on its own behalf and not as agent of the other, and this Agreement shall not be construed to create a partnership or joint venture between the parties, each of which is an independent contractor for the purposes of this Agreement.

7.11 Good Faith. Each of the parties hereto shall be subject to the duty of good faith and fair dealings in the implementation, execution and performance of the terms of this Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date stated in the first paragraph of this Agreement.

CITY OF KENOSHA

By:_____
Mayor

By:_____
City Clerk

STATE OF WISCONSIN)
) ss.
KENOSHA COUNTY)

Personally came before me this ____ day of _____, 2015, the above-named Keith G. Bosman, Mayor, and Debra Salas, City Clerk, to me known to be the persons who executed the foregoing instrument and acknowledged the same.

_____
Notary Public, Wisconsin
My Commission expires:_____

BPOK 3 LLC
By: Towne Realty, Inc., Manager

By:_____
John W. Kersey
Executive Vice President

STATE OF WISCONSIN)
) ss
COUNTY OF MILWAUKEE)

The foregoing instrument was acknowledged before me this ____ day of _____, 2015, by John W. Kersey, Executive Vice President, Towne Realty, Inc., who is personally known to me.

_____
Notary Public, Wisconsin
My Commission expires:_____

GUARANTY

The undersigned Zilber Ltd. ("Guarantor") is the parent company of certain of the Original Developer Parties and as such will derive substantial benefit from the City's agreement to execute this Agreement. In consideration of and in order to induce the City to enter into this Agreement and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Guarantor hereby guaranties to the City the performance of all obligations and the payment of all amounts owed by Developer to the City hereunder. Guarantor agrees that the City and Developer may amend this Agreement without Guarantor's consent and without releasing Guarantor. In the event of a default by Developer under this Agreement, the City may proceed against Guarantor without exhausting its remedies against Developer or any other party. Guarantor hereby waives notice of acceptance, notice of default and any other notice of any kind. This Guaranty is binding upon the Guarantor and its heirs, representatives, successors and assigns.

ZILBER LTD., as Guarantor

By:_____
John W. Kersey
Executive Vice President

STATE OF WISCONSIN)
) ss
COUNTY OF MILWAUKEE)

The foregoing instrument was acknowledged before me this ____ day of _____, 2015, by John W. Kersey, Executive Vice President of Zilber Ltd., who is personally known to me.

_____
Notary Public, Wisconsin
My Commission expires:_____

EXHIBIT A
TO
DEVELOPMENT AGREEMENT

Description of Property

All that part of the Southeast One-quarter (1/4) of Section Thirty-one (31), in Township Two (2) North, Range Twenty-two (22) East of the Fourth Principal Meridian in the City of Kenosha, County of Kenosha, State of Wisconsin, bounded and described as follows: Commencing at the Northeast corner of said Southeast 1/4 of Section 31 (being the East 1/4 corner); thence South 89°05'33" West, along the North line of said Southeast 1/4 also being the centerline of S.T.H. "158", 1008.56 feet; thence South 02°13'20" East, 70.02 feet to the South line of said S.T.H. "158" and the place of beginning; thence continuing South 02°13'20" East, 671.75 feet; thence North 89°17'37" East, 971.76 feet to the West line of CTH "HH" (also known as 104th Avenue); thence North 01°55'25" West, along said West line of CTH "HH", 45.09 feet; thence South 89°05'33" West, 17.00 feet; thence North 01°55'25" West, continuing along the West line of said CTH "HH", 500.01 feet; thence North 46°24'56" West, 185.44 feet to the South line of said S.T.H. "158"; thence South 89°05'33" West, along said South line, 828.22 feet to the place of beginning. Excepting land contained in Warranty Deed dated April 2, 1990 and recorded in the Office of the Register of Deeds for Kenosha County, Wisconsin on May 7, 1990 in Volume 1393 of Records at Page 350, as Document No. 841881.

Together with a non-exclusive easement for ingress and egress as contained in an Easement recorded on June 16, 1989 in Volume 1354 of Records at Page 77, as Document No. 822274.

EXHIBIT B
TO
DEVELOPMENT AGREEMENT

Description of Development

An industrial facility or facilities with an aggregate square footage of 100,000-195,000.

EXHIBIT C
TO
DEVELOPMENT AGREEMENT

Developer's Improvements

Hwy 158/104th Street (Kenosha, WI)

(ROUGH GRADING DEVELOPMENT COST DETAIL)

1	GRADING & OTHER EARTHWORK	$209,275
2	EROSION CONTROL AND POND OUTLET	$15,000
3	City Required Deceleration Lanes (104th Ave)	$30,000
	SUB TOTAL	$254,275.00

ALTERNATIVES

4a	SANITARY SEWER CONSTRUCTION (ALTERNATIVE #1 - GRAVITY)	$74,950
	ALTERNATIVE #1 TOTAL	$329,225
4b	SANITARY SEWER CONSTRUCTION (ALTERNATIVE #2 - Grinder Pump)	$54,400
	ALTERNATIVE #2 TOTAL	$308,675

Subtotal Development Cost Range	$329,225	$308,675
Development Cost & Design Requirement Contingency*	$80,775	$75,733
Design & Soft Costs	$40,000	$40,000
Legal Costs	$15,000	$15,000
Total Development Cost Range	$465,000	$439,408

*development design costs may change as a result of final City design requirements (e.g. storm-water management pond and desired sanitary sewer connection method)

QB\6277420.6

QB\6277420.10

EXHIBIT D
TO
DEVELOPMENT AGREEMENT

Project Plan

The Project Plan for Tax Incremental District No. 12 is on file in the office of the City Clerk and is incorporated herein by reference.

EXHIBIT E
TO
DEVELOPMENT AGREEMENT

(Form of the Bond)

UNITED STATES OF AMERICA
STATE OF WISCONSIN
COUNTY OF KENOSHA
CITY OF KENOSHA

TAX INCREMENT PROJECT REVENUE BOND
(TOWNE INVESTMENTS PROJECT)

Number	Rate	Date of Original Issue	Amount
R-	5.00%	October 1, 2016	Principal Amount, as defined herein

FOR VALUE RECEIVED, the City of Kenosha, Kenosha County, Wisconsin (the "City"), promises to pay to BPOK 3 LLC, or registered assigns, but only in the manner, at the times, from the source of revenue and to the extent hereinafter provided, the Principal Amount (as defined below) together with interest thereon from the date of original issue set forth above, or the most recent payment date to which interest has been paid, to the stated due dates of the principal installments of this Bond, at the rate per annum set forth above.

The "Principal Amount" of this Bond shall be a principal amount equal to the actual cost of the Developer's Improvements (as such term is defined in the Amended and Restated Development Financing Agreement, between the City and BPOK 3 LLC (the "Development Agreement")) but not to exceed $465,000. The Principal Amount shall be determined initially as of the date of issuance of the Bond based on the costs paid by the Developer on the Developer's Improvements as of that date, and shall be redetermined as of October 1 of each year, as provided in Section 1.3 of the Development Agreement. A final determination of the Principal Amount of the Bond shall be made as of October 1, 2020, as provided in Section 1.3 of the Development Agreement.

For each Bond Year (defined below), interest shall accrue only on the outstanding Principal Amount of the Bond determined as of the first day of that Bond Year. The outstanding Principal Amount of the Bond as of any date shall be reduced by the amount of any principal payments previously made on the Bond. For purposes of this Bond, "Bond Year" shall mean the one year period commencing on each October 1 and ending on the following September 30, except that the first Bond Year shall commence on the date of original issue of this Bond and end on September 30, 2017.

Assuming that the Principal Amount of the Bond is equal to the maximum Principal Amount ($465,000), this Bond shall be payable in installments of principal due on October 1, in each of the years and amounts as follows:

Year	Principal	Year	Principal
2017	$29,214	2023	$39,149
2018	30,674	2024	41,107
2019	32,208	2025	43,162
2020	33,819	2026	45,320
2021	35,510	2027	47,586
2022	37,285	2028	49,966

In the event that the total cost of the Developer's Improvements and therefore the final Principal Amount of the Bond is less than $465,000, there shall be a reduction in the principal installments of the Bond beginning with the final maturity and then proceeding to the next preceding maturity until the total of the principal installments on the Bond is equal to the cost of the Developer's Improvements.

Interest shall be payable on October 1 in each year, commencing on October 1, 2017 (the "Bond Payment Dates").

This Bond has been issued to finance projects which are a part of the City's industrial development utility, pursuant to Article XI, Section 3 of the Wisconsin Constitution and Section 66.0621, Wisconsin Statutes and acts supplementary thereto, and is payable only from the income and revenues herein described, which income and revenues have been set aside as a special fund for that purpose and identified as the "Special Redemption Fund." This Bond is issued pursuant to resolutions adopted on April 21, 2008, February 7, 2011, and _____, 2015, by the Common Council of the City (the "Resolution") and the Development Agreement. This Bond does not constitute an indebtedness of the City within the meaning of any constitutional or statutory limitation or provision. The principal of and interest on this Bond shall be payable solely from Tax Increments (as defined in the Development Agreement) received by the City with respect to its Tax Incremental District No. 12 which are appropriated by the Common Council to the payment of this Bond (the "Revenues"). Reference is hereby made to said Resolution for a more complete statement of the revenues from which and conditions under which this Bond is payable, and the general covenants and provisions pursuant to which this Bond has been issued.

Revenues shall be applied first to the payment of any interest due on the Bond Payment Date and then to the payment of any principal due on that Bond Payment Date.

If on any Bond Payment Date there shall be insufficient Revenues appropriated to pay the principal or interest due on this Bond, the amount due but not paid shall accumulate and be payable on the next Bond Payment Date until the final Bond Payment Date. Interest at the rate of 5.0% per annum shall be paid on such unpaid amounts of principal and interest. No principal payment shall be made on any Bond Payment Date to the extent that payment of such principal would cause the aggregate amount of principal paid on the Bond to exceed the cost of the

Developer's Improvements as determined as of that date in accordance with the terms of the Development Agreement. The City shall have no obligation to pay any amount of principal or interest on this Bond which remains unpaid after the final Bond Payment Date and the owner of this Bond shall have no right to receive payment of such amounts.

This Bond (a) shall be prepaid on each Bond Payment Date in an amount equal to the amount by which the Tax Increments collected by the City in that Bond Year and appropriated to payment of this Bond exceed the amount of principal and interest due on the Bond Payment Date and (b) is subject to prepayment in whole or from time to time in part at any time, at the option of the City. The amounts and maturities of the installments of principal of the Bond which are to be prepaid shall be selected by the City.

The City makes no representation or covenant, express or implied, that the Tax Increments or other Revenues will be sufficient to pay, in whole or in part, the amounts which are or may become due and payable hereunder.

The City's payment obligations hereunder are subject to appropriation by the Common Council of Tax Increments to make payments due on this Bond.

This Bond is a special, limited revenue obligation and not a general obligation of the City and is payable by the City only from the source and subject to the qualifications stated or referenced herein. This Bond is not a general obligation of the City, and neither the full faith and credit nor the taxing powers of the City are pledged to the payment of the principal of this Bond and no property or other asset of the City, except the above-referenced Revenues, is or shall be a source of payment of the City's obligations hereunder.

This Bond is issued by the City pursuant to and in full conformity with the Constitution and laws of the State of Wisconsin.

This Bond may be transferred or assigned in whole or in part, only with the consent of the City on the terms and conditions set forth in the Resolution. In order to transfer or assign the Bond, the transferee or assignee shall surrender the same to the City either in exchange for a new fully registered bond or for transfer of this Bond on the registration records for the Bond maintained by the City. Each permitted transferee or assignee shall take this Bond subject to the foregoing conditions and subject to all provisions stated or referenced herein.

It is hereby certified and recited that all conditions, things and acts required by law to exist or to be done prior to and in connection with the issuance of this Bond have been done, have existed and have been performed in due form and time.

IN WITNESS WHEREOF, the Common Council of the City of Kenosha, Kenosha County, Wisconsin, has caused this Bond to be signed on behalf of said City by its duly qualified and acting Mayor and City Clerk, and its corporate seal to be impressed hereon, all as of the date of original issue specified above.

CITY OF KENOSHA,
KENOSHA COUNTY, WISCONSIN

By_____
Mayor

(SEAL)

By_____
City Clerk

REGISTRATION PROVISIONS

This Bond shall be registered in registration records kept by the City Clerk of the City of Kenosha, Kenosha County, Wisconsin, such registration to be noted in the registration blank below and upon said registration records, and this Bond may thereafter be transferred only upon presentation of this Bond together with a written instrument of transfer approved by the City and duly executed by the Registered Owner or his attorney, such transfer to be made on such records and endorsed hereon.

Date of Registration	Name of Registered Owner	Signature of City Clerk
	BPOK 3 LLC	

CITY OF KENOSHA
SCHEDULES OF DISBURSEMENTS

Disbursement Record 5

Approved by Council _____

The Finance Committee reviewed the attached listing of disbursement for the period from 03/01/15 through 03/15/15 and have approved the disbursement as follows:

1. Checks numbered from 147147 through 147474 as shown on attached listing consisting of:

a.	Debt Service	-0-
b.	Investments	-0-
c.	All Other Disbursements	2,293,576.46
	SUBTOTAL	2,293,576.46

PLUS:

2. City of Kenosha Payroll Wire Transfers from the same period: 1,146,126.54

TOTAL DISBURSEMENTS APPROVED 3,439,703.00

Daniel Prozanski Jr.	Anthony Kennedy
Dave Paff	Rocco LaMacchia Sr.
Bob Johnson	Curt Wilson

I have examined the vouchers listed on the attached sheets and have not found any unauthorized or improper payments. It must be understood that this statement in no way should be interpreted as a guarantee that errors do not exist. I have initially examined the attached vouchers for proper account classification. However, the account classifications as shown for the attached vouchers are subject to change upon subsequent review by both myself and respective department heads of the City of Kenosha.

Respectively submitted,

Director of Finance

FISCAL NOTE
CITY OF KENOSHA
DEPARTMENT OF FINANCE

PREPARED FOR: **Finance Committee**

ITEM: **Disbursement Record #5**

ESTIMATED FINANCIAL IMPACT:

No additional fiscal note needed.

Date Prepared: 03/23/15

Prepared By: MCS

Reviewed By: JD

CITY OF KENOSHA

DISBURSEMENT JOURNAL

START DATE FOR SUMMARY: 3/01 END DATE FOR SUMMARY: 3/15

CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147147	3/04	BINDELLI BROTHERS, INC	110-09-56501-259-569	01/15 6623 24 AVE	4,000.00
			110-05-55109-711-000	REPLACE BOLLARDS	4,000.00
				..... CHECK TOTAL	8,000.00
147148	3/04	RNOW, INC.	630-09-50101-393-000	02/15-SE PARTS/MATER	2,065.95
			630-09-50101-393-000	01/15-SE PARTS/MATER	105.28
			630-09-50101-393-000	02/15-SE PARTS/MATER	11.60
				..... CHECK TOTAL	2,182.83
147149	3/04	VIKING ELECTRIC SUPPLY	110-03-53109-361-000	02/15-ST ELECTRICAL	61.19
			110-03-53103-246-000	02/15-ST ELECTRICAL	56.40
			520-09-50201-235-000	02/15-TD ELECTRICAL	29.38
			110-03-53103-246-000	02/15-ST ELECTRICAL	12.80
			110-03-53109-375-000	02/15-ST ELECTRICAL	10.73
				..... CHECK TOTAL	170.50
147150	3/04	KENOSHA CO HEALTH DIVISION	110-04-54101-252-000	03/12 HEALTH SERVICE	50,210.17
147151	3/04	BUMPER TO BUMPER	630-09-50101-393-000	01/15-CE PARTS/MATER	2,286.50
			206-02-52205-344-000	01/15-FD PARTS/MATER	710.51
			110-02-52203-344-000	01/15-FD PARTS/MATER	172.81
			520-09-50201-317-000	01/15-TD PARTS/MATER	156.78
			501-09-50104-344-000	01/15-SW PARTS/MATER	37.99
			520-09-50401-317-000	01/15-TD PARTS/MATER	36.44
				..... CHECK TOTAL	3,401.03
147152	3/04	ICMA RETIREMENT TRUST	110-00-21572-000-000	02/16-28/15 CONTRIBS	48,380.15
			110-00-21599-000-000	02/16-28/15 CONTRIBS	8,684.16
			110-00-21524-000-000	02/16-28/15 CONTRIBS	310.00
				..... CHECK TOTAL	57,374.31
147153	3/04	INTERSTATE ELECTRIC SUPPLY	521-09-50101-375-000	02/15-AR ELECTRICAL	259.80
			110-03-53109-375-000	02/15-ST ELECTRICAL	22.00
			110-01-51801-389-000	02/15-MB ELECTRICAL	16.65
				..... CHECK TOTAL	298.45
147154	3/04	UNITED HOSPITAL SYSTEMS INC	206-02-52205-318-000	01/15 DRUGS	506.95
			110-02-52101-219-000	02/15 LAB 15-014605	99.20
				..... CHECK TOTAL	606.15

START DATE FOR SUMMARY: 3/01 END DATE FOR SUMMARY: 3/15

CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147155	3/04	KENOSHA NEWS	110-01-50101-321-000	2/2/15 CC MINUTES	214.06
			110-01-50101-321-000	1/21/15 CC MINUTES	206.02
			110-01-51601-321-000	02/15 CD-SEC 18.02NN	53.16
			110-01-51601-321-000	02/15 CD-AMEND MAP	30.36
			110-01-50101-321-000	02/15 1ST READ ORDS	13.06
				..... CHECK TOTAL	516.66
147156	3/04	OTIS ELEVATOR CO.	633-09-50101-242-000	ELEVATOR SERVICE	3,113.40
147157	3/04	WINGFOOT COMMERCIAL TIRE	520-09-50106-346-000	01/15-TD TIRES/SERVI	275.18
147158	3/04	SHOPKO STORES	206-02-52205-318-000	02/15-FD MERCHANDISE	37.62
147159	3/04	VAN'S GAS SERVICE INC	110-03-53103-389-000	01/15 STMT PROPANE G	89.00
147160	3/04	WISCONSIN FUEL & HEATING	630-09-50101-392-000	02/15-CE DIESEL FUEL	16,549.10
			630-09-50101-393-000	02/15-CE DIESEL FUEL	5,618.14
			630-09-50101-391-000	02/15-CE UNLEADED GA	5,531.82
				..... CHECK TOTAL	27,699.06
147161	3/04	ZARNOTH BRUSH WORKS, INC.	501-09-50104-344-000	01/15 SWEEPER PARTS/	2,823.90
147162	3/04	BROOKS TRACTOR, INC.	630-09-50101-393-000	02/15 SE #3222 PARTS	1,740.42
			630-09-50101-393-000	02/15 SE #2282 PARTS	1,693.04
			630-09-50101-393-000	02/15 SE #3222 PARTS	587.80
				..... CHECK TOTAL	4,021.26
147163	3/04	FABCO EQUIPMENT, INC.	630-09-50101-393-000	02/15 SE #2282 PARTS	1,104.08
			630-09-50101-393-000	01/15 SE #2886 PARTS	433.69
			630-09-50101-393-000	02/15 SE PARTS & MAT	95.20
			630-09-50101-393-000	02/15 SE CREDIT PART	782.80CR
				..... CHECK TOTAL	850.17
147164	3/04	A & R DOOR SERVICE	110-01-51801-389-000	02/15 MB DOOR REPAIR	200.00
147165	3/04	LARK UNIFORM, INC.	110-02-52103-367-000	01/15-PD#465 UNIFORM	459.70
			110-02-52103-367-000	01/15-PD#603 UNIFORM	363.70
			110-02-52103-367-000	02/15-PD#581 UNIFORM	159.90
			110-02-52103-367-000	02815-PD#423 UNIFORM	154.85
				..... CHECK TOTAL	1,138.15

START DATE FOR SUMMARY: 3/01 END DATE FOR SUMMARY: 3/15

CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147166	3/04	BROWN & JONES REPORTING, INC	110-09-56402-219-000	WILLSON 5/11/11	390.50
147167	3/04	DREAMSCAPE LAWN CARE	110-09-56501-259-566	2/15 3000 52 ST-SNW	2,520.00
			110-09-56501-259-566	2/15 1820 27 AV-SNW	330.75
			110-09-56501-259-566	2/15 3315 80 ST-SNW	270.00
			110-09-56501-259-566	2/15 6106 23 AV-SNW	175.50
			110-09-56501-259-566	2/15 2914 48 ST-SNW	147.00
			110-09-56501-259-566	2/15 6354 24 AV-SNW	138.75
			110-09-56501-259-566	2/15 1323 38 AV-SNW	108.75
			110-09-56501-259-566	2/15 8806 65 ST-SNW	71.25
			110-09-56501-259-566	2/15 2045 16 AV-SNW	60.00
			110-09-56501-259-566	2/15 1891 15 AV-SNW	45.75
			110-09-56501-259-566	2/15 8053 SHER-SNOW	41.25
			110-09-56501-259-566	2/15 39TH AVE-SNOW	37.50
			110-09-56501-259-566	2/15 39TH AVE-SNOW	37.50
			110-09-56501-259-566	2/15 6106 23 AV-SNW	37.50
			110-09-56501-259-566	2/15 4713 30 AV-SNW	37.50
			110-09-56501-259-566	2/15 5133 18 AV-SNW	31.50
			110-09-56501-259-566	2/15 1315 60 ST-SNW	30.00
				..... CHECK TOTAL	4,120.50
147168	3/04	WIS DEPT OF JUSTICE	110-01-51303-219-000	01/15 SERVICES	84.00
			520-09-50101-216-000	01/15 SERVICES	21.00
				..... CHECK TOTAL	105.00
147169	3/04	NEHER ELECTRIC SUPPLY	110-01-51801-249-000	SYLVANIA LAMPS	937.20
			110-01-51801-389-000	LAMP BALLAST	514.80
			110-01-51801-389-000	LAMP BALLAST	474.80
				..... CHECK TOTAL	1,926.80
147170	3/04	OFFICEMAX	631-09-50101-311-000	02/15-EN#3105 OFFICE	263.25
			501-09-50101-311-000	02/15-EN#3105 OFFICE	263.25
			110-02-52103-311-000	01/15-PD#3087 OFFICE	181.51
			521-09-50101-311-000	02/15-AR#3102 OFFICE	126.79
			110-01-51301-311-000	02/15-AD#3103 OFFICE	69.78
			632-09-50101-311-000	02/15-SE#3107 OFFICE	54.76
			521-09-50101-311-000	02/15-AR#3106 OFFICE	52.27
			110-02-52103-311-000	02/15-PD#3087 OFFICE	40.56
			631-09-50101-311-000	02/15-EN#3104 OFFICE	11.24
			521-09-50101-311-000	02/15-AR#3102 OFFICE	8.89
			110-02-52103-311-000	02815-PD#3087 CORR O	20.28CR
				..... CHECK TOTAL	1,052.02

START DATE FOR SUMMARY: 3/01 END DATE FOR SUMMARY: 3/15

CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147171	3/04	REGISTRATION FEE TRUST	110-09-56519-909-000	PLATE RENEWAL #3026	75.00
147172	3/04	MADISON TRUCK EQUIPMENT	630-09-50101-393-000	02/15 PARTS AND SERV	142.32
147173	3/04	HOLLAND SUPPLY, INC.	630-09-50101-393-000	02/15-CE HYDRAULIC F	1,274.85
147174	3/04	KENOSHA CO CHIEFS & CAPTAINS	110-02-52201-323-000	2015 DUES	1,500.00
147175	3/04	PETCO	213-09-50101-381-000	01/15 EDDIE PET FOOD	100.22
			213-09-50101-381-000	01/15 CHICO PET FOOD	47.96
				..... CHECK TOTAL	148.18
147176	3/04	UNITED HOSPITAL SYSTEM	110-02-52102-219-000	#14-166159 RECORDS	80.11
147177	3/04	MANDLIK & RHODES	501-09-50102-219-000	01/15 YW ADMIN FEE	350.00
			501-09-50102-219-000	02/15 YW COUPON PRG	36.24
				..... CHECK TOTAL	386.24
147178	3/04	JAMES IMAGING SYSTEMS, INC.	110-01-50101-232-000	02/15 CT-COPIER MNT	572.67
			110-02-52201-232-000	02/15 MANGD PRINTER	317.64
			110-02-52101-232-000	02/15 PD-SERVICE AGR	255.00
			110-01-51601-232-000	02/15 MANGD PRINTER	190.17
			501-09-50101-232-000	02/15 PW-COPIER CHGS	172.22
			631-09-50101-232-000	02/15 PW-COPIER CHGS	172.09
			110-03-53101-232-000	02/15 PW-COPIER CHGS	172.09
			110-02-52201-232-000	02/15 FD-COPIER MNT	151.94
			110-02-52201-232-000	01/15 FD-OVERAGES	142.42
			520-09-50301-232-000	02/15 MANGD PRINTER	105.65
			110-05-55101-232-000	02/15 MANGD PRINTER	105.65
			110-01-51201-232-000	02/15 MANGD PRINTER	105.65
			110-01-51101-232-000	02/15 MANGD PRINTER	105.65
			110-01-50101-232-000	01/15 CT-OVERAGES	92.75
			632-09-50101-232-000	02/15 MANGD PRINTER	84.52
			110-03-53103-232-000	02/15 MANGD PRINTER	84.52
			110-01-52001-232-000	02/15 MANGD PRINTER	84.52
			110-01-51303-232-000	02/14 MANGD PRINTER	84.52
			110-01-51102-232-000	02/15 MANGD PRINTER	84.52
			110-01-51303-232-000	02/15 PE-SERVICE AGR	66.24
			110-01-50901-232-000	02/15 MANGD PRINTER	63.39
			110-01-50301-232-000	02/15 MANGD PRINTER	63.39
			110-01-51601-232-000	02/14 CD-COPIER MNT	56.24
			110-01-50301-232-000	02/15 LE-COPIER MNT	50.95
			631-09-50101-232-000	02/15 MANGD PRINTER	42.26
			521-09-50101-232-000	02/15 MANGD PRINTER	42.26
			110-03-53116-232-000	02/15 MANGD PRINTER	42.26
			110-02-52103-232-000	02/15 MANGD PRINTER	42.26
			110-01-51301-232-000	02/15 MANGD PRINTER	42.26
			110-03-53103-232-000	02/15 ST-COPIER MNT	40.76
			520-09-50301-232-000	02/15 TD-SERVICE AGR	39.37

START DATE FOR SUMMARY: 3/01 END DATE FOR SUMMARY: 3/15

CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
			110-05-55101-232-000	02/15 PA-COPIER MNT	36.45
			110-01-50901-232-000	02/15 AS-COPIER MNT	35.00
			110-01-50301-232-000	01/15 LE-OVERAGES	30.14
			110-01-52001-232-000	02/15 MC-COPIER MNT	21.42
			110-03-53101-232-000	02/15 MNGD PRINTER	21.13
			110-02-52201-232-000	02/15 MANGD PRINTER	21.13
			520-09-50301-232-000	01/15 TD-OVERAGES	21.08
			110-01-51301-232-000	01/15 AD-OVERAGES	17.62
			110-01-51301-232-000	02/15 AD-SERVICE AGR	16.07
			110-01-51601-232-000	01/15 CD-OVERAGES	7.96
			631-09-50101-232-000	01/15 PW-OVERAGES	3.28
			501-09-50101-232-000	01/15 PW-OVERAGES	3.25
			110-03-53101-232-000	01/15 PW-OVERAGES	1.64
				..... CHECK TOTAL	3,912.00
147179	3/04	5 ALARM FIRE & SAFETY EQUIP.	110-02-52203-235-000	02/15 FD PARTS & MAI	827.93
			110-02-52203-235-000	01/15 FD PARTS & MAI	417.15
				..... CHECK TOTAL	1,245.08
147180	3/04	KESSINGER, NANCY	110-01-51301-311-000	03/15 REPLENISH	107.40
			110-01-51303-263-000	03/15 REPLENISH	46.02
			761-09-50101-312-000	03/15 REPLENISH	14.17
			110-01-51101-311-000	03/15 REPLENISH	11.09
			110-02-52201-382-000	03/15 REPLENISH	8.42
			611-09-50102-259-000	03/15 REPLENISH	8.01
			110-02-52203-389-000	03/15 REPLENISH	7.39
			110-01-51306-312-000	03/15 REPLENISH	3.95
				..... CHECK TOTAL	206.45
147181	3/04	PAGEL HYDRAULIC SERVICE	630-09-50101-393-000	01/15-SE#1006 SERVIC	1,230.00
147182	3/04	PAUL CONWAY SHIELDS	110-02-52206-367-000	02/15-TURNOUT GEAR	944.54
147183	3/04	US CELLULAR	110-02-52109-226-000	02/15 PD-CELL SERVC	320.00
			206-02-52205-226-000	02/15 FD-DATA SERVC	132.00
			110-02-52102-226-000	02/15 PD-CELL AIRTM	116.78
			206-02-52205-226-000	02/15 FD-CELL SERVC	75.95
			631-09-50101-226-000	02/15 EN-CELL AIRTM	47.40
			110-02-52103-226-000	02/15 PD-CELL AIRTM	37.75
			110-02-52108-226-000	02/15 PD-CELL AIRTM	33.25
			206-02-52205-226-000	02/15 FD-CELL AIRTM	29.68
			110-01-51601-226-000	02/15 CD-CELL AIRTM	27.16
			521-09-50101-226-000	1-/215 AR-CELL SERV	10.50
			520-09-50401-226-000	02/14 TD-CELL AIRTM	7.10
			110-01-51801-226-000	02/15 MB-CELL AIRTM	4.40
			110-02-52101-226-000	02/15 PD-CELL AIRTM	1.70
			110-01-51601-226-000	02/15 CD-CELL SERVC	1.26
			205-03-53119-226-000	02/15 ST-CELL AIRTM	1.25
			205-03-53118-226-000	02/15 WA-CELL AIRTM	1.25

START DATE FOR SUMMARY: 3/01 END DATE FOR SUMMARY: 3/15

CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
			110-03-53103-226-000	02/15 ST-CELL AIRTM	1.25
				..... CHECK TOTAL	848.68
147184	3/04	CUMMINS NPOWER, LLC	521-09-50101-246-000	GENERATOR REPAIR	548.40
147185	3/04	EMERGING COMMUNITIES CORP	420-11-51310-589-000	03/15 FN CONSULTING	2,500.00
147186	3/04	FLITZ SERVICE CORPORATION	520-09-50301-232-000	SERVICE CONTRACT	616.00
147187	3/04	AUTUMN SUPPLY	520-09-50401-382-000	02/15 TD PARTS AND M	498.00
147188	3/04	REGNER VETERINARY CLINIC	783-00-21995-000-000	1-2/15-CHICO VET SER	320.10
147189	3/04	ALIA, DUMEZ, DUNN & MCTERNAN	110-09-56402-219-000	WILSON DOL 5/11/11	2,338.15
			110-09-56402-219-000	BEAL DOL 3/5/08	132.00
			110-09-56402-219-000	CHILLUS DOL 9/9/10	55.00
				..... CHECK TOTAL	2,525.15
147190	3/04	FASTENAL COMPANY	110-03-53113-389-000	02/15 ST TOOLS/MATER	139.17
			110-03-53107-344-000	02/15 ST TOOLS/MATER	131.99
			205-03-53118-344-000	02/15 WA TOOLS/MATER	36.60
			110-03-53107-344-000	02/15 ST TOOLS/MATER	29.78
			110-03-53107-344-000	02/15 ST TOOLS/MATER	22.09
			630-09-50101-393-000	02/15 SE TOOLS/MATER	18.54
				..... CHECK TOTAL	378.17
147191	3/04	CDW-G	110-01-51102-539-000	01/15 COMPUTER EQUIP	717.75
			110-01-51102-235-000	01/15 COMPUTER EQUIP	717.75
			110-01-51102-539-000	12/14 COMPUTER EQUIP	465.96
			110-02-52203-369-000	02/15 COMPUTER EQUIP	359.31
			110-01-51102-539-000	12/14 COMPUTER EQUIP	82.76
				..... CHECK TOTAL	2,343.53
147192	3/04	MSC INDUSTRIAL SUPPLY	110-02-52203-344-000	02/15-FD SUPPLIES/RE	33.57
147193	3/04	GEMPLER'S, INC	110-05-55109-367-000	SAFETY GLASSES	640.00
			110-05-55109-367-000	OVERBOOTS-LARGE	328.30
			110-05-55109-367-000	FLEECE HEADWEAR	260.00
			110-05-55109-367-000	VEST-XLARGE	180.00
			110-05-55109-367-000	VEST-LARGE	180.00
			110-05-55109-367-000	VEST-3XLARGE	115.00
			110-05-55109-367-000	VEST-2XLARGE	80.00
			110-05-55109-367-000	VEST-MEDIUM	80.00
			110-05-55109-367-000	VEST-XLARGE	64.50
			110-05-55109-367-000	OVERBOOTS-LARGE	64.50
			110-05-55109-367-000	SAFETY VEST-XLARGE	53.30
			110-05-55109-367-000	OVERBOOTS-XLARGE	46.90
			110-05-55109-367-000	OVERBOOTS-MEDIUM	46.90
			110-05-55109-367-000	FLEECE HEADWEAR	39.00

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
			110-05-55109-367-000	VEST-MEDIUM	27.20
			110-05-55109-367-000	SAFETY VEST-MEDIUM	27.20
			110-05-55109-367-000	SAFETY VEST-2X	26.65
			110-05-55109-367-000	OVERBOOTS-MEDIUM	26.45
			110-05-55109-367-000	OVERBOOTS-LARGE	23.45
			110-05-55109-367-000	VEST-4XLARGE	23.00
			110-05-55109-367-000	VEST-3XLARGE	23.00
			110-05-55109-367-000	VEST-4XLARGE	23.00
			110-05-55109-367-000	SAFETY VEST-MEDIUM	21.90
			110-05-55109-367-000	OVERBOOTS-LARGE	21.60
			110-05-55109-367-000	VEST-MEDIUM	20.00
			110-05-55109-367-000	CREDITED ITEMS	45.05CR
				..... CHECK TOTAL	2,396.80
147194	3/04	FORCE AMERICA	630-09-50101-393-000	02/15 SE #2241 PARTS	987.20
			630-09-50101-393-000	01/15 SE #3286 PARTS	732.04
				..... CHECK TOTAL	1,719.24
147195	3/04	MENARDS (KENOSHA)	110-03-53107-389-000	02/15 ST MERCHANDISE	79.45
			110-05-55109-344-000	01/15 PA MERCHANDISE	61.33
			110-03-53107-389-000	02/15 ST MERCHANDISE	27.88
			110-03-53107-344-000	02/15 ST MERCHANDISE	5.99
				..... CHECK TOTAL	174.65
147196	3/04	FEHR GRAHAM ENGINEERING	420-11-50706-589-000	01/14 WELL ABANDONMT	329.00
147197	3/04	SUTPHEN CORPORATION	110-02-52203-344-000	02/15 PARTS & SERVIC	515.60
147198	3/04	RED BARN DESIGN/ENGINEERING	403-11-51009-589-000	1/10-2/17 FLOOD CONT	23,329.00
147199	3/04	ASPHALT INSTITUTE	631-09-50101-322-000	MS-4 HANDBOOK	130.80
147200	3/04	YOUNG, GREG	110-02-52107-264-000	F LABATORE 3/24/15	80.00
147201	3/04	URBAN LAND INSTITUTE	417-11-50802-259-000	KEP 1ST INSTALLMENT	60,000.00
147202	3/04	BELLE CITY FIRE EXTINGUISHER	633-09-50101-246-000	01/15 LI-EXTINGUISHE	220.15
			110-02-52203-389-000	01/15 FD4-EXTINGUISH	58.25
			110-02-52203-389-000	02/15 FD3-EXTINGUISH	55.00
			110-02-52203-389-000	01/15 FD3-EXTINGUISH	47.10
			110-02-52203-389-000	02/15 FD7-EXTINGUISH	36.55
				..... CHECK TOTAL	417.05

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147203	3/04	TIME WARNER CABLE	110-01-51102-233-000	2/19-3/18-SE -RR	139.95
147204	3/04	STATE OF WISCONSIN	520-09-50202-246-000	ELEVATOR PERMIT	50.00
147205	3/04	KUSSMAUL ELECTRONICS CO, INC	206-02-52205-344-000	02/15-FD PARTS	309.29
147206	3/04	LEXIS NEXIS DATA MGMT	110-02-52101-219-000	01/15 SEARCHES/LOCAT	73.50
147207	3/04	GATEWAY TECH COLLEGE	110-02-52107-264-000	DAAT TRANSITION	272.00
			110-02-52107-264-000	TACTICAL TRAINING	180.00
				..... CHECK TOTAL	452.00
147208	3/04	BOUND TREE MEDICAL, LLC	206-02-52205-318-000	02/15 FD MEDICAL SUP	1,520.20
			206-02-52205-318-000	02/15 FD MEDICAL SUP	642.40
				..... CHECK TOTAL	2,162.60
147209	3/04	WHOLESALE DIRECT INC	110-02-52203-344-000	01/15-FD PARTS/MATER	219.38
			630-09-50101-393-000	01/15-CE RETURN PART	27.76CR
				..... CHECK TOTAL	191.62
147210	3/04	FOX VALLEY CHEMICAL CO	110-02-52203-382-000	01/15 FD-CONSUMABLE	963.40
			110-02-52203-382-000	01/15 FD-CONSUMABLE	258.12
			110-02-52203-382-000	01/15 FD-CONSUMABLE	102.52
			110-02-52203-382-000	02/15 FD-RETURN	57.55CR
				..... CHECK TOTAL	1,266.49
147211	3/04	IAFF/NATIONWIDE	110-00-21574-000-000	02/16-28/15 CONTRIBS	20,646.39
147212	3/04	AIRGAS NORTH CENTRAL	630-09-50101-389-000	01/15 CE-INDSTL GAS	229.60
			520-09-50201-317-000	01/15 TD-INDSTL GAS	66.80
			206-02-52205-389-000	02/15 FD-INDSTL GAS	56.66
			110-02-52203-344-000	02/15 FD-SHOP SUPPL	49.71
			206-02-52205-389-000	01/15 FD-OXYGEN CYL	37.60
			206-02-52205-389-000	01/15 FD-INDSTL GAS	37.60
			206-02-52205-389-000	01/15 FD-OXYGEN CYL	33.60
			206-02-52205-344-000	01/15 FD-INDSTL GAS	18.60
				..... CHECK TOTAL	530.17
147213	3/04	RED THE UNIFORM TAILOR	110-02-52206-367-000	02/15 FD-UNIFORMS	172.00
			110-02-52206-367-000	01/15 FD-UNIFORMS	150.00
			110-02-52206-367-000	02/15 FD-UNIFORMS	25.90
			110-02-52103-367-000	02/15 PD-UNIFORMS	25.90
			110-02-52103-365-000	02/15 PD-UNIFORMS	15.00
				..... CHECK TOTAL	388.80

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147214	3/04	UNITED HEALTHCARE INSURANCE	611-09-50101-155-517	01/15 PREMIUM	120,304.92
			611-09-50101-155-518	01/15 PREMIUM	36,023.85
			611-09-50101-155-519	01/15 PREMIUM	3,884.16
				..... CHECK TOTAL	160,212.93
147215	3/04	GREAT WEST RETIREMENT SERV.	110-00-21576-000-000	02/16-28/15 CONTRIBS	9,034.33
			110-00-21539-000-000	02/16-28/15 CONTRIBS	705.00
				..... CHECK TOTAL	9,739.33
147216	3/04	AURORA HEALTH CARE	611-09-50102-259-000	2014 FLU VACCINES	7,145.28
147217	3/04	NATA-MISA LLC	110-00-44507-000-000	CABARET LICENSE	275.00
147218	3/04	PARKER & BARROW LLC	110-00-44208-000-000	SPCL CLASS B LIC	10.00
147219	3/04	FOX, LEROY & LISA	110-00-21106-000-000	2014 TAX REFUND	124.98
147220	3/04	VANMETER, ELLEN & ELENA	110-00-21106-000-000	2014 TAX REFUND	290.74
147221	3/04	COLEMAN, DAVID & KIMBERLY	110-00-21106-000-000	2014 TAX REFUND	214.82
147222	3/04	LAND CLOSING SERVICES LLC	110-00-21106-000-000	2014 TAX REFUND	120.53
147223	3/04	LAND CLOSING SERVICES INC	110-00-21106-000-000	2014 TAX REFUND	36.19
147224	3/04	WELLS FARGO HOME MORTGAGE	110-00-21106-000-000	2014 TAX REFUND	1.06
147225	3/04	ROSKRES, PAUL	110-00-21106-000-000	2014 TAX REFUND	350.23
147226	3/04	ENGLE, KIMBERLY	110-00-21106-000-000	2014 TAX REFUND	129.95
147227	3/04	MARKER, RONALD & VERNA	110-00-21106-000-000	2014 TAX REFUND	609.80
147228	3/04	PAWLOWSKI, ROBERT	110-00-21106-000-000	2014 TAX REFUND	399.67
147229	3/04	BRAND, ROSINA	110-00-21106-000-000	2014 TAX REFUND	47.52
147230	3/04	BERNARDINO GOMEZ HERNANDEZ	110-00-21106-000-000	2014 TAX REFUND	275.84
147231	3/04	CHANSKY, DARIN & KELLY	110-00-21106-000-000	2014 TAX REFUND	189.70

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147232	3/04	PIGGLY WIGGLY MIDWEST LLC	110-00-21106-000-000	2014 TAX REFUND	4,098.81
147233	3/04	MEYER, NATHAN	110-00-21106-000-000	2014 TAX REFUND	413.80
147234	3/04	WHITT, KATHY	110-00-21106-000-000	2014 TAX REFUND	149.16
147235	3/04	MERTES, PAMELA	110-00-21106-000-000	2014 TAX REFUND	47.47
147236	3/04	B-H GROUP, INC	110-00-21106-000-000	2014 TAX REFUND	528.33
147237	3/04	ALCHAAR, ZAHREDDIN	110-00-21106-000-000	2014 TAX REFUND	485.21
147238	3/04	CITI MORTGAGE	110-00-21106-000-000	2014 TAX REFUND	1,320.58
147239	3/04	FRYE, ADELL	110-00-21106-000-000	2014 TAX REFUND	104.73
147240	3/04	MILLSAPS, NINA M.	110-01-51303-219-000	SALARY SURVEY	26.00
147241	3/04	WILLING, MARK	110-01-51101-264-000	REG FEE-GATEWAY	20.00
147242	3/04	ALLES, RYAN W	110-02-52103-263-000	2/22-23 WINNEBAGO	12.00
147243	3/04	HAGEN, MATTHEW T	110-02-52103-263-000	2/23/15 WINNEBAGO	12.00
147244	3/06	BINDELLI BROTHERS, INC	110-09-56501-259-569	02/15 903 WASH RD	450.00
			110-09-56501-259-569	02/15 7200 75 ST	352.00
			110-09-56501-259-569	02/15 6024 14 AVE	90.12
			110-09-56501-259-569	02/15 922 49 ST	80.00
				..... CHECK TOTAL	972.12
147245	3/06	NEW FLYER	520-09-50201-347-000	02/15-BUS PARTS	381.55
147246	3/06	VIKING ELECTRIC SUPPLY	110-05-55109-344-000	02/15-PA ELECTRICAL	297.00
			110-05-55109-344-000	02/15-PA ELECTRICAL	260.65
			110-05-55109-344-000	02/15-PA ELECTRICAL	182.78
			520-09-50201-235-000	02/15-TD ELECTRICAL	83.88
			110-05-55109-344-000	02/15-PA ELECTRICAL	33.61
			110-03-53109-375-000	02/15-ST ELECTRICAL	4.36
				..... CHECK TOTAL	862.28

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147247	3/06	HWY C SERVICE	520-09-50201-347-000	PARTS FOR TOOLCAT	2,632.75
			501-09-50105-344-000	02/15-SW SERVICE/PAR	234.70
			630-09-50101-393-000	02/15-SW SERVICE/PAR	115.44
			501-09-50105-235-000	02/15-SW SERVICE/PAR	106.98
			501-09-50105-235-000	02/15-SW SERVICE/PAR	32.35
			630-09-50101-393-000	02/15-SE#3122 PARTS	14.45
				..... CHECK TOTAL	3,136.67
147248	3/06	INTERSTATE ELECTRIC SUPPLY	521-09-50101-375-000	02/15-AR ELECTRICAL	272.30
			110-01-51801-389-000	02/15-MB ELECTRICAL	52.72
			110-01-51801-389-000	02/15-MB ELECTRICAL	27.76
				..... CHECK TOTAL	352.78
147249	3/06	KENOSHA JOINT SERVICES	110-02-52111-251-000	03/15 JOINT SERVICES	224,412.75
			110-02-52202-251-000	03/15 JOINT SERVICES	56,103.25
				..... CHECK TOTAL	280,516.00
147250	3/06	KENOSHA CITY EMPLOYEE'S	110-00-21562-000-000	03/06/15 CITY HRLY	9,687.80
			110-00-21562-000-000	03/06/15 WATER HRLY	3,185.62
			110-00-21562-000-000	03/06/15 MUSEUM HRLY	15.00
				..... CHECK TOTAL	12,888.42
147251	3/06	KENOSHA NEWS	110-00-21104-000-000	02/15 WESTOWN LIC	23.54
			110-01-50101-321-000	2/2/15 READ ORDS	17.07
			110-01-50101-321-000	2/6/15 READ ORDS	13.73
				..... CHECK TOTAL	54.34
147252	3/06	KENOSHA UNIFIED SCHOOL	110-05-55109-221-000	AMECHE ELEC 11/14	148.48
			110-05-55109-221-000	AMECHE ELEC 01/15	145.34
				..... CHECK TOTAL	293.82
147253	3/06	AMERICAN PLANNING ASSOC	110-01-51601-323-000	MEMBERSHIP B WILKE	290.00
147254	3/06	BADGER TRUCK CENTER	630-09-50101-393-000	02/15 SE #2838 PARTS	58.48
147255	3/06	WILLKOMM INC., JERRY	630-09-50101-391-000	02/15 CE UNLEADED GA	15,425.93
147256	3/06	WE ENERGIES	110-03-53109-221-000	#9 01/20-02/18	4,447.57
			110-03-53109-221-000	#9 01/19-02/17	1,554.26
			110-03-53109-221-000	#9 01/15-02/15	1,147.75
			110-02-52203-221-000	#9 01/15-02/13	1,086.49
			110-03-53109-221-000	#9 01/13-02/11	797.64
			110-03-53109-221-000	#9 12/18-01/22	719.49
			110-02-52203-221-000	#9 01/15-02/15	613.15
			110-02-52203-222-000	#9 01/14-02/12	491.36
			110-05-55109-221-000	#9 01/20-02/18	423.09
			110-03-53103-221-000	#9 01/14-02/12	387.53
			110-02-52203-222-000	#9 01/15-02/15	298.64
			110-05-55109-221-000	#9 01/14-02/12	284.37

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
			110-05-55109-221-000	#9 01/19-02/17	161.39
			110-05-55102-221-000	#9 01/19-02/17	152.34
			110-03-53109-221-000	#9 01/14-02/12	139.89
			110-01-51802-222-000	#9 912 35TH ST	90.80
			110-05-55109-221-000	#9 01/15-02/13	82.36
			110-03-53109-221-000	#9 01/21-02/19	56.01
			110-05-55109-221-000	#9 12/15-02/17	55.94
			110-05-55102-221-000	#9 01/18-02/16	52.46
			110-05-55109-222-000	#9 01/14-02/12	52.14
			110-05-55109-221-000	#9 01/21-02/19	45.67
			632-09-50101-221-000	#9 01/20-02/18	42.36
			519-09-50106-221-000	#9 01/14-02/12	35.71
			110-05-55109-221-000	#9 01/13-02/11	32.86
			110-05-55109-221-000	#9 09/15-02/17	13.50
			110-05-55109-221-000	#9 11/11-02/16	83.42CR
				..... CHECK TOTAL	13,181.35
147257	3/06	WE ENERGIES	217-06-51610-259-000	#5785352 UTILITIES	92.38
			217-06-51611-259-000	#5785358 UTILITIES	91.84
			217-06-51612-259-000	#5785356 UTILITIES	90.24
			758-09-51607-259-000	1/06-2/4/15 UTILS	87.12
			217-06-51615-259-000	#5785357 UTILITIES	85.96
				..... CHECK TOTAL	447.54
147258	3/06	CHIEF CORPORATION	110-02-52109-365-000	NIK TEST E	69.16
147259	3/06	AT&T	110-02-52203-225-000	2/22-3/21 REPEATERS	413.26
147260	3/06	CHASE BANK KENOSHA	110-00-21513-000-000	03/06/15 DEDUCTIONS	18,267.31
			110-00-21511-000-000	03/06/15 DEDUCTIONS	10,618.40
			110-00-21612-000-000	03/06/15 DEDUCTIONS	10,618.31
			110-00-21614-000-000	03/06/15 DEDUCTIONS	2,667.10
			110-00-21514-000-000	03/06/15 DEDUCTIONS	2,667.05
				..... CHECK TOTAL	44,838.17
147261	3/06	WIS DEPT OF TRANSPORTATION	402-11-51403-219-000	3240-09-00 DESIGN	3,594.97
147262	3/06	LINCOLN CONTRACTORS SUPPLY	501-09-50105-235-000	02/15 SW TOOLS AND S	60.41
			110-03-53110-389-000	02/15 ST TOOLS AND S	53.88
			110-03-53110-361-000	02/15 ST TOOLS AND S	18.39
				..... CHECK TOTAL	132.68

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147263	3/06	SOUTHPORT HEATING & COOLING	633-09-50101-241-000	INSTALL DUCTWORK	4,975.00
147264	3/06	GENFARE	520-09-50201-347-000	02/15-TD FARE BOX PA	77.12
147265	3/06	LAKESIDE INTERNATIONAL TRUCK	630-09-50101-393-000	01/15-CE PARTS/MATER	10,320.61
			520-09-50106-341-000	01/15-BUS PARTS/MATE	1,525.92
			520-09-50201-347-000	01/15-TD BUS PARTS/M	533.90
			520-09-50401-347-000	01/15-BUS PARTS/MATE	400.00
			206-02-52205-344-000	01/15-FD PARTS/MATER	154.86
				..... CHECK TOTAL	12,935.29
147266	3/06	CINTAS CORP.	110-02-52101-219-000	02/15-PD PURGE SVC	10.70
147267	3/06	SCHREIBER ANDERSON ASSOC.	405-11-51517-589-830	12/14 VELODROME	5,215.50
			405-11-51517-589-830	01/15 VELODROME	274.50
				..... CHECK TOTAL	5,490.00
147268	3/06	US CELLULAR	110-05-55101-226-000	02/15 PA-CELL AIRTM	7.40
			110-05-55101-226-000	02/15 PA-CELL AIRTM	5.20
			110-05-55101-226-000	02/15 PA-CELL AIRTM	1.25
				..... CHECK TOTAL	13.85
147269	3/06	CUMMINS NPOWER, LLC	520-09-50201-347-000	02/15 TD PARTS/SERVI	230.32
			520-09-50201-347-000	02/15 TD PARTS/SUPP	184.42
			520-09-50201-347-000	02/15 TD PARTS/SERVI	183.28
			520-09-50201-347-000	02/15 TD PARTS/SERVI	168.75
			520-09-50201-347-000	02/15 TD PARTS/SERVI	159.12
			630-09-50101-393-000	02/15 SE #8700 PARTS	95.50
			520-09-50201-347-000	02/15 TD PARTS/SUPP	43.38
			520-09-50201-347-000	02/15 TD CREDIT PART	110.00CR
				..... CHECK TOTAL	954.77
147270	3/06	MALSACK, J	463-11-51402-219-000	2/15 SNOW PRSL "A"	1,477.25
			461-11-51401-581-000	2/15 SNOW PRSL "C"	1,477.25
			463-11-51402-219-000	2/15 SNOW PRSL "D"	855.00
			463-11-51402-219-000	2/15 5706 8 AV SNOW	355.04
			217-06-51615-259-000	#5785520 2/15 SNOW	171.19
			217-06-51613-259-000	#5785520 2/15 SNOW	171.19
			217-06-51612-259-000	#5785520 2/15 SNOW	171.19
			217-06-51611-259-000	#5785520 2/15 SNOW	171.19
			217-06-51610-259-000	#5785520 2/15 SNOW	171.19
			217-06-51602-259-000	#5785520 2/15 SNOW	171.19
			758-09-51608-259-000	2/15 SNOW REMOVAL	162.62
			758-09-51607-259-000	2/15 SNOW REMOVAL	162.62
			461-11-51401-581-000	2/15 4603 37 AV SNOW	31.87
			461-11-51401-581-000	2/15 4828 37 AV SNOW	31.35
				..... CHECK TOTAL	5,580.14

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147271	3/06	JENSEN TOWING	110-02-52103-219-000	02/15 15-027091 TOW	45.00
			110-02-52103-219-000	02/15 15-027091 TOW	45.00
			110-02-52103-219-000	02/14 15-020706 TOW	15.00
				..... CHECK TOTAL	105.00
147272	3/06	JOHNSON BANK	110-00-21532-000-000	03/06/15 CITY HRLY	1,130.00
			110-00-21532-000-000	03/06/15 WATER HRLY	454.62
				..... CHECK TOTAL	1,584.62
147273	3/06	WIS CONCRETE PAVEMENT ASSOC	501-09-50105-264-000	REG-VUJOVIC 3/19/15	35.00
			501-09-50105-264-000	REG-BARBER 3/19/15	35.00
			501-09-50105-264-000	REG-HAYEK 3/19/15	35.00
			501-09-50105-264-000	REG-VUJOVIC 3/12/15	35.00
			501-09-50105-264-000	REG-BARBER 3-12/15	35.00
			501-09-50105-264-000	REG-HAYEK 3/12/15	35.00
				..... CHECK TOTAL	210.00
147274	3/06	STEPP EQUIPMENT CO.	630-09-50101-393-000	02/15-SE#2838 PARTS/	81.74
147275	3/06	INDUSTRIAL ROOFING SVCS INC	415-11-51401-219-000	SIMMONS LIB. ROOF	6,260.10
			415-11-51201-219-000	SIMMONS LIB ROOF	5,551.50
				..... CHECK TOTAL	11,811.60
147276	3/06	CDW-G	520-09-50201-246-000	12/14 TD COMPUTER EQ	971.48
			520-09-50201-246-000	12/14 TD COMPUTER EQ	430.32
				..... CHECK TOTAL	1,401.80
147277	3/06	MCI SERVICE PARTS INC.	520-09-50201-347-000	02/15-GMC COACH PART	359.56
147278	3/06	CHAPTER 13 TRUSTEE	110-00-21581-000-000	03/06/15 DEDUCTION	104.00
			110-00-21581-000-000	03/06/15 DEDUCTION	87.00
			110-00-21581-000-000	03/06/15 DEDUCTION	45.00
				..... CHECK TOTAL	236.00
147279	3/06	ULINE	110-01-51601-311-000	02/15-CD SUPPLIES	38.99
147280	3/06	MSC INDUSTRIAL SUPPLY	520-09-50201-347-000	02/15-TD SHOP SUPPLI	418.24
			520-09-50201-347-000	02/15-TD SHOP SUPPLI	225.51
				..... CHECK TOTAL	643.75

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147281	3/06	MENARDS (KENOSHA)	110-03-53107-344-000	02/15 ST MERCHANDISE	368.42
			110-02-52203-382-000	02/15 FD #5 MERCHAND	281.58
			110-05-55109-357-000	02/15 PA MERCHANDISE	160.51
			110-03-53103-344-000	02/15 ST MERCHANDISE	104.38
			110-01-51801-389-000	02/15 MB MERCHANDISE	45.38
			110-05-55109-344-000	02/15 PA MERCHANDISE	39.64
			110-01-51801-357-000	02/15 MB MERCHANDISE	29.87
			501-09-50105-344-000	02/15 SW MERCHANDISE	27.97
			110-02-52203-357-000	01/15 FD #3 MERCHAND	23.94
			520-09-50202-249-000	02/15 TD MERCHANDISE	20.97
				..... CHECK TOTAL	1,102.66
147282	3/06	AMERICAN PUBLIC WORKS ASSOC	110-03-53101-264-000	BILLINGSLEY 4/12-15	490.00
147283	3/06	SUTPHEN CORPORATION	110-02-52203-344-000	02/15 PARTS & SERVIC	1,062.20
147284	3/06	CONSOLIDATED DOORS INC	110-05-55109-246-000	373 TRANSMITTERS	105.00
147285	3/06	POSITIVE IMPACT ADVERTISING	411-11-51302-219-000	CERAMIC MUGS	649.64
			411-11-51302-219-000	IMPRINT CHARGE	60.00
				..... CHECK TOTAL	709.64
147286	3/06	KATANA FORENSICS INC.	717-09-50101-316-000	MAINTENANCE-LANTERN	350.00
147287	3/06	KASDORF, LEWIS & SWIETLIK	520-09-50101-161-000	11/14-2/15 W/C	2,380.80
			110-09-56405-212-000	1/30-2/9/15 W/C	258.90
				..... CHECK TOTAL	2,639.70
147288	3/06	WIS SCTF	110-00-21581-000-000	03/06/15 HRLY DEDUCT	1,030.85
147289	3/06	ALL KOOL RADIATOR REPAIR	630-09-50101-393-000	02/15 SE RADIATOR RE	1,192.50
147290	3/06	NATIONAL ELEVATOR INSP SVS	520-09-50202-246-000	INSPECTION METRA STN	89.00
147291	3/06	STATE OF WISCONSIN	110-05-55109-241-000	BOILER PERMIT FEE	50.00
147292	3/06	BOUND TREE MEDICAL, LLC	206-02-52205-318-000	02/15 FD MEDICAL SUP	303.00
147293	3/06	CARLIN HORTICULTURAL	110-05-55103-353-000	18-081 FAFARD #2 MIX	3,929.40
			110-05-55103-353-000	PLASTIC LABEL	50.75
			110-05-55103-353-000	PLASTIC LABEL	50.75
			110-05-55103-353-000	SQUARE CONTAINERS	48.84
				..... CHECK TOTAL	4,079.74

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147294	3/06	GILLIG CORPORATION	520-09-50201-347-000	MISC. BUS PARTS	2,542.68
			520-09-50201-347-000	MISC. BUS PARTS	1,472.44
			520-09-50201-347-000	02/15-BUS PARTS	223.98
				..... CHECK TOTAL	4,239.10
147295	3/06	MUNCIE TRANSIT SUPPLY	520-09-50201-347-000	02/15-TD COACH PARTS	1,021.09
147296	3/06	TASER INTERNATIONAL	110-02-52103-365-000	CARTRIDGE, 25'	1,394.10
			110-02-52103-365-000	HOLSTER, BLACKHAWK,	532.50
				..... CHECK TOTAL	1,926.60
147297	3/06	AIRGAS NORTH CENTRAL	206-02-52205-389-000	02/15 FD #4 INDUSTRI	103.49
			206-02-52205-389-000	01/15 FD #4 INDUSTRI	87.40
			110-05-55109-235-000	01/15 PA INDUSTRIAL	81.40
			206-02-52205-344-000	01/15 FD #4 INDUSTRI	37.20
				..... CHECK TOTAL	309.49
147298	3/06	GRAEF	405-11-51517-589-830	DESIGN-WASH PARK	10,444.00
			405-11-51107-219-000	DESIGN-WASH PARK	3,756.00
				..... CHECK TOTAL	14,200.00
147299	3/06	RED THE UNIFORM TAILOR	110-02-52206-367-000	02/15 FD-UNIFORMS	163.70
			110-02-52206-367-000	02/15 FD-UNIFORMS	163.70
			110-02-52206-367-000	02/15 FD-UNIFORMS	163.70
			110-02-52206-367-000	02/15 FD-UNIFORMS	163.70
			110-02-52206-367-000	02/15 FD-UNIFORMS	160.70
			110-02-52206-367-000	02/15 FD-UNIFORMS	160.70
			110-02-52103-367-000	01/15 PD-UNIFORMS	143.90
			110-02-52103-367-000	02/15 PD-UNIFORMS	127.90
			110-02-52103-367-000	02/15 PD-UNIFORMS	90.90
			110-02-52103-367-000	01/15 PD-UNIFORMS	87.98
			520-09-50101-367-000	02/15 TD-UNIFORMS	72.28
			520-09-50101-367-000	02/15 TD-UNIFORMS	65.08
			520-09-50101-367-000	02/15 TD-UNIFORMS	36.14
				..... CHECK TOTAL	1,600.38
147300	3/06	UNITED HEALTHCARE INSURANCE	110-00-21534-000-000	03/15 DEDUCTS	1,324.95
147301	3/06	SOUTHPORT MARINA	110-05-55109-221-000	12/14 EMON REIMBURSE	2,174.42

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147302	3/06	WIS DEPT OF REVENUE	110-01-50901-323-000	KRYSTOWIAK-RECERT	20.00
147303	3/06	IOD INCORPORATED	110-02-52102-219-000	#15-013231 RECORDS	12.17
147304	3/06	KENOSHA EMERGENCY PHYSICIANS	110-09-56405-161-000	1/9/15 W/C	303.30
147305	3/06	UNITED OCC MEDICINE	110-09-56405-161-000	1/15/15 W/C	259.20
147306	3/06	AURORA HEALTH CARE	110-09-56405-161-000	1/9/15 W/C	1,105.00
			110-09-56405-161-000	1/7/15 W/C	321.30
			110-09-56405-161-000	1/14/15 W/C	267.75
			110-09-56405-161-000	12/31/14 W/C	254.15
			110-09-56405-161-000	1/12/15 W/C	179.35
			110-09-56405-161-000	1/7/15 W/C	68.00
				..... CHECK TOTAL	2,195.55
147307	3/06	GENEX SERVICES INC	110-09-56405-161-000	2/23-24/15 W/C	519.00
147308	3/06	HEALTHPORT	110-09-56405-161-000	2/19/15 W/C	21.50
147309	3/06	LGIP MUSEUM	110-00-21805-000-000	3/2/15 WIRE TRANS	139,000.00
147310	3/06	PATRENETS, HEATHER R	110-02-52102-219-000	#15-017692	43.75
147311	3/06	FRANKLIN FINANCIAL	110-00-21581-000-000	03/06/15 DEDUCTION	30.83
147312	3/06	REED, DEANDRE L	110-00-21111-000-000	FINE PMT #V798052	114.00
147313	3/06	PRATT, FELICIA J	110-00-21111-000-000	FINE PMT #S568831	336.80
147314	3/06	POMPY, DEMARIUS T	110-00-21111-000-000	FINE PMT #I962501	60.30
147315	3/06	KRAMER, TIMOTHY R	110-00-21111-000-000	FINE PMT #I497076	98.80
147316	3/06	WALLACE, DASIA I	110-00-21111-000-000	FINE PMT #N591108	124.00
147317	3/06	SMYTH, NYSSA M	110-00-21111-000-000	FINE PMT #V712805	114.00
147318	3/06	MEDINA, ALEJANDRO J	110-00-21111-000-000	FINE PMT #S565627	28.73

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147319	3/06	LOPEZ-TINOCO, ANTONIO	110-00-21111-000-000	FINE PMT#T534134	75.00
147320	3/06	KAPPLEHOFF, ADAM M	110-00-21111-000-000	FINE PMT #U123366	73.60
147321	3/06	JACKSON, BRITINY N	110-00-21111-000-000	FINE PMT #U126909	25.00
147322	3/06	HERNANDEZ-HERNANDEZ, ALFREDO	110-00-21111-000-000	FINE T537097	130.80
147323	3/06	GARCIA, LAURA	110-00-21111-000-000	FINE 1217243	160.80
147324	3/06	CASSITY, MICHAEL T	110-00-21111-000-000	FINE U127850	91.23
147325	3/06	GERMANN, TIFFINY	110-09-56404-719-000	VEH DMG 2/13/15	335.34
147326	3/06	KOBER, DAN	402-11-51404-586-000	SIDEWALK REPAIR	630.00
147327	3/06	PRASSER, ELIZABETH	110-00-46588-000-000	CANCEL RENTAL 8/29	100.00
147328	3/06	SALERNO, STUART D	110-00-21111-000-000	FINE T534724	40.68
147329	3/06	LANDMARK TITLE CORP.	110-00-21106-000-000	2014 TAX REFUND	63.41
147330	3/06	LOOMIS, ROBERT & MELANIE	110-00-21106-000-000	2014 TAX REFUND	135.26
147331	3/06	SOUTHPORT BANK	110-00-21106-000-000	2014 TAX REFUND	20.00
147332	3/06	CAPUTO, BRENT	110-00-21106-000-000	2014 TAX REFUND	6.62
147333	3/06	NOVA TITLE & CLOSING SERVICE	110-00-21106-000-000	2014 TAX REFUND	917.60
147334	3/06	ELROD, LINNEA	110-00-21106-000-000	2014 TAX REFUND	529.09
147335	3/06	STRELOW, MATTHEW E.	110-02-52102-316-000	ADOBE SYSTEMS	23.88
147336	3/06	WIENKE, DANIEL	110-02-52107-263-000	2/26/15 MT PLEASANT	8.00
147337	3/06	SAGEDAL, BRENT	110-02-52107-263-000	2/26/15 MT PLEASANT	8.00
147338	3/06	HAMILTON, WILLIE	110-02-52103-263-000	2/19/15 WINNEBAGO	12.00

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147339	3/06	CLARK, KAREN	520-09-50101-367-000	2015 UNIFORM ALLOW	100.00
147340	3/06	KUKOWSKI, ERIC	110-02-52103-263-000	02/22/15 WINNEBAGO	12.00
147341	3/06	SMITH, MYLES	110-02-52103-263-000	02/22/15 WINNEBAGO	12.00
147342	3/06	ROBINSON, CURTIS	110-00-15202-000-000	2/4-3/3/15 PPD	1,288.00
147343	3/11	WISCONSIN STEAM CLEANER	110-05-55109-235-000	01/15-REPAIRS	334.37
			110-05-55109-235-000	01/15-PREVENT MAINT	125.00
				..... CHECK TOTAL	459.37
147344	3/11	NEW FLYER	520-09-50201-347-000	02/15-BUS PARTS	12.15
147345	3/11	WE ENERGIES	110-03-53109-221-000	02/15 STREET LIGHTS	62,830.68
			110-05-55109-221-000	02/15 STREET LIGHTS	264.84
				..... CHECK TOTAL	63,095.52
147346	3/11	VIKING ELECTRIC SUPPLY	110-03-53109-375-000	02/15-ST ELECTRICAL	12.74
			110-05-55109-344-000	02/15-PA ELECTRICAL	11.29
				..... CHECK TOTAL	24.03
147347	3/11	SHOPKO STORES	110-02-52203-382-000	02/15-FD#7 MERCHANDI	170.83
			110-02-52103-311-000	02/15-PD MERCHANDISE	13.96
				..... CHECK TOTAL	184.79
147348	3/11	WIS DEPT OF REVENUE	110-00-21512-000-000	02/16-28/15 DEDUCT	101,077.66
147349	3/11	STREICHER'S POLICE EQUIPMENT	110-02-52103-365-000	.40 S&W PRACTICE	8,550.00
147350	3/11	BROOKS TRACTOR, INC.	630-09-50101-393-000	02/15 #2300 PARTS	1,837.94
			630-09-50101-393-000	0215 PARTS CREDIT	1,599.60CR
				..... CHECK TOTAL	238.34
147351	3/11	DON'S AUTO PARTS	110-02-52203-344-000	02/15 FD-PARTS/MTRL	36.75
147352	3/11	KENOSHA WATER UTILITY	110-00-46908-999-000	12/12/14 HYDRANT	2,791.05
			110-00-46901-999-000	09/14/14 DED	2,500.00
			110-00-46901-999-000	12/12/14 DED	2,500.00
			110-00-46908-999-000	09/14/14 HYDRANT	2,145.44
				..... CHECK TOTAL	9,936.49

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147353	3/11	DOVER FLAG & MAP	630-09-50101-393-000	UNITED STATES FLAGS	1,694.74
147354	3/11	LARK UNIFORM, INC.	110-02-52103-367-000	02/15 #417 UNIFORM T	110.90
147355	3/11	FELD BODY SHOP ROLF INC.	520-09-50201-344-000	PAINT BODY PANELS	508.00
147356	3/11	DREAMSCAPE LAWN CARE	110-09-56501-259-566	2/15 704 75 ST-SNOW	197.25
			110-09-56501-259-566	2/15 7415 43 AV-SNOW	45.75
			110-09-56501-259-566	2/15 2749 84 ST-SNOW	37.50
				..... CHECK TOTAL	280.50
147357	3/11	BADGER TRAILER & EQUIPMENT	520-09-50201-347-000	02/15 TD-A/C PARTS	282.25
147358	3/11	FEDEX	110-01-51306-312-000	2/4 PW-SCAN AMERICA	14.49
147359	3/11	KENOSHA ACHIEVEMENT CENTER	520-09-50301-258-000	03/15 SPCL TRANSPRT	21,334.00
			520-09-50301-258-000	03/15 WKND DISPATCH	583.00
			520-09-50301-258-000	03/15 METRA BACK UP	166.00
				..... CHECK TOTAL	22,083.00
147360	3/11	TDS	110-01-51801-227-000	03/15 PHONE SERVICE	5,149.53
			110-00-15202-000-000	03/15 PHONE SERVICE	2,140.75
			520-09-50301-227-000	03/15 PHONE SERVICE	772.99
			110-03-53103-227-000	03/15 PHONE SERVICE	543.68
			110-00-14401-000-000	03/15 PHONE SERVICE	447.82
			632-09-50101-227-000	03/15 PHONE SERVICE	394.44
			521-09-50101-227-000	03/15 PHONE SERVICE	345.76
			110-05-55109-227-000	03/15 PHONE SERVICE	339.36
			501-09-50101-227-000	03/15 PHONE SERVICE	225.74
			110-03-53116-227-000	03/15 PHONE SERVICE	204.28
			520-09-50401-227-000	03/15 PHONE SERVICE	142.25
			110-02-52108-225-000	03/15 PHONE SERVICE	132.34
			110-02-52110-227-000	03/15 PHONE SERVICE	102.79
			524-05-50101-227-000	03/15 PHONE SERVICE	95.87
			520-09-50202-227-000	03/15 PHONE SERVICE	70.73
			110-02-52203-227-000	03/15 PHONE SERVICE	68.88
			206-02-52205-227-000	03/15 PHONE SERVICE	67.54
			110-02-52108-225-000	03/15 PHONE CALLS	57.65
			110-05-55111-227-000	03/15 PHONE SERVICE	45.92
			110-02-52110-225-000	03/15 PHONE CALLS	33.13
			110-01-51801-225-000	03/15 PHONE CALLS	17.84
			520-09-50301-225-000	03/15 PHONE CALLS	7.18
			110-03-53103-225-000	03/15 PHONE CALLS	1.56
			632-09-50101-225-000	03/15 PHONE CALLS	1.28
			501-09-50101-225-000	03/15 PHONE CALLS	.56
			110-03-53116-225-000	03/15 PHONE CALLS	.40
			524-05-50101-225-000	03/15 PHONE CALLS	.28
			110-05-55111-225-000	03/15 PHONE CALLS	.09
			110-05-55109-225-000	03/15 PHONE CALLS	.09
				..... CHECK TOTAL	11,410.73

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147361	3/11	OFFICEMAX	110-01-51901-311-000	02/15-CT#3100 OFFICE	118.40
			110-01-51101-311-000	02/15-FN#3115 OFFICE	64.58
			110-01-51601-311-000	02/15-CD#3108 OFFICE	58.36
			520-09-50106-311-000	02/15-TD#3119 OFFICE	40.68
			110-03-53101-311-000	02/15-PW#3113 OFFICE	33.33
			110-01-50301-311-000	02/15-LE#3114 OFFICE	5.87
			631-09-50101-311-000	02/15-EN#3110 OFFICE	5.06
			110-01-51101-311-000	02/15-FN#3115 RETURN	18.88CR
				..... CHECK TOTAL	307.40
147362	3/11	ZAK, PAUL	110-02-52203-165-000	03/15 BENEFITS	861.97
147363	3/11	INDUSTRIAL MARKETING	630-09-50101-393-000	01/15-SWEEPER PARTS	1,416.04
147364	3/11	HOLLAND SUPPLY, INC.	521-09-50101-344-000	02/15-AR HYDRAULIC F	214.15
			501-09-50105-344-000	02/15-SW HYDRAULIC F	158.28
			630-09-50101-393-000	02/15-CE HYDRAULIC F	67.26
			110-02-52203-344-000	02/15-FD HYDRAULIC F	30.52
				..... CHECK TOTAL	470.21
147365	3/11	PARKSIDE TRUE VALUE HARDWARE	110-02-52203-357-000	01/15 FD MERCHANDISE	21.48
147366	3/11	MANDLIK & RHODES	501-09-50102-219-000	02/15 YW COUPON PRG	342.76
147367	3/11	LEONARD INC., A. M.	110-05-55103-353-000	INJECTOR	906.97
147368	3/11	PRO ELECTRIC	420-11-51307-589-000	GPS EVP SIGNAL	11,485.00
			420-11-51407-589-000	GPS EVP SIGNAL	1,501.07
				..... CHECK TOTAL	12,986.07
147369	3/11	HOERNEL LOCK & KEY, INC.	520-09-50106-389-000	02/15-TD LOCKS/KEYS	42.00
147370	3/11	LEE PLUMBING, INC.	110-01-51801-241-000	01/15 MB HVAC, PLUMB	900.00
			110-02-52203-341-000	01/15 FD #4 HVAC, PL	192.00
				..... CHECK TOTAL	1,092.00
147371	3/11	TOWN & COUNTRY GLASS	110-01-51801-389-000	02/15 GLASS REPAIR/S	9.96
147372	3/11	FRONTIER	110-02-52203-225-000	2/22-3/21/15 FIRE	42.05

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147373	3/11	US CELLULAR	501-09-50103-226-000	02/15 SW-CELL AIRTM	13.35
			501-09-50106-226-000	02/15 SW-CELL AIRTM	2.15
				..... CHECK TOTAL	15.50
147374	3/11	WASTE MANAGEMENT OF WI	110-03-53117-253-416	02/15 787.14 TONS	19,623.40
			110-03-53117-253-416	02/15 WDNR TONNAGE	10,232.82
			110-03-53117-253-417	02/15 FUEL SURCHARGE	1,148.64
			110-03-53117-253-417	02/15 4 CMPCT PULLS	716.04
			110-03-53117-253-417	02/15 27.27 TONS	679.84
			110-03-53117-253-417	02/15 WDNR TONNAGE	354.51
			110-03-53117-253-416	02/15 ENVIRO SURCHG	246.00
			110-03-53117-253-417	02/15 FUEL SURCHARGE	81.81
			110-03-53117-253-417	02/15 ENVIRO SURCHG	24.00
				..... CHECK TOTAL	33,107.06
147375	3/11	MID-STATE EQUIPMENT	521-09-50101-369-000	SNOWBLOWER	499.00
147376	3/11	PALMEN MOTORS	422-11-51405-561-000	2014 DODGE JOURNEY	17,627.00
147377	3/11	JENSEN TOWING	110-02-52103-219-000	02/15-#15-019426 TOW	70.00
147378	3/11	AUTUMN SUPPLY	520-09-50202-249-000	02/15 DISPL GLOVES	319.89
147379	3/11	APEX PRINT TECHNOLOGIES	110-01-51201-311-000	12/14 SET-UP CHARGES	500.00
147380	3/11	WRIGHT EXPRESS FSC	110-03-53109-341-000	02/15-ST CNG	20.60
			110-03-53103-341-000	02/15-ST CNG	5.15
				..... CHECK TOTAL	25.75
147381	3/11	MOHAWK MFG. & SUPPLY CO.	520-09-50201-347-000	02/15 BUS PARTS	1,968.60
			520-09-50201-347-000	02/15 BUS PARTS	3.60
				..... CHECK TOTAL	1,972.20
147382	3/11	STAPLES	110-02-52103-311-000	02/15 PD MISC OFFICE	328.21
			110-02-52103-311-000	02/15 PD MISC OFFICE	244.53
			110-02-52103-311-000	02/15 PD MISC OFFICE	230.29
			110-02-52103-311-000	02/15 PD MISC OFFICE	230.29
				..... CHECK TOTAL	1,033.32
147383	3/11	ULINE	110-05-55109-382-000	HAND SOAP	280.00
			110-05-55109-344-000	TRASH CAN BANDS	276.00
			110-05-55109-382-000	FLAT URINAL SCREEN	140.00
			110-05-55111-249-000	WET FLOOR SIGN	138.00
				..... CHECK TOTAL	834.00

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147384	3/11	MSC INDUSTRIAL SUPPLY	630-09-50101-393-000	02/15 CE #8514 FASTE	103.19
			110-02-52203-344-000	02/15 FD SUPPLIES/RE	28.23
				..... CHECK TOTAL	131.42
147385	3/11	WASTE MANAGEMENT	633-09-50101-253-000	03/15 LI WEEKLY PICK	98.14
			110-01-51801-246-000	03/15 MB PULL CHARGE	58.87
				..... CHECK TOTAL	157.01
147386	3/11	DIVERSIFIED PRINTING SERVICE	110-02-52103-311-000	PARKING TICKETS	2,084.67
147387	3/11	MENARDS (KENOSHA)	110-02-52203-382-000	02/15 FD #4 MERCHAND	305.96
			110-03-53103-389-000	02/15 ST MERCHANDISE	86.43
			110-02-52203-382-000	02/15 FD #4 MERCHAND	69.84
			110-05-55109-344-000	02/15 PA MERCHANDISE	54.06
			110-05-55109-361-000	02/15 MERCHANDISE	45.59
			110-01-51801-389-000	02/15 MB MERCHANDISE	41.10
			110-02-52203-382-000	02/15 FD #2 MERCHAND	29.75
			110-03-53103-389-000	02/15 ST MERCHANDISE	21.39
			110-05-55109-344-000	02/15 PA MERCHANDISE	16.95
			110-05-55109-361-000	02/15 PA MERCHANDISE	15.81
			110-02-52203-382-000	02/15 FD #3 MERCHAND	9.93
			110-03-53103-385-000	02/15 ST MERCHANDISE	6.54
				..... CHECK TOTAL	703.35
147388	3/11	MENARDS (KENOSHA)	520-09-50401-347-000	REISSUE CK #143477	171.95
			521-09-50101-371-000	REISSUE CK #143477	159.20
			110-03-53116-382-000	REISSUE CK #143477	112.31
			632-09-50101-389-000	REISSUE CK #143477	22.01
			110-03-53110-389-000	REISSUE CK #143477	12.87
			110-03-53110-361-000	REISSUE CK #143477	8.28
				..... CHECK TOTAL	486.62
147389	3/11	FEMA ENGINEERING LIBRARY	403-11-51409-589-000	HEC-RAC MODEL-PIKE	150.00
147390	3/11	PREVOST CAR (US) INC	520-09-50201-347-000	02/15 BUS PARTS	449.02
147391	3/11	GRAINGER	110-01-51801-389-000	02/15-MB PARTS/MATER	211.88
			521-09-50101-382-000	02/15-AR PARTS/MATER	107.40
			521-09-50101-361-000	02/15-AR PARTS/MATER	63.52
			521-09-50101-344-000	02/15-AR PARTS/MATER	26.22
			521-09-50101-385-000	02/15-AR PARTS/MATER	4.87
				..... CHECK TOTAL	413.89

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147392	3/11	FIRE DEPT SAFETY OFFICERS	110-02-52206-322-000	SAFETY PUBLICATIONS	225.00
147393	3/11	CMRS/PITNEY BOWES	110-01-51306-312-000	03/05/15 WIRE TRANS	10,000.00
147394	3/11	WHOLESALE DIRECT INC	110-02-52203-344-000	02/15 FD PARTS & MAT	113.72
			110-02-52204-344-000	02/15 FD PARTS & MAT	86.49
				..... CHECK TOTAL	200.21
147395	3/11	FOX VALLEY CHEMICAL CO	110-02-52203-382-000	02/15 FD-CONSUMABLE	486.00
			110-02-52203-382-000	02/15 FD-CONSUMABLE	220.70
			110-02-52203-382-000	02/15 FD-CONSUMABLE	187.70
			110-02-52203-382-000	02/15 FD-CONSUMABLE	73.07
				..... CHECK TOTAL	967.47
147396	3/11	RIMKUS, JASON	761-09-50101-111-000	03/01-15/15 SERVICE	1,971.70
			761-00-21514-000-000	03/01-15/15 SERVICE	28.59CR
			761-00-21599-000-000	03/01-15/15 SERVICE	98.56CR
			761-00-21512-000-000	03/01-15/15 SERVICE	98.60CR
			761-00-21511-000-000	03/01-15/15 SERVICE	122.25CR
			761-00-21513-000-000	03/01-15/15 SERVICE	227.00CR
				..... CHECK TOTAL	1,396.70
147397	3/11	PIRO, RALPH	761-09-50101-111-000	03/01-15/15 SERVICE	934.78
			761-00-21514-000-000	03/01-15/15 SERVICE	13.56CR
			761-00-21599-000-000	03/01-15/15 SERVICE	25.00CR
			761-00-21512-000-000	03/01-15/15 SERVICE	31.50CR
			761-00-21511-000-000	03/01-15/15 SERVICE	57.96CR
			761-00-21513-000-000	03/01-15/15 SERVICE	78.00CR
				..... CHECK TOTAL	728.76
147398	3/11	RED THE UNIFORM TAILOR	110-02-52206-367-000	02/15 FD-UNIFORMS	122.00
			110-02-52206-367-000	01/15 FD-UNIFORMS	83.40
			110-02-52206-367-000	02/15 FD-UNIFORMS	83.40
			110-02-52206-367-000	01/15 FD-UNIFORMS	83.40
			110-02-52206-367-000	02/15 FD-UNIFORMS	80.30
			110-02-52206-367-000	02/15 FD-UNIFORMS	80.30
			110-02-52206-367-000	02/15 FD-UNIFORMS	80.30
			110-02-52206-367-000	01/15 FD-UNIFORMS	77.30
			110-02-52206-367-000	02/15 FD-UNIFORMS	40.15
			110-02-52206-367-000	02/15 FD-UNIFORMS	40.15
			110-02-52206-367-000	02/15 FD-UNIFORMS	38.65
				..... CHECK TOTAL	809.35

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147399	3/13	A & B/ARO LOCK	110-01-51801-583-000	LABOR	262.00
			110-02-52203-361-000	02/15 FD SUPPLIES &	52.18
			110-02-52203-385-000	02/15 FD SUPPLIES &	6.73
			110-01-51801-389-000	02/15 MB SUPPLIES &	6.26
				..... CHECK TOTAL	327.17
147400	3/13	RNOW, INC.	630-09-50101-393-000	02/15-SE PARTS/MATER	194.49
147401	3/13	VIKING ELECTRIC SUPPLY	110-02-52203-344-000	02/15-FD ELECTRICAL	66.84
			110-02-52203-344-000	02/15-FD ELECTRICAL	56.40
			110-02-52203-344-000	02/15-FD ELECTRICAL	56.40
			110-02-52203-344-000	02/15-FD ELECTRICAL	11.14
				..... CHECK TOTAL	190.78
147402	3/13	HWY C SERVICE	110-05-55109-344-000	GATORLINE	1,553.80
			501-09-50106-344-000	02/15-PA SERVICE/PAR	77.74
			630-09-50101-393-000	02/15-SE CREDIT PART	316.09CR
				..... CHECK TOTAL	1,315.45
147403	3/13	JANTZ TOWING SERVICE	110-02-52103-219-000	02/15 15-017435 TOW	25.00
147404	3/13	CARDINAL HEALTH	206-02-52205-318-000	02/15 FD MEDICAL SUP	1,051.83
			206-02-52205-318-000	01/15 FD MEDICAL SUP	706.71
			206-02-52205-318-000	02/15 FD MEDICAL SUP	296.88
			206-02-52205-318-000	02/15 FD MEDICAL SUP	21.43
			206-02-52205-318-000	02/15 FD MEDICAL SUP	21.36
				..... CHECK TOTAL	2,098.21
147405	3/13	KENOSHA JOINT SERVICES	110-02-52103-341-000	02/15 PATRL FLT GAS	13,662.10
			110-02-52103-345-000	02/15 PATRL FLT MNT	3,395.32
			110-02-52102-341-000	02/15 DETCV FLT GAS	1,665.94
			110-02-52102-345-000	02/15 DETCV FLT MNT	1,473.65
			110-02-52109-341-000	02/15 SCU(KDOG) GAS	601.92
			110-02-52101-341-000	02/15 ADMIN FLT GAS	159.63
			110-02-52101-345-000	02/15 ADMIN FLT MNT	81.18
			110-02-52109-345-000	02/15 SCU(KDOG) MNT	15.54
				..... CHECK TOTAL	21,055.28
147406	3/13	KENOSHA CITY EMPLOYEE'S	110-00-21562-000-000	03/13/15 CITY SAL	36,376.36
			110-00-21562-000-000	03/13/15 CITY HRLY	9,677.80
			110-00-21562-000-000	03/13/15 WATER SAL	6,744.00
			110-00-21562-000-000	03/13/15 LIBRARY SAL	4,723.50
			110-00-21562-000-000	03/13/15 WATER HRLY	3,185.62
			110-00-21562-000-000	03/13/15 MUSEUM HRLY	15.00
				..... CHECK TOTAL	60,722.28

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147407	3/13	UNITED WAY OF KENOSHA COUNTY	110-00-21541-000-000	03/13/15 CITY SAL	729.00
			110-00-21541-000-000	03/13/15 LIBRARY SAL	173.00
			110-00-21541-000-000	03/13/15 WATER SAL	143.92
				..... CHECK TOTAL	1,045.92
147408	3/13	UNITED HOSPITAL SYSTEMS INC	110-00-15202-000-000	1/2-27/15 W/C	2,544.93
147409	3/13	KENOSHA POLICE & FIREMEN'S	110-00-21563-000-000	03/13/15 CITY SAL	83,332.00
			110-00-21563-000-000	03/13/15 WATER SAL	40.00
				..... CHECK TOTAL	83,372.00
147410	3/13	MINNESOTA LIFE INSURANCE	110-00-21533-000-000	04/15-PREMIUM	11,732.57
			110-09-56304-156-000	04/15-PREMIUM	5,813.16
			110-00-15601-000-000	04/15-PREMIUM	1,427.46
			110-00-15201-000-000	04/15-PREMIUM	860.71
			520-09-50101-156-000	04/15-PREMIUM	392.94
			110-00-15202-000-000	04/15-PREMIUM	329.54
			631-09-50101-156-000	04/15-PREMIUM	170.84
			110-00-14401-000-000	04/15-PREMIUM	109.33
			520-09-50105-156-000	04/15-PREMIUM	101.65
			521-09-50101-156-000	04/15-PREMIUM	81.76
			632-09-50101-156-000	04/15-PREMIUM	76.34
			520-09-50201-156-000	04/15-PREMIUM	40.44
			520-09-50401-156-000	04/15-PREMIUM	27.64
			520-09-50403-156-000	04/15-PREMIUM	26.68
			630-09-50101-156-000	04/15-PREMIUM	26.31
			501-09-50101-156-000	04/15-PREMIUM	24.84
			520-09-50301-156-000	04/15-PREMIUM	17.43
			501-09-50103-156-000	04/15-PREMIUM	5.89
				..... CHECK TOTAL	21,265.53
147411	3/13	AMERICAN STUDENT ASSISTANCE	110-00-21581-000-000	03/13/15 DEDUCTION	235.16
147412	3/13	OAKES & SON, INC., A. W.	420-11-51210-589-846	EST 2-THRU 2/3/15 BL	23,868.77
			497-11-50102-219-846	EST 2 THRU 2/3/15 BL	5,251.13
			420-11-51210-589-847	EST 2 THRU 2/3/15 BL	2,517.62
			497-11-50102-219-847	EST 2 THRU 2/3/15 BL	553.88
				..... CHECK TOTAL	32,191.40
147413	3/13	ZARNOTH BRUSH WORKS, INC.	501-09-50104-344-000	02/15 SWEEPER PARTS/	1,808.50

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147414	3/13	KENOSHA WATER UTILITY	110-00-21914-000-000	02/15-BILL COLLECT	18,234.89
			110-00-21913-000-000	01/15-TEMP PERMITS	16,619.32
			110-00-21915-000-000	01/15-SPECIAL ASSMT	6,274.07
			110-00-21914-000-000	01/15-BILL COLLECT	3,933.90
				..... CHECK TOTAL	45,062.18
147415	3/13	CHASE BANK KENOSHA	761-00-21513-000-000	02/15 KCM DEDUCTS	610.00
			761-00-21511-000-000	02/15 KCM DEDUCTS	360.42
			761-09-50101-158-000	02/15 KCM DEDUCTS	360.39
			761-00-21514-000-000	02/15 KCM DEDUCTS	84.30
			761-09-50101-158-000	02/15 KCM DEDUCTS	84.28
				..... CHECK TOTAL	1,499.39
147416	3/13	CHASE BANK KENOSHA	110-00-21513-000-000	03/13/15 DEDUCTIONS	209,270.23
			110-00-21511-000-000	03/13/15 DEDUCTIONS	84,394.02
			110-00-21612-000-000	03/13/15 DEDUCTIONS	84,393.46
			110-00-21514-000-000	03/13/15 DEDUCTIONS	25,911.05
			110-00-21614-000-000	03/13/15 DEDUCTIONS	25,910.47
				..... CHECK TOTAL	429,879.23
147417	3/13	DREAMSCAPE LAWN CARE	633-09-50101-259-000	02/15 SNOW/ICE RMVL	1,902.00
147418	3/13	OFFICEMAX	110-01-51901-311-000	02/15 CT #3122 OFFC	560.07
			110-01-50301-311-000	02/15 LE #3123 OFFC	85.15
			110-01-50301-311-000	02/15 LE #3109 OFFC	69.91
			631-09-50101-311-000	02/15 EN #3112 OFFC	16.76
			110-01-50301-311-000	03/15 LE #3109 OFFC	30.91CR
				..... CHECK TOTAL	700.98
147419	3/13	FIREFIGHTERS ASSOC/KENOSHA	110-00-21515-000-000	03/13/15 SAL DEDUCT	4,000.00
147420	3/13	WISCONSIN PARAMEDIC SEMINAR	206-02-52205-264-000	3 DAY SEMINAR	780.00
147421	3/13	LINCOLN CONTRACTORS SUPPLY	501-09-50105-361-000	02/15 SW TOOLS AND S	134.97
			501-09-50105-235-000	02/15 SW TOOLS AND S	36.00
				..... CHECK TOTAL	170.97
147422	3/13	KENOSHA FIREFIGHTER C.A.R.E.	110-00-21564-000-000	03/13/15 SAL DEDUCT	770.00
147423	3/13	HARRIS GOLF CARS SALES/SERV	524-05-50101-344-000	02/15-GOLFCART REPAI	176.22
			524-05-50101-344-000	02/15-GOLFCART REPAI	176.22
			524-05-50101-344-000	02/15-GOLFCART REPAI	71.94
				..... CHECK TOTAL	424.38

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147424	3/13	MANDLIK & RHODES	501-09-50102-219-000	03/15 YW COUPON PRG	11.88
147425	3/13	HALQUIST STONE CO	110-03-53103-354-000	LIMESTONE CHIPS	535.75
147426	3/13	JAMES IMAGING SYSTEMS, INC.	110-02-52201-232-000	03/15 MANGD PRINTER	317.64
			110-01-51601-232-000	03/15 MANGD PRINTER	190.17
			520-09-50301-232-000	03/15 MANGD PRINTER	105.65
			110-05-55101-232-000	03/15 MANGD PRINTER	105.65
			110-01-51201-232-000	03/15 MANGD PRINTER	105.65
			110-01-51101-232-000	03/15 MANGD PRINTER	105.65
			632-09-50101-232-000	03/15 MANGD PRINTER	84.52
			110-03-53103-232-000	03/15 MANGD PRINTER	84.52
			110-01-52001-232-000	03/15 MANGD PRINTER	84.52
			110-01-51303-232-000	03/15 MANGD PRINTER	84.52
			110-01-51102-232-000	03/15 MANGD PRINTER	84.52
			110-01-50901-232-000	03/15 MANGD PRINTER	63.39
			110-01-50301-232-000	03/15 MANGD PRINTER	63.39
			631-09-50101-232-000	03/15 MANGD PRINTER	42.26
			521-09-50101-232-000	03/15 MANGD PRINTER	42.26
			110-03-53116-232-000	03/15 MANGD PRINTER	42.26
			110-02-52103-232-000	03/15 MANGD PRINTER	42.26
			110-01-51301-232-000	03/15 MANGD PRINTER	42.26
			110-03-53101-232-000	03/15 MANGD PRINTER	21.13
			110-02-52201-232-000	03/15 MANGD PRINTER	21.13
				..... CHECK TOTAL	1,733.35
147427	3/13	PAGEL HYDRAULIC SERVICE	630-09-50101-393-000	02815-SE#2593 SERVIC	1,332.19
147428	3/13	WASTE MANAGEMENT OF WI	110-03-53117-253-417	02/15 COMPACTOR LEAS	760.15
147429	3/13	VERIZON WIRELESS	420-11-51210-589-846	1/19-2/18 KEP LINE	32.40
			497-11-50102-219-846	1/19-2/18 KEP LINE	7.12
				..... CHECK TOTAL	39.52
147430	3/13	PELION BENEFITS, INC.	110-00-21517-000-000	03/01-15/15 DEDUCTS	2,704.52
147431	3/13	WIS DEPT OF REVENUE	761-00-21512-000-000	02/15 KCM DEDUCTS	260.20
147432	3/13	JOHNSON BANK	110-00-21532-000-000	03/13/15 CITY SAL	26,342.63
			110-00-21532-000-000	03/13/15 WATER SAL	3,165.25
			110-00-21532-000-000	03/13/15 CITY HRLY	1,157.38
			110-00-21532-000-000	03/13/15 LIBRARY SAL	1,150.00
			110-00-21532-000-000	03/13/15 WATER HRLY	454.62
				..... CHECK TOTAL	32,269.88

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CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147433	3/13	CARQUEST AUTO PARTS	520-09-50201-347-000	02/15 TD PARTS/MATER	1,430.65
147434	3/13	GALLS, LLC	110-02-52103-369-000	FILTERS	4,357.60
147435	3/13	CHAPTER 13 TRUSTEE	110-00-21581-000-000	03/13/15 DEDUCTION	743.00
			110-00-21581-000-000	03/13/15 DEDUCTION	400.00
			110-00-21581-000-000	03/13/15 DEDUCTION	104.00
			110-00-21581-000-000	03/13/15 DEDUCTION	87.00
			110-00-21581-000-000	03/13/15 DEDUCTION	45.00
				..... CHECK TOTAL	1,379.00
147436	3/13	CENTRAL SAW AND MOWER	110-05-55109-344-000	02/15 PA PARTS & SER	42.82
147437	3/13	MINUTEMAN PRESS	110-03-53103-311-000	TRUCK OP CARDS	64.23
147438	3/13	LOGISTICS PLUS	205-03-53118-219-000	03/15-TIRE RECYCLING	1,300.00
			205-03-53118-219-000	02/15-TIRE RECYCLING	1,300.00
			205-03-53118-219-000	02/15-TIRE RECYCLING	1,300.00
				..... CHECK TOTAL	3,900.00
147439	3/13	DEMARK, KOLBE & BRODEK, SC	110-01-50101-219-000	01/15 LEGAL SERVICES	1,815.00
147440	3/13	MENARDS (KENOSHA)	110-05-55109-357-000	02/15 PA MERCHANDISE	333.07
			110-05-55109-357-000	02/15 PA MERCHANDISE	303.53
			110-03-53103-389-000	02/15 ST MERCHANDISE	258.04
			110-05-55109-344-000	02/15 PA MERCHANDISE	210.53
			110-03-53103-357-000	02/15 ST MERCHANDISE	43.92
			110-05-55109-344-000	02/15 PA MERCHANDISE	36.56
			110-05-55109-344-000	02/15 PA MERCHANDISE	34.81
			110-02-52203-357-000	02/15 FD #4 MERCHAND	32.97
			110-05-55109-344-000	02/15 PA MERCHANDISE	17.07
			110-03-53109-389-000	02/15 ST MERCHANDISE	8.95
				..... CHECK TOTAL	1,279.45
147441	3/13	PROSTAR SURFACES	110-05-55106-246-000	WATER-BASED FINISH	345.95
			110-05-55106-246-000	SQUEAKY CLEANER	75.68
			110-05-55106-246-000	STRONG CLEANER	49.87
			110-05-55106-246-000	FLOOR TREATMENT	33.30
				..... CHECK TOTAL	504.80

START DATE FOR SUMMARY: 3/01 END DATE FOR SUMMARY: 3/15

CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147442	3/13	DYNAMIC RECYCLING, INC	110-03-53117-253-000	02/15 RECYCL ELCTRN	1,253.35
			110-03-53117-253-000	02/15 RECYCL ELCTRN	859.68
				..... CHECK TOTAL	2,113.03
147443	3/13	WISCONSIN NONPROFITS ASSOC.	761-09-50101-323-000	2015 MEMBERSHIP	50.00
147444	3/13	BEST WESTERN PREMIER	206-02-52205-263-000	3/25-27 PARAMEDIC	233.98
			206-02-52205-263-000	3/25-27 PARAMEDIC	233.98
				..... CHECK TOTAL	467.96
147445	3/13	WIS SCTF	110-00-21581-000-000	03/13/15 SAL DEDUCT	10,685.13
			110-00-21581-000-000	03/13/15 HRLY DEDCT	1,031.99
				..... CHECK TOTAL	11,717.12
147446	3/13	ILLINOIS DEPT OF PUBLIC AID	110-00-21581-000-000	03/13/15 DEDUCTION	375.00
147447	3/13	CARE-PLUS DENTAL PLANS, INC	611-09-50101-155-525	04/15 PREMIUM	50,724.16
			611-09-50101-155-525	03/15 ADJUSTMENT	23.44
				..... CHECK TOTAL	50,747.60
147448	3/13	GRAINGER	110-05-55109-344-000	01/15-PA PARTS/MATER	196.60
			110-05-55109-344-000	02/15-PA PARTS/MATER	93.80
				..... CHECK TOTAL	290.40
147449	3/13	TIME WARNER CABLE	520-09-50301-233-000	03/15 TRANSIT-ROADRU	139.95
			110-01-51102-233-000	02/15 AIRPORT-ROADRU	139.95
			524-05-50101-219-000	03/15 GO MONTHLY CAB	34.50
			521-09-50101-219-000	02/15 CABLE CONTRACT	11.13
				..... CHECK TOTAL	325.53
147450	3/13	CINTAS CORP	632-09-50101-259-000	02/15 SE UNIFORM/GLO	498.63
			520-09-50201-367-000	02/15 TD UNIFORM/GLO	398.93
			110-02-52203-259-000	02/15 FD UNIFORM/GLO	231.17
				..... CHECK TOTAL	1,128.73
147451	3/13	LEE PLUMBING, HEATING AND	521-09-50101-241-000	REPLACE HUMIDIFIER	980.00
147452	3/13	HAPPENINGS MAGAZINE	222-09-50101-259-000	02/15 SNOW DAZE AD	282.00
147453	3/13	BUSCHE, JUDY LLC	501-09-50101-219-000	02/15 PROCESS SERVC	30.00

START DATE FOR SUMMARY: 3/01 END DATE FOR SUMMARY: 3/15

CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147454	3/13	CLEANCO	633-09-50101-243-000	02/15 JANITOR SERVC	970.25
			633-09-50101-243-000	01/15 JANITOR SERVC	970.25
				..... CHECK TOTAL	1,940.50
147455	3/13	GILLIG CORPORATION	520-09-50201-347-000	02/15-BUS PARTS	3,783.34
			520-09-50201-347-000	02/15-BUS PARTS	976.28
			520-09-50201-347-000	02/15-BUS PARTS	369.58
				..... CHECK TOTAL	5,129.20
147456	3/13	RIMKUS, JASON	761-09-50101-155-000	12/14-2/15 WPS INS	1,270.11
147457	3/13	FLANNERY FIRE PROTECTION INC	501-09-50105-246-000	REPLACE VALVE	782.50
			110-03-53103-246-000	REPLACE VALVE	782.50
				..... CHECK TOTAL	1,565.00
147458	3/13	RAY ALLEN MANUFACTURING CO	783-00-21995-000-000	PANT	364.99
			783-00-21995-000-000	SLEEVE	89.99
			783-00-21995-000-000	COLLAR	26.99
				..... CHECK TOTAL	481.97
147459	3/13	RADIO ENGINEERING INDUSTRIES	520-09-50201-347-000	02/15-TD PARTS/SERVI	1,904.73
147460	3/13	BROWN, DENNIS, M.D.	110-09-56405-161-000	2/20/15 W/C	1,500.00
147461	3/13	MEDICAL SYSTEMS INC	520-09-50101-161-000	2/16/15 W/C	1,290.00
147462	3/13	IHC - KENOSHA RADIOLOGY LLC	110-09-56405-161-000	10/29/14 W/C	46.80
147463	3/13	KENOSHA EMERGENCY PHYSICIANS	110-09-56405-161-000	10/29/14 W/C	303.30
147464	3/13	AURORA HEALTH CARE	110-09-56405-161-000	1/9/15 W/C	3,964.25
			110-09-56405-161-000	2/2/15 W/C	1,086.30
			110-09-56405-161-000	1/16/15 W/C	777.75
			110-09-56405-161-000	1/7/15 W/C	266.90
			110-09-56405-161-000	1/12/15 W/C	179.35
				..... CHECK TOTAL	6,274.55
147465	3/13	ATHLETIC & THERAPEUTIC INST.	110-09-56405-161-000	1/28/15 W/C	526.38
			110-09-56405-161-000	1/29/15 W/C	416.06
				..... CHECK TOTAL	942.44

START DATE FOR SUMMARY: 3/01 END DATE FOR SUMMARY: 3/15

CHECK #	CHECK DATE	VENDOR NAME	ACCOUNT	DESCRIPTION	AMOUNT
147466	3/13	MAXIMUM MEDICAL IMPROVEMENTS	110-09-56405-161-000	2/20/15 W/C	406.00
147467	3/13	EQUIAN LLC	520-09-50101-161-000	1/22/14 W/C	69.24
147468	3/13	STATE OF WISCONSIN	403-11-51510-587-000	DNR PERMIT	1,336.00
147469	3/13	RIZZO & DIERSEN, SC	110-00-21581-000-000	03/13/15 DEDUCTION	392.25
147470	3/13	WALSH, KATHLEEN	110-00-21106-000-000	2014 RE TAX OVERPAY	200.63
147471	3/13	NETCO TITLE COMPANY	110-00-21106-000-000	2014 TAX-5537 32 AV	1,383.78
147472	3/13	LUNCH LLC	110-00-21106-000-000	2014 RE TAX OVERPAY	388.20
147473	3/13	WALDSCHMIDT, JACOB	110-09-56405-166-000	PPD 10/9/14-3/6/15	6,976.65
147474	3/13	PAGE, BRIAN	110-09-56405-161-000	REIMB 2015 DEDUCTIBL	2,306.06

GRAND TOTAL FOR PERIOD ********** 2,293,576.46

RESOLUTION NO. _____

BY: THE MAYOR

RESOLUTION TO ADOPT THE CLASSIFICATION AND COMPENSATION STUDY RECOMMENDATIONS FROM CARLSON DETTMAN CONSULTING LLC

WHEREAS, the Common Council of the City of Kenosha approved funds within the City's 2014 operating budget to engage services with a compensation consulting firm to review its current classification and compensation plan; and

WHEREAS, the City hired the consulting firm of Carlson Dettmann Consulting, LLC(CDC) to perform a Classification and Compensation Study to review its current classification and compensation plans and propose a performance evaluation system for full-time, general non-represented and former AFSCME employees of the City of Kenosha; and

WHEREAS, CDC has submitted its recommendations to the City regarding a comprehensive review of City job classifications and compensation plan which are attached hereto as Exhibits A and B; and

WHEREAS, CDC's recommendations within the report include replacing the existing classification and compensation plan for covered classifications identified within the scope of the RFP with a proposed new compensation structure that includes classifications and compensation steps within the classifications; and

WHEREAS, CDC's recommendations within the report include amendment of the Table of Organization for the City of Kenosha; and

WHEREAS, the City Administration recommends that this new classification and compensation plan be implemented July 1, 2015, and that the Table of Organization for the City of Kenosha be modified accordingly; and

WHEREAS, The 2015 City operating budget adopted by the Common Council has sufficient funds allocated within to allow for implementation of the recommendations of CDC after July 1, 2015; and

WHEREAS, CDC recommends that the City allow for a formal appeal process as set forth in CDC's report.

NOW, THEREFORE, BE IT RESOLVED, that the Common Council of the City of Kenosha hereby adopts the written report of Carlson Dettmann Consulting, LLC, which is as attached hereto as Exhibit A, and directs that recommendations within it to amend the Table of Organization and the to replace the existing full-time employee compensation structure be implemented by City Administration effective July 1, 2015; and,

BE IT FURTHER RESOLVED, that all prior pay plans for affected employees are hereby rescinded effective June 30, 2015; and

BE IT FURTHER RESOLVED, that the position title changes and/or removal from the Classification Plan as identified in Exhibit B, which is attached hereto, are hereby approved; and

BE IT FURTHER RESOLVED, the implementation of this compensation structure will be accomplished by moving employees whose rate of pay as of June 30, 2015, does not exceed the maximum, proposed rate after July 1, 2015, for their classification either to the step that provides for at least a one and a half percent (1.5%) increase over their existing compensation before the implementation of the recommendation, with a minimum of two years City experience within an employee's current job classification to Step 3 of their classification, whichever is greater; and

BE IT FURTHER RESOLVED, that any affected employee whose rate of pay as of June 30, 2015, exceeds the maximum adopted rate for their classification shall have their wages frozen ("red circled") until such time that the pay structure, through future amendments or compensation increases for their classification, meets or exceeds their rate of pay as of June 30, 2015; and

BE IT FURTHER RESOLVED, that the City of Kenosha Common Council authorizes the Director of Finance to reserve the balances of 2015 budget dollars reserved in the various budgetary funds for implementation of the new compensation plan remaining after the plan implementation in 2015 to be used to continue the implementation of the plan in 2016.

BE IT FINALLY RESOLVED, that the City's determinations regarding position grading after the appeal process shall be final, except for those positions for which adjustments are made pursuant to the formal position classification review and for future modification in the future for good and substantial reasons by the City.

Adopted this _____ day of _____, 2015

ATTEST:_____, (City Clerk/Treasurer)
Debra Salas

APPROVED:_____, (Mayor)
Keith Bosman

FISCAL NOTE
CITY OF KENOSHA
DEPARTMENT OF FINANCE

PREPARED FOR: Finance Committee
Common Council

ITEM: Resolution regarding the Implementation of the Compensation and Classification Study

As part of the overall 2015 Operating Budget for the City of Kenosha which was adopted by the Common Council on November 25, 2014, $515,000 was placed in various salary reserves in order to fund the ultimate implementation of the Compensation and Classification Study.

Based on the estimated implementation total of $239,000 for the period July 1, 2015 through December 31, 2015, there are sufficient funds available in the 2015 Operating Budget. The result of a July 1, 2015 implementation will be a remaining balance of $276,000 in the salary reserve accounts at December 31, 2015.

Exhibit A

CLASSIFICATION/COMPENSATION STUDY

FINAL REPORT

APRIL 2, 2015

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Executive Summary

We have completed our comprehensive review of job classifications and compensation for approximately 212 City of Kenosha staff in accordance with the Scope of Work agreed upon by the City and Carlson Dettmann Consulting, LLC (CDC). This is the final report on our processes, findings, and recommendations of this project.

In terms of inclusion and exclusion, we need to note that following employees were not included in the project: library staff; unionized transit, police and firefighter staff; seasonal employees; and other positions specifically excluded by the City. Due to the independent decision-making authority of their governing bodies, employees of the Kenosha Water Utility and Kenosha Museum staff were covered under separate studies. [1]

The policy direction from the City was to develop a pay plan that is fair and competitive. In conjunction with this project, we have been working with the Human Resources Department on a comprehensive performance management system and work on this piece is expected to be completed in the near future.

The features of this pay plan and our policy recommendations are summarized as follows:

1. A pay plan that reduces the number of pay ranges and job classifications. The final number of pay ranges is 21, and the final number of classifications will be clearer as we finalize our work with the City.
2. The pay plan is anchored at the calculated range Control Points, using market estimates, for 46 City/Utility benchmark positions representing over 38% of the employee population and approximately 31% of the job classifications.
3. Market estimates are based on a thorough analysis of both private and public sector wage comparisons. Overall, the City is estimated to be paying at 98% of the average market estimate.
4. The pay plan is designed to maintain stability by providing a step-based system; each range has a spread of 28.6% (28.5% in some cases).
5. There are eleven pay steps from the pay range minimum rates to the maximum rates. Each step is 2.5% of the Control Point and progression through the range would occur annually, provided employee performance at least meets expectations.
6. All positions have been allocated to pay grades based upon current job documentation and the objective application of our point factor job evaluation system.
7. Excepting those that are deemed to be "red circled", employees shall be placed at the step in the proposed compensation plan that <u>is the greater of the following</u>: (1) Step 3, provided the employee has a minimum of 2 years in their current position; <u>OR</u> (2) the step that provides a minimum of a 1.5% increase from their current rate of pay. If a 1.5% increase would cause an employee to exceed the maximum rate of pay for their

[1] Although separate boards statutorily provide the oversight—and compensation decision-making—for both the Water Utility and Museum, we considered the possibility of using identical data and methodologies in arriving at our recommendations. However, the final product(s) ended in two different recommendations: (1) A pay plan utilizing the same regression line and market data for the City and Water Utility, and (2) a pay plan utilizing a different pay line and industry-specific data for the Museum. The rationale is discussed in more detail in the reports for these entities.

job, and they would not have been red-circled under the first option, they shall be placed at Step 11.

8. Employees currently paid at or above pay grade maximums would have their pay frozen, or "red-circled", until such time that their rate of pay falls within the wage schedule.
9. All employees affected by the compensation plan implementation would be eligible for their next Step increase on July 1, 2016.
10. We have reviewed the classification of positions according to the standards of the Fair Labor Standards Act (FLSA) as "exempt" or "non-exempt" from FLSA requirements.
11. As we wind down the project, we will also complete the review of the proper Equal Employment Opportunity (EEO) codes for purposes of federal reporting and recordkeeping, as well as providing recommended wording for updates to the Civil Service Ordinance and personnel policies consistent with the recommendations contained herein.
12. An appeals process, following adoption by the Common Council ("Council"), is being proposed to handle any corrections to classification allocations with final decisions on appeals to be made by the City.

Based on the City's costing estimates, the distribution of employees by step placement in the new pay plan would be as follows:

	Number of Employees	
Step 1	23	11%
Step 2	4	2%
Step 3	37	17%
Step 4	8	4%
Step 5	45	21%
Step 6	16	8%
Step 7	12	6%
Step 8	7	3%
Step 9	12	6%
Step 10	10	5%
Step 11	16	8%
Above	22	10%
Total	**212**	

The City is recommending implementation of the schedule on the first pay period in July 2015, according to the decision-rules stated above. The City estimates that the total cost of implementing this plan would be less than $250,000 in 2015, which we understand falls within the parameters established by the Council. Of course, as with any mid-year implementation, the full cost of implementation will be realized in the following year.

Introduction

The City of Kenosha retained Carlson Dettmann Consulting, LLC (CDC) to conduct a comprehensive review of its compensation system. The City and CDC agreed upon the following set of tasks to be completed in this project:

1. Quantitatively evaluate the job content of each job using a methodology that will construct a relative ranking of jobs.
2. Produce new classification and compensation plans, including pay, structure and fringe benefit schedules. These schedules should be internally equitable and competitive in external markets both public and private. Separate plans shall be provided for both the City of Kenosha and the Kenosha Water Utility.
3. Review all subject jobs and properly classify those jobs in accordance with current FLSA provisions relative to exempt and non-exempt status.
4. Recommend EEO classification codes.
5. Develop a best practices performance evaluation system creating a value added system for employees.
6. Review and recommend any changes to the current fringe benefit and compensation policies and administrative procedures, including the existing Civil Service Ordinance (Rules and Regulations).
7. Produce an overall plan and forms and procedures that are clear and understandable, in order to promote employee acceptance of the results of this study and implementation of consultant recommendations.
8. Review the current system and understand any problems with the current system and to present, in person, progress reports and/or issues to a committee (comprised of City/Utility staff) at critical points of the study.
9. Present, in person, the final results of the classification and compensation study to the Board of Water Commissioners, the Finance Committee of the Common Council and to the subsequent meeting(s) of the Common Council.
10. Make recommendations on keeping the classification and compensation plan current and equitable and up to date. Propose a management review process that will be used to find resolution to classification related disputes.

I. Organizational Values and Policy Objectives

We believe employers should focus on four major objectives in their employee relations program. They are:

1. Competitive pay distributed equitably and effectively
2. A sound benefits program
3. Excellent working conditions
4. A reasonable level of job security

In general, it is fair to say that City of Kenosha employees can feel comfortable in knowing that their employer has addressed all four areas effectively. Despite the economic uncertainty created by the recent recession and tighter municipal budgets, employment with the City continues to be stable relative to changes in the local economy. In addition, this study indicates City employee salaries and benefit programs are competitive with private sector base pay.

In 2011, the Wisconsin legislature adopted sweeping changes in Acts 10/32, substantially revising the labor laws covering municipal employees. With the exception of protective services and transit, the legislature limited the scope of collective bargaining to a base wage increase, provided it does not exceed the change in the Consumer Price Index, and employee safety concerns. This represented a serious challenge for cities across the state because the legislature changed the employment laws for some, but not all employees, and reduced state funding for municipal services at the same time.

For the most part, public sector occupations continue to be career-level occupations. In other words, employees tend to view their positions as destinations rather than transitional jobs found in many private sector occupations. Even with the turmoil associated with the recession and implementation of Acts 10/32, City employment appears to be relatively stable. With this culture in mind, CDC developed a pay plan that is internally fair and focuses the City on managed pay ranges based on median market estimates. This was the policy directive given to us by the Council, and this pay plan is consistent with their instructions.

The City's overall objectives in this project have been to (1) reduce its multiple, inconsistently structured pay plans into a more manageable number that are both market competitive and internally logical; and (2) provide an opportunity for the City to link some portion of compensation to levels of performance at some point in the foreseeable future.

II. Employee Benefits

Our responsibility in this project has been to consider the quality of the current City benefits programs in designing a new pay plan. Overall, the City of Kenosha has an excellent benefits plan that has already been brought under tighter fiscal control in the wake of the recent legislative changes. More specifically, and in addition to the mandated pension changes, the City revamped its overtime policies to more closely align with the federal standards and has redesigned its health insurance program to include, significantly higher deductibles in lieu of mandatory premium contributions [2] and co-pay restructuring. Further, the City has implemented many wellness components to encourage "consumeristic" behavior and impact on employee lifestyle choices affecting health claims.

The City implemented the legislative mandate that many employees pay half of the payroll charges for the state's excellent retirement system. This mandated contribution equals 6.8% of wage compensation for general category employees in 2015. When these changes were implemented, employee take-home pay for the majority of City staff decreased by a substantial amount without any wage offset to buffer the impact.

[2] The City has a 5% employee contribution, which is waived if the employee meets the Health Risk Assessment (HRA) requirements established by the City. The overwhelming majority of employees participate in the HRA, thereby resulting in a 0% employee contribution.

What the legislature did not do, however, was extend this pension contribution requirement to all City staff, so the impact of the law was not immediately equitable. Specific groups of employees were exempted from all (i.e. transit) or part (i.e. police and fire) of these laws. Since implementation of Acts 10/32, the City and its Police and Firefighter unions have bargained contributions to their pension costs commensurate to that which is required of General employees; something the City was able to obtain through negotiated wage offsets to mitigate the financial impact for this group of employees. Further, the transit workers union only contributes 2.0% of the 13.6% pension costs. We note this pension issue because the negotiated wage offsets for police/fire and the continued favorable treatment of transit employees has not gone unnoticed. The continued favorable and disparate treatment for transit will likely be an internal irritant until it is resolved. We have not made any adjustments in our base pay recommendations that reflect this disparate treatment because we expect the City will resolve it in the near term.

A good way to benchmark the City's health insurance costs is to compare City plan costs and contribution rates with data compiled by the Kaiser Family Foundation (KFF). Their annual report provides a useful guide on absolute levels and trends (www.kff.org). The table below shows premium amounts paid by the City are disproportionate with the national/regional averages. This is a common occurrence in much of the Wisconsin public sector, but the City has engaged in efforts to significantly revamp its health insurance program to curb future increases. Because there are so many facets to a health insurance program, it is not our intention to state that City's rates or contributions should equal that of the national/regional averages.

For purposes of conducting this comparison, we have utilized the City's COBRA rates—less the 2% administrative fee. These rates are the best indication as to what the premiums might be if the City did indeed break them out into single and family rates for purposes of employee contributions.

Data Comparison: City of Kenosha & Kaiser Family Foundation Data

Plan Type	Family Premium	Employer % Contribution	Employer Annual Cost	Employee Annual Cost
City of Kenosha - PPO Plan	$20,921	100.0%	$20,921	$0
KFF Data for PPO Plans:				
National Average (Plan Type)	$17,328	71.0%	$12,300	$5,028
State/Local Government	$15,804	72.0%	$11,376	$4,428
Midwest	$17,844	74.0%	$13,200	$4,644

Plan Type	Single Premium	Employer % Contribution	Employer Annual Cost	Employee Annual Cost
City of Kenosha - PPO Plan	$8,738	100.0%	$8,738	$0
KFF Data for PPO Plans:				
National Average (Plan Type)	$6,216	81.0%	$5,040	$1,176
State/Local Government	$6,360	86.0%	$5,472	$888
Midwest	$6,456	81.0%	$5,232	$1,224

Sources:
* Kaiser Family Foundation 2014 Employer Health Benefits Survey

The City's approach to budgeting for its health insurance costs is unique due to the fact that employees do not contribute to the premium. Instead, the City currently budgets $18,100 per employee irrespective if they take a single or family plan. The fact that the employees do not have a premium contribution is increasingly rare, even in the public sector. However, the City's view is that employee contributions encourage utilization. Therefore, the approach has been to focus on deductibles and wellness, which tend to emphasize consumerism. There is nothing necessarily wrong with this approach, but our view is that it is a matter of "when", and not "if", employee contributions become a necessary element of health insurance funding. [3]

It is clear, however, that the City's 100% contribution to premiums is higher than the norm of around 80%. We also note that the KFF numbers don't specifically compare out-of-pocket elements although, arguably, most plans are designed with elements of out-of-pocket contributions. [4] If the City concurs that its contribution rate is too high, then our recommendation would be to move to an 80%/20% contribution ratio as a planned effort over several years (e.g. sharing premium increases until that ratio is achieved).

That is not to say, however, that the City hasn't made significant changes to its health insurance program—it most certainly has. Most notably, the City has adopted an HSA-qualifying High-Deductible Health Plan (HDHP) with a single deductible of $2,600 and $5,000 for a family plan, and the City does not contribute anything toward the deductible; it is entirely the employee's responsibility. These changes—in addition to the pension changes—have had a measurable impact on the employees' compensation and should be weighed heavily as the City continues its strategic discussions regarding employee benefits. Further, these changes have altered the level of health insurance claim dollars to the benefit of the City. If the City determines that a leveling of the employee premium sharing is indeed appropriate, we don't think an immediate move is advisable, but rather a longer view is in the City's best interests.

The following table and graph are based on City payroll data from 2014 and indicates that there appears to be a significant misalignment with market on overall total compensation costs. The City continues to intend to be a career employer of choice, and the benefits programs are consistent with a career-focused model.

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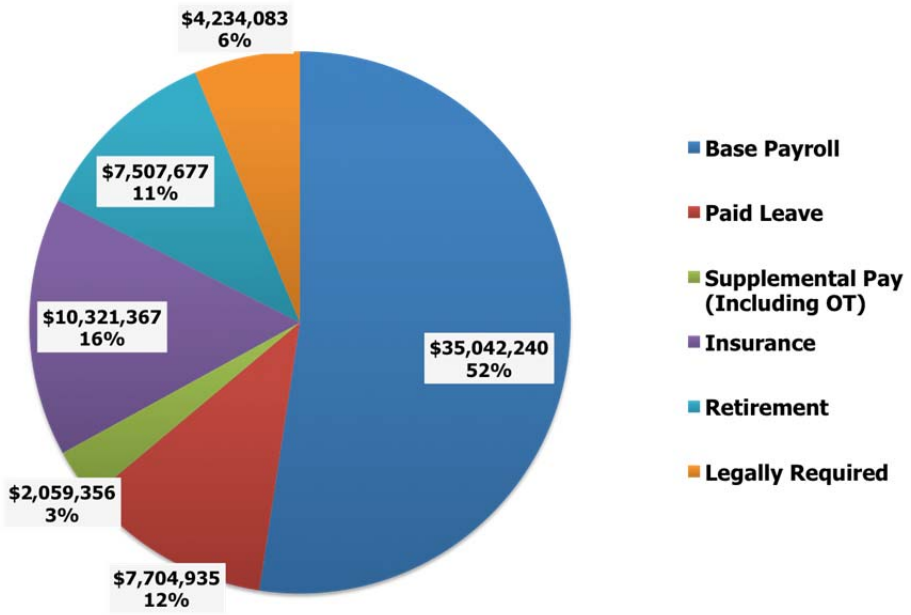
[3] It should be noted, however, that the challenges associated with negotiating premium contributions with police/fire employees may cause the City to review—and possibly increase—the employee deductibles for this group. State law mandates negotiations for "*employee premium contribution*[s]", but all other elements relating to the "*design and selection of health care coverage plans*" and the "*impact of such costs and payments and the design and selection of the health care coverage plans*" are not mandatory subjects of bargaining. Also, transit employees were unaffected by the legislative changes, and any health insurance changes must be negotiated.

[4] "*In addition to any required premium contributions, most covered workers face cost sharing for the medical services they use. Cost sharing for medical services can take a variety of forms, including deductibles (an amount that must be paid before most services are covered by the plan), copayments (fixed dollar amounts), and/or coinsurance (a percentage of the charge for services). The type and level of cost sharing often vary by the type of plan in which the worker is enrolled. Cost sharing may also vary by the type of service, such as office visits, hospitalizations, or prescription drugs.*

The cost-sharing amounts reported here are for covered workers using services provided in-network by participating providers. Plan enrollees receiving services from providers that do not participate in plan networks often face higher cost sharing and may be responsible for charges that exceed plan allowable amounts. The framework of this survey does not allow us to capture all of the complex cost-sharing requirements in modern plans, particularly for ancillary services (such as durable medical equipment or physical therapy) or cost-sharing arrangements that vary across different settings (such as tiered networks). Therefore, we do not collect information on all plan provisions and limits that affect enrollee out-of-pocket liability." **KFF Employer Health Benefits: 2014 Annual Survey**

	City of Kenosha	State & Local Gov't	Private Industry (Midwest)
Wages & Salaries	**52.4%**	**64.4%**	**69.6%**
Benefits	**47.6%**	**35.6%**	**30.4%**
Paid Leave	11.5%	7.3%	6.7%
Supplemental Pay	3.1%	0.8%	2.6%
Insurance	15.4%	12.1%	9.0%
Retirement	11.2%	9.3%	3.8%
Legally Required	6.3%	6.0%	8.2%



The disparity of total compensation between the represented positions and the remainder of city staff, the majority of whom are covered by this study, is best represented in the table below. It should be noted that the percentages are for the City's costs of total compensation and not the percentage of payroll (e.g. WRS contribution).

Components of Total Compensation	City of Kenosha (Total)	Non-Union	Community Service Officers	Police and Fire Chiefs	Union (Police, Fire, Transit)
Wages & Salaries	52.4%	57.1%	51.7%	50.3%	49.3%
Benefits	47.6%	42.9%	48.3%	49.7%	50.7%
Paid Leave	11.5%	10.3%	8.3%	11.8%	12.4%
Supplemental Pay	3.1%	1.8%	0.5%	0.0%	3.9%
Insurance	15.4%	18.4%	28.6%	18.2%	13.4%
Retirement	11.2%	5.1%	4.1%	15.1%	15.3%
Legally Required	6.3%	7.4%	6.9%	4.6%	5.6%

We frequently advise our clients faced with these decisions that these problems (such as they are viewed as problems) didn't grow overnight nor should they be solved overnight. We strongly urge the City to actively continue its strategic dialogue so that a more detailed assessment can be made and make changes in benefit levels (e.g. premium sharing) in a thoughtful, fair manner over a longer period of time until the right balance is found.

III. Project Orientation and Job Documentation

The foundation of all excellent human resource systems is excellent job documentation. At the beginning of the project, we conducted several orientation sessions to explain the steps we would follow in the project and review the absolute necessity of accurate Job Description Questionnaires (JDQ's). Based on our years of experience, spanning hundreds of projects, we know that employees are the best source of accurate job documentation because they know their jobs better than anyone and are willing to spend the time required to document accurately.

Accurate job documentation is necessary for an effective understanding of job responsibilities, support for valid performance measurement management, staff development, and job classification. Furthermore, the process of establishing accurate job documentation opens up communication between employees and managers and causes management to assess how work should be organized and performance measured.

We instructed managers and supervisors to never tell an employee what to write or to change what they have written. Instead, supervisors were to make separate comments on the form. Finally, we followed up with various parties throughout our review to receive clarification and/or supplemental information to assist with our evaluation of the positions.

IV. Job Evaluation and Internal Equity

Our approach to compensation plan design is to balance the objective measurement of internal relationships and with reliable statistics on external markets. Accordingly, we measure internal relationships using CDC's Point Factor Job Evaluation System. Next, we assess external markets through data collection and review of reliable pay surveys. In this section of our report, we describe the job evaluation portion of the project.

It has been our experience that employee perceptions of internal fairness in public organizations may be as important to morale as external competitiveness. Public pay is public, so there is no privacy in this regard. Because public organizations tend to underuse performance management and individual rewards as a basis for pay, pay grade assignments take on added significance, and job classification becomes a scorecard.

Job evaluation is a systematic process used to establish internal equity among positions as a foundation for the development of an overall classification hierarchy. It measures "the job," rather than the performance of an individual doing the job. Thus, it is not performance evaluation.

The process has evolved from basic job slotting (or ranking) to a systematic application of defined compensable factors to position documentation.

Once employees and managers completed the job documentation process, we applied our point-factor job evaluation methodology. The five overall factors in CDC's system are: *Formal Preparation and Experience, Decision Making, Thinking Challenges and Problem Solving, Interactions and Communications, and Work Environment.*

Each factor includes definitions of various levels that we can apply to job content to determine the appropriate "score" on that factor. The evaluation factors and the defined levels for each factor correspond to sections of the JDQ, so the evaluation is verifiable in the sense that we actually could observe work being performed that corresponds to the written description. In other words, the abstraction has meaning in the real world of work.

When finished, we total the scores on each factor to obtain the overall point value for the job. Having a point score allows us to compare and contrast jobs that are frequently quite dissimilar in order to establish a job hierarchy and classification system.

To achieve and maintain effective and bias-free job evaluation, as evaluators, we:

- Applied the system consistently, based on our experience and understanding of the concepts of internal equity and position classification.
- Committed ourselves to addressing and removing any process bias that would result in over-evaluating or under-evaluating a position.
- Made every effort to ensure that no evaluations were completed without current and complete job documentation and relevant background information.
- Submitted results to review by department heads for comment.

In greater detail, the five major factors in our job evaluation system are:

Factor 1: Formal Preparation and Experience

In applying this factor, the evaluator determines the most representative combination of formal preparation and experience typically required to qualify for the position being evaluated. It is important to verify the minimum acceptable qualifications of the position by reviewing the current job description questionnaire and any additional job documentation available to evaluators.

Sub Factor 1—Formal Education

The knowledge accumulated through formal preparation/training/education that is distinguished by a curriculum and testing of that accumulated knowledge.

Sub Factor 2—Experience

The most representative profile of relevant prior experience required to qualify for the position being evaluated.

Factor 2: Decision Making

In applying this factor, the evaluator determines the freedom to act that is delegated to the position, the extent of the organization affected by those actions, and the best characterization of decision making typical of the position being evaluated.

Sub Factor 1—Freedom to Act

The most representative level of autonomy delegated to the position for initiating actions or making decisions.

Sub Factor 2—Extent of Actions Taken

The breadth of the organization effected by actions taken that would be typical for the position—from jobs where actions affect only their job to jobs where effects are seen organization wide.

Sub Factor 3—Impact of Judgments

The degree of decision making that is most representative, from jobs where information is provided to others for their decision making to jobs where the responsibility for decisions is shared by the employee and others.

Factor 3: Thinking Challenges and Problem Solving

In applying this factor, the evaluator first determines the *representative* thinking challenges and problem solving required on an ongoing basis, and then determines the depth of intellectual response to those challenges and the creativity involved in solving problems. The focus is on representative thinking challenges and problem solving as opposed to possible, but highly unlikely, situations.

Sub Factor 1—Context and Complexity

The context and complexity of challenges/problems in relation to established procedures, protocols, and policies—from jobs with minimally complex procedures to jobs with considerable complexity and only very broad guidance.

Sub Factor 2—Required Response

The depth of response required by the position—from jobs with generally clear-cut responses to jobs where responses require the development of original, creative solutions at the level of scientist, composer, or similar profession.

Factor 4: Interactions and Communications

Sub Factor 1—Context and Complexity

In applying this factor, the evaluator first determines the context of business interactions and communications that are an ongoing part of performing the position being evaluated—from answering requests for basic information to the most critical operational and governance issues in the organization.

Sub Factor 2—Outcomes

Second, the evaluator determines the outcomes, effects, and impacts of these interactions and communications in the organization—from jobs where the impact is generally limited to effective

working relationships to jobs where interaction and communications primarily and regularly deal with the most major operational and/or governance issues in the organization. The evaluator recognizes the impact of such communications both inside and outside of the organization.

Factor 5: Work Environment

Sub Factor 1—Exposure to Hazards

In applying this factor, the evaluator first determines the potential for injury in performing the job, including the identification of what recognized health hazards regularly exist in the typical work environment.

Sub Factor 2—Required Physical Effort

The second sub-factor measures the *physical requirements* to perform the job being evaluated as expected and within established organizational policies related to good safety practices—from jobs with a low degree of physical effort to jobs that require physical activity which is a continuous, major effort that could comprise most, if not all, of the position's work time.

Evaluation Results

Having completed the evaluation of each job objectively based on our understanding of position responsibilities obtained from the JDQ's and department head interviews, we grouped jobs with similar total point scores into pay grades with a set number of points per grade interval. The result is called a Grade Order List.

The Grade Order List embodies the concept that jobs of similar overall responsibility should have the same pay opportunities. Jobs with discernibly different levels of responsibility should be in higher or lower grades. Because there are five factors of job worth, jobs can end up in the same grade even with differences in point scores among some of the factors.

In an internally equitable pay plan, the more difficult or complex the job, we find higher levels of responsibility and skill requirements, and therefore expect pay levels to increase accordingly. In general, salaries should rise with job evaluation scores. In the section below on pay plan design, we have recommended how job evaluation results and market data come together to create a pay structure for the City of Kenosha.

Replacing multiple pay plans, many of which were established through the political process of collective bargaining, with a single compensation structure means substantial change for many employees. Accordingly, internal relationships between positions frequently are altered, and change is not embraced without preparation and follow-through.

Therefore, the City had an opportunity to review an original grade order list, without pay attached, and request us to review any initial questions. In addition, we invited Department Heads to provide any questions regarding pay grade placement so we could review these inquiries, as well. We took this obligation very seriously and considered the information presented in an objective, consistent manner.

We want to make it absolutely clear that the recommendations contained in our report to the Council, all job evaluation ratings and pay range placements, as well as the pay plan structure, are our firm's independent recommendations. While we sought input from department heads and administrative staff, this final report is our work product.

In addition, we are recommending an employee classification appeal process following adoption of a new pay plan by the Council (see Attachment C). We think this step supports

accuracy and integrity. Our role in the appeal process would be to review and comment on the appeal with a formal recommendation. The final decision on any classification would be the City's responsibility.

Finally, we recommend the City continue to have a process of annual review for those jobs that change. We provide this service to our clients at a very reasonable cost, and it helps ensure the plan stays current. The human resources policies that will be recommended to the City will include pay plan maintenance provisions.

V. Workforce Demographics

Kenosha, like most public employers, does not have a great deal of voluntary turnover, other than retirements. For the most part, losing employees has not been a significant concern, and we think this is a key strength. The public sector model emphasizes career-based employment, and the Wisconsin Retirement System supports that objective.

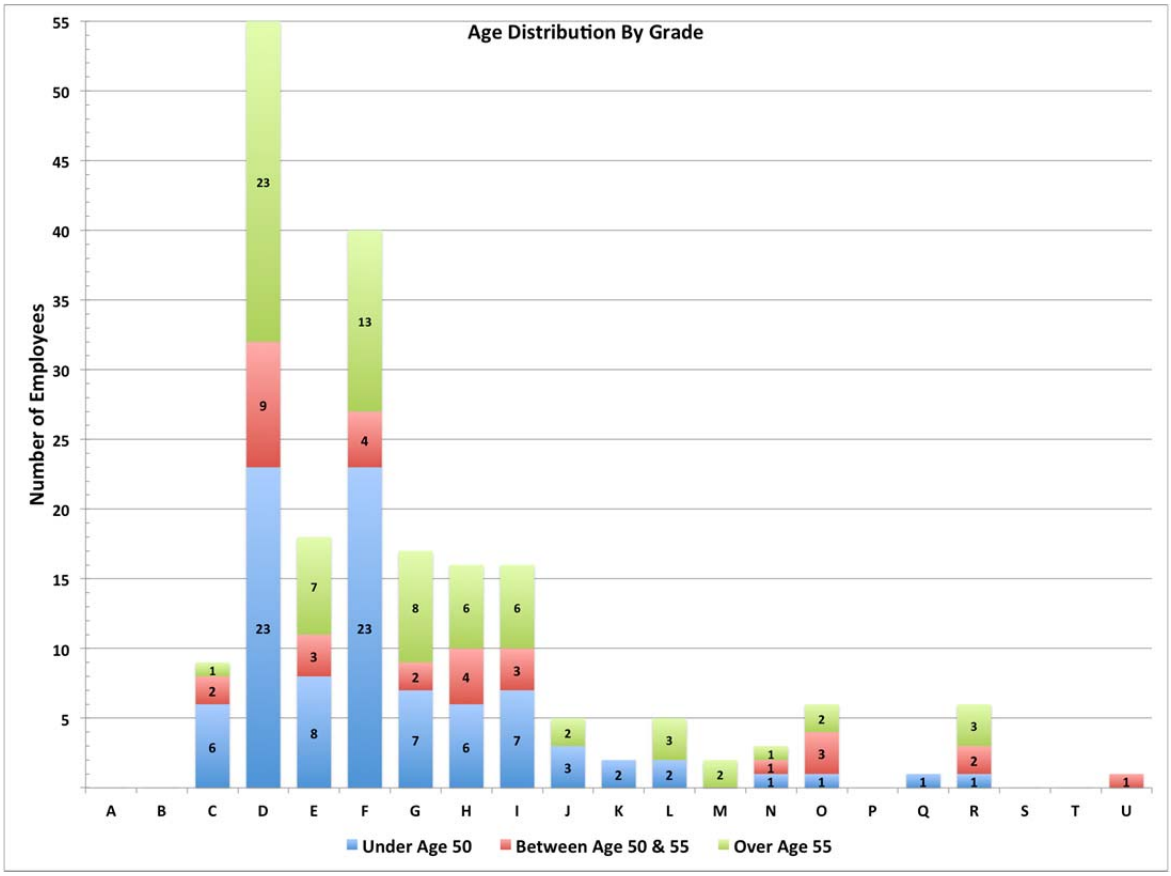
The City has seen a wave of turnover in the wake of Act 10/32, and faces substantial future turnover. Further, experts continue to predict the "silver tsunami" of baby boomers phasing out of the workforce with an insufficient workforce to provide suitable replacements. [5] The demographics of the City's workforce illustrates that the City will not be immune to this trend, and this is likely to present a significant challenge. As skilled staff retire, there is likely to be intense competition for good replacements across the public sector. The challenge in the future will be to manage a compensation system that enables the City to recruit skilled employees.

The following chart clearly shows that, despite the turnover experienced over the last few years, 55% of the City's workforce affected by this study is age 50 or older.

Profile: Employee Age			
Grouping	**Number**	**Percent of Whole**	**Cumulative Percent**
Age 60 or Older	24	11.9%	11.9%
Age 55 to Age 60	53	26.2%	38.1%
Age 50 to Age 55	34	16.8%	55.0%
Age 45 to Age 50	28	13.9%	68.8%
Age 40 to Age 45	19	9.4%	78.2%
Age 40 or Less	44	21.8%	100.0%
Total	**202**	**100%**	

The following chart further illustrates the City's age demographics across the proposed grade structure. While the numbers indicate distribution across all grades, it is clear that City will have challenges in the management-level grades (typically Grade L and up) with 72% (18 out of 25) of those employees being age 50 or older.

[5] Governing Magazine: "The Public Employee 'Silver Tsunami' Looms for Governments" (http://tinyurl.com/nkr7v55); "State and Local Government Retirements Are on the Rise" (http://tinyurl.com/okcb9h5)

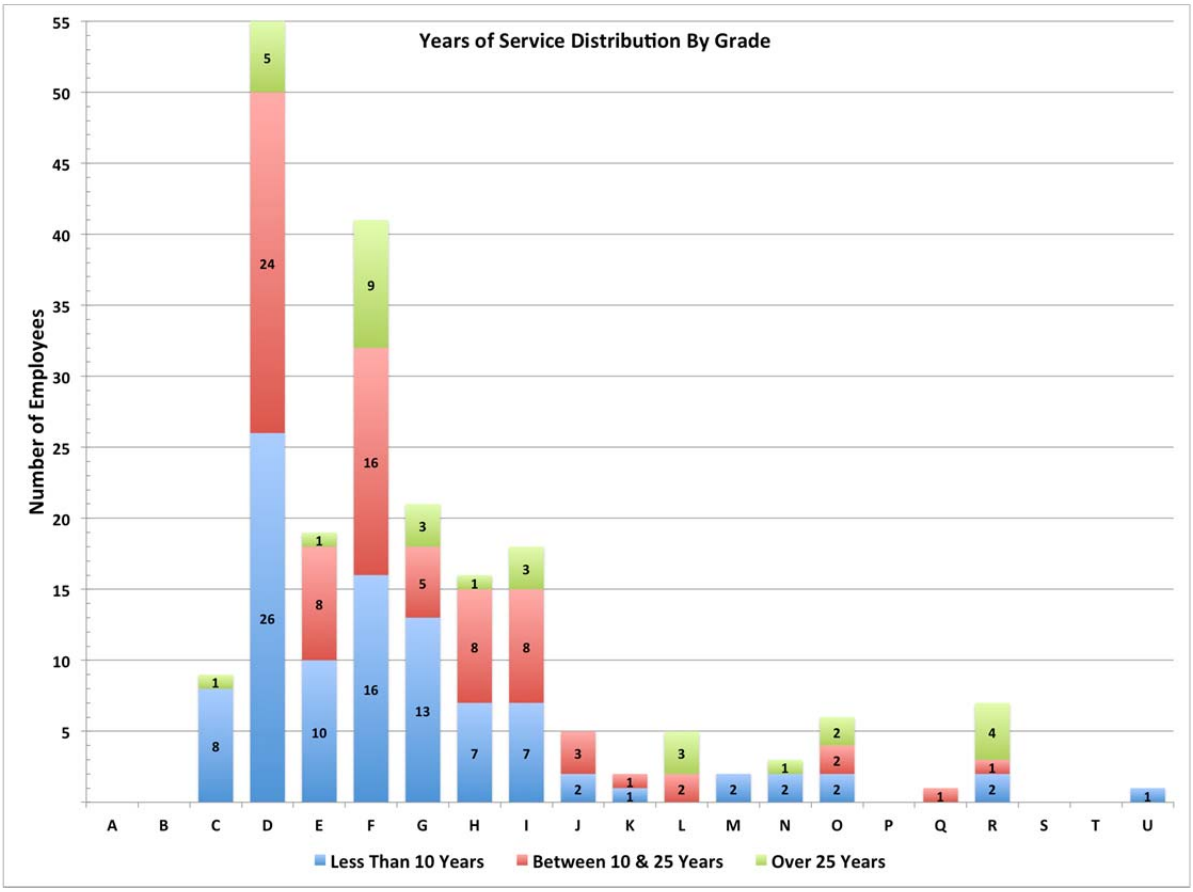


The table that follows demonstrates just how stable the City's employment has been. Despite a wave of turnover over the course of the turmoil of the last few years, it is clear that the City is able to retain a large portion of its workforce on an ongoing basis. Whether this remains the case moving forward remains to be seen.

Profile: Employee Years of Service			
Grouping	**Number**	**Percent of Whole**	**Cumulative Percent**
Greater than 30 Years of Service	15	7.1%	7.1%
25 Years to 30 Years	18	8.5%	15.6%
20 Years to 25 Years	25	11.8%	27.5%
15 Years to 20 Years	30	14.2%	41.7%
10 Years to 15 Years	24	11.4%	53.1%
5 Years to 10 Years	29	13.7%	66.8%
Less than 5 Years of Service	70	33.2%	100.0%
Total	**211** [6]	**100%**	

[6] The discrepancy between the total employees in the Years of Service data and Age data is not a typographical error. Because there are unfilled vacancies included in the data, in order to provide a more accurate cost-estimate, we included those positions in the Years of Service data. However, since we're not able to predict the age of the incoming employees, we did not include an estimate for that data set.

The following chart further illustrates the City's Years of Service demographics across the proposed grade structure.



What does all of this mean? Simply stated, the challenges that the City will face with the anticipated turnover in the workforce cannot be emphasized enough. The need to focus on employee development—both from a performance and training standpoint—is more important than ever. Like in the past, many of the City's future managers will rise from within. The window of opportunity to equip these future managers with the appropriate management skills is quickly closing, and it is incumbent on the City to prepare these future leaders.

VI. Market Targets and Analysis

We asked the Council to answer three primary policy questions related to this study:

1. What labor markets does the City want to use for its pay plan review?
2. What position does the City want to take in those markets?
3. How should the pay plan be structured and administered?

The City directed CDC to develop survey data for a defined public sector market, and we supplemented the data as necessary to have a valid sample size. Our primary data source is the custom survey database that we collect and maintain for this purpose.

We also analyzed public and private sector data from excellent published survey sources, including:

- Bureau of Labor Statistics Occupational Employment Statistics Metropolitan Area Occupational Employment and Wage Estimates, Lake County-Kenosha County, IL/WI Metro Area.
- Towers Watson Compensation Survey Library, Wisconsin/Great Lakes.
- American Water Works Association Water Utility Compensation Survey

It was important for us to recognize that, while the Water Utility maintains its independence from a decision-making standpoint, there is a common interest between the City and the Water Utility. As such, we developed the pay structure using a uniform set of benchmark positions and a common market analysis. The public sector employers utilized for comparison purposes are provided in Attachment A.

Key policy questions for our data analysis were: How should the market data be weighted? What position does the City want to take in its markets?

Our objective in this project is to present a pay plan that reflects current conditions, yet gives the City the flexibility to adjust with changes in market conditions. To operationalize this in terms of recruitment, we developed our analysis around the three primary occupational levels: (1) department heads and managers, (2) professional staff and first line supervisors, and (3) hourly-based staff.

Department heads and managers are most likely to be found in the public sector, given the specialized types of functions they are leading. For example, protective service leaders are going to be found in police and fire departments. More often than not, given the unique management challenges in a public agency, a finance or human resource director will be recruited from another public organization. In contrast, a city engineer or information technology director could be found in an engineering firm. Accordingly, we have based our analysis on market weights for this group at 75% in favor of public sector data and 25% in favor of the private sector.

Recruits to middle level occupations could come from either the public or private sector. Jobs at this level would include nurses, accountants, information technology professionals, analysts, etc. Therefore, we have developed our pay plan recommendations based on weighting of 50/50 – public sector/private sector.

The City tends to recruit its hourly-based workforce in the local economy, either with job-related experience or as new graduates from technical colleges or high school. These employees tend to start with the City in the most basic positions, receive training and experience on the job, and are promoted as their skills and the opportunities warrant. The survey weighting we are using for these jobs is 25% for public sector data and 75% for primarily private sector area-based wages.

We benchmarked 46 job classifications representing the array of job classifications employed by the City in positions covered by this study. The benchmarks are representative over 31 percent of the job classifications and 38 percent of the employee population. This is a strong sample.

In our analysis, we compared average actual salaries of City employees in benchmark positions to the median (average) market estimates developed from our survey analysis. Overall, for the 46 benchmark positions, City pay averages 97.9% of the measured marketplace. Thus,

for all practical purposes, this City's current pay plan is competitive. Of course, there are adjustments needed in individual positions, and we summarize those below.

Finally, the third policy question: How should the pay plan be structured and administered?

The City's policy direction was to develop a step-based pay. The pay structure that we present here supports this policy direction.

VII. A New Uniform Pay Plan

CDC consistently recommends pay plans balanced for (1) internal equity, as measured by objective job evaluation, and (2) competitiveness, as measured by our market data. We also tailor our recommendations to the organizational culture and affordability.

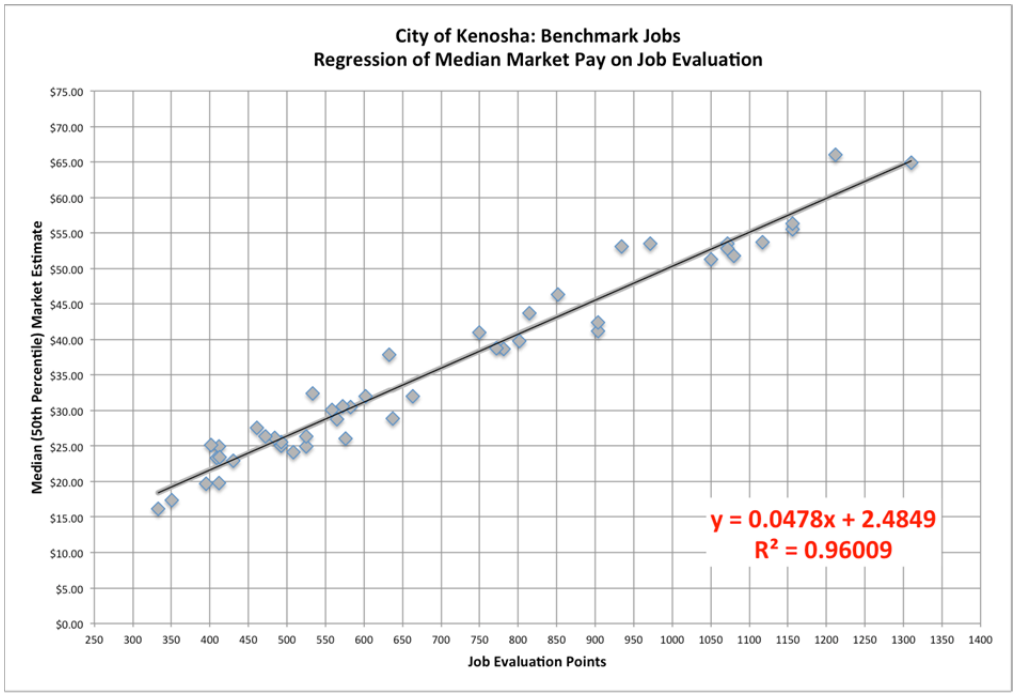
How do we achieve this balance? A scatter graph of job evaluation scores and market rates for the City's *benchmarks* are below. The graph shows that as the internal value of jobs increase, measured by job evaluation scores, market pay increases, as well. As the graph indicates, the trend is very clear.

Each data point on the graph is one of the benchmark positions, representing the job evaluation score for that benchmark and the corresponding measured market estimate. The trend line through these data points for the benchmark jobs is called a line of best fit, or regression line. The regression line for the City's benchmark positions is represented by the equation: Y (predicted pay) = {$.0478 times job evaluation points} + $2.4849.

In this regression equation, $.0478 is the slope of the trend line and means that each single job evaluation point is worth $.0478. [7] Therefore, if the score goes up one point, pay rises $.0478. The $2.4849 amount is the line's y-axis intercept, so if the line were extended downward to y-axis of the graph (measuring market pay rates), it would intersect that axis at $2.4849.

The $r^2 = 0.96009$ shown below the equation on the graph is the correlation coefficient. This correlation coefficient of 0.96009 is very high and means that the job evaluation scores are predicting market pay. One way to interpret the result is that 96% of the variance in pay is explained by differences in job evaluation values. The significance is that we can use these relationships to develop a pay plan solution for the City that is strong internally and externally.

[7] For purposes of pay plan determination, the slope of .047834 was utilized. The graphing features of Excel use a truncated number.



Arguably, we could use this regression equation to develop a unique pay grade for every job classification. We could take every position point score, insert it into the equation, and develop a unique pay range. However, this would be very unmanageable because it would result in reclassifications whenever job duties increased or decreased to a small degree. Instead, we utilize point intervals for each pay grade. In this plan, we recommend the following point groupings:

Grades B-E	25 points/grade
Grades F-R	50 points/grade
Grades S-U	100 points/grade

The higher-level management positions in Grades S to U have broader point ranges that reflect broader responsibility and pay ranges. The middle level grades typically cover managers, supervisors, professionals and technical staff. Grades B through E are mostly non-exempt workers as defined by the Fair Labor Standards Act, meaning they must receive overtime pay for hours worked in excess of forty per week.

Next, we created a pay range concept that fulfills the City's direction to have a managed pay structure that is tied to average market estimates. Accordingly, we are recommending pay ranges for each grade that have the following features:

1. Pay grade midpoints would be "Control Points" created from the market equations so range Control Points, or midpoints, are linked to the market.
2. Uniform pay range spreads of 28.6% with the range minimum set at 87.5% of the range control point and the range maximum at 112.5%
3. Five pay steps to the range Control Point equal to 2.5% of each range control point that can be earned at annual intervals provided evaluated performance at least meets established expectations.
4. Five pay steps beyond the range Control Point equal to 2.5% of each range control point that can be earned in annual intervals, again, provided evaluated performance at least meets established expectations.

5. All City job classifications covered by this study would be allocated to this structure.

The following example illustrates how we use the regression analysis to create a pay plan that balances internal equity:

Grade I has a job evaluation point interval of 600 to 649 points. The middle value of that interval is 624.5 points, and substituting that value into the regression equation yields the following outcome:

y (Range Control Point, or C/P) = {624.5 points times $.047834/per point} + $2.4849 = $32.36 (allowing for rounding). Further, it is necessary to age our market data forward to keep the plan current for 2015, and we used an aging factor of 2.1% for this structure. [8] As a result, the control point Grade I becomes $33.04. {$32.36 times 102.1%, allowing for rounding.}

The pay range of Range I, therefore would be: $28.91 (87.5% of C/P) to $37.17 (112.5% of C/P).

To create a pay plan, we repeat the formula process for each set of point intervals. The resulting pay matrix is included as Attachment B.

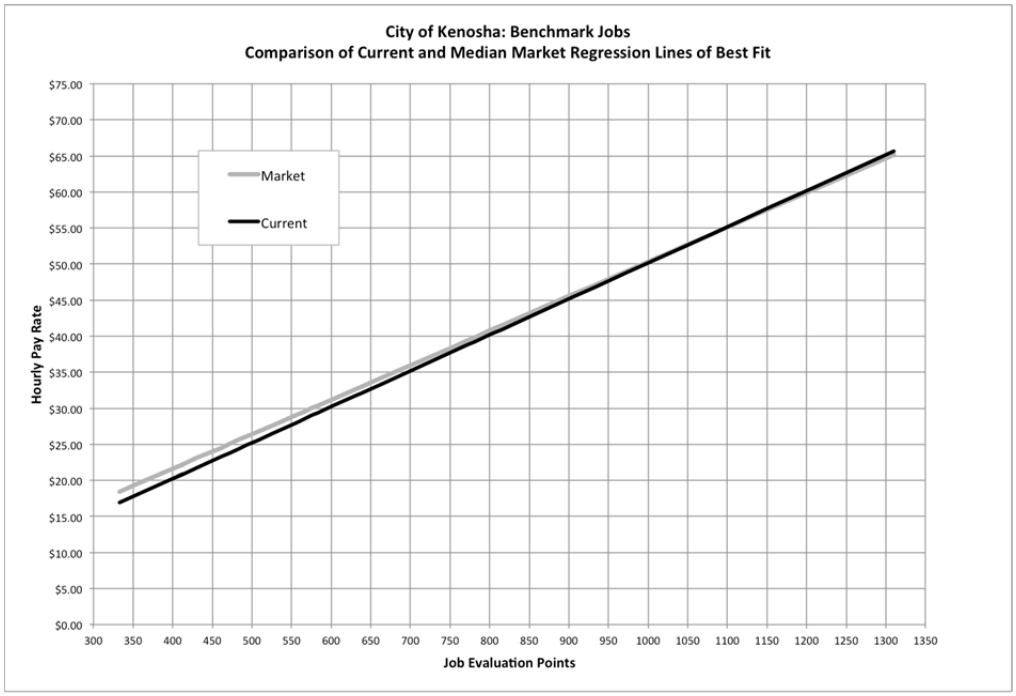
We frequently are questioned during the course of deliberations of our pay plans as to why an employer would pay more than the Control Point (market estimate). Using the example above, our intent in recommending a range of pay of $28.91 to $37.17 for Grade I is to make the City competitive across the entire measured market. If the City were to stop the range at $32.36 – the Control Point – then it only would be competitive with the lower half of the market. Having the range reflect the breadth of the measured market will keep the City competitive for some time without having to re-measure the market annually.

We allocated each job classification covered by this pay plan to the appropriate pay grade based on the job evaluation score. This document is called a Grade Order List, and it has been provided separately from this report.

VIII. Implementation Recommendations

How do these pay ranges correspond to current City pay practices for the benchmark positions? The following is a graph of the market pay line, and the City's current pay practice line. Overall, the differences between the market and the current rates are negligible. Of course there will be pay discrepancies requiring attention despite the tight relationship between current and market pay.

[8] The aging factor is aligned with the results of the *WorldatWork 2014-2015 Salary Budget Survey*, using data for salary structure increases in the Central Region.



The City administrative staff has recommended that the pay plan go into effect the first payroll in July 2015. Doing so would mitigate the financial impact for 2015, and allow the City to more easily allocate the funds moving into full-year implementation in 2016. Our implementation recommendations are as follows:

1. Any employee paid above the Maximum of the new range would have their base pay rate frozen until the range is increased to include the rate.
2. Excepting those that are deemed to be "red circled", employees shall be placed at the step in the proposed compensation plan that <u>is the greater of the following</u>:
    a. Step 3, provided the employee has a minimum of 2 years in their current position; <u>OR</u>
    b. The step that provides a minimum of a 1.5% increase from their current rate of pay.
    c. If a 1.5% increase would cause an employee to exceed the maximum rate of pay for their job, and they would not have been red-circled under the first option, they shall be placed at Step 11.
3. All pay step increases should be based upon annual performance evaluations that at least meet defined performance expectations.
4. The City should annually review the pay structure for adjustment based upon market conditions, changes in the cost-of-living, and the City's ability to pay for any resulting changes in base salary costs. Employees on steps would be eligible for the structure adjustment, provided individual performance at least meets expectations.
5. The Fair Labor Standards Act (FLSA) establishes criteria for paying overtime to employees based on their duties. Accordingly, we continue our work to recommend Exempt and Non-exempt FLSA classifications for all employees covered by this study.

In addition, the City should periodically measure the benchmark positions to the established marketplace to ensure the pay plan remains current and functioning as intended. A best-practice approach would be to reassess the marketplace at least every two to three years, which lessens the long-term need for a comprehensive project such as this one. Our recommendation is that the City should re-measure the market in 2017 for the 2018 fiscal year.

Beyond the core recommendation that an employee must meet the expectations of their job in order to receive a step increase, we are not recommending a variable pay-for-performance system for the City at this time. In order for that to ever become a possibility, performance management has to be a very immediate policy objective. A meaningful performance management system will be a significant cultural change and challenge, and the City has begun to lay the groundwork. Any conversations about variable pay-for-performance should only occur when the City has a high degree of comfort administering regular and consistent performance evaluations for its employees. As the City prepares itself for the possibility of this conversation, there are substantial commitments required:

1. Continued accurate measurement of duties and performance using the appropriate tools and processes.
2. Substantial on-going training for supervisors and managers.
3. Consistent political and financial support from the Council.

These elements are crucial to a successful performance management system, regardless if pay is ever linked to performance.

We are prepared to answer questions regarding our findings and recommendations. The application of CDC's Point Factor Job Evaluation System and the survey analysis of market conditions for this study are CDC's intellectual product protected by trade secrets regulations. CDC understands the City may wish to learn more about the underlying analysis, and we are prepared to make background details available to City officials upon request in a format that protects CDC's intellectual property and trade secrets.

IX. Conclusion

We want to thank the City of Kenosha for the opportunity to conduct this project. It will be very satisfying to see the City adopt a uniform plan.

We always explain to our clients that our methods of analysis don't vary. We know what works and how to apply professional technique. However, the requirements of each client do vary, and every engagement provides unique opportunities to create policies that will solve that client's problems and open new avenues to better management. We approached this engagement with this intent.

We hope the Council will approve the new plan and the supporting policy changes. We will be present for that consideration and welcome the chance to answer any questions that arise.

Attachment A. Comparable Employers

Municipality	Management	Professional	Non-Exempt
Appleton (City)	X		
Beloit (City)	X		
Eau Claire (City)	X		
Evanston, IL (City)	X	X	
Fond du Lac (City)	X		
Franklin (City)	X	X	X
Gateway Technical College	X	X	X
Green Bay (City)	X		
Greenfield (City)	X	X	X
Janesville (City)	X	X	
Kenosha County	X	X	X
Kenosha Unified School District	X	X	X
La Crosse (City)	X		
Lake County, IL	X	X	X
Madison (City)	X		
Manitowoc (City)	X		
Oak Creek (City)	X	X	X
Oshkosh (City)	X		
Racine (City)	X	X	X
Racine County	X	X	X
Racine Unified School District	X	X	X
Sheboygan (City)	X	X	X
UW-Parkside	X	X	X
Waukegan, IL (City)	X	X	X
Waukesha (City)	X	X	
Wauwatosa (City)	X		
West Allis (City)	X	X	

Attachment B. Grade Structure – Step Plan

Grade	J.E. Points Start	Mid	End	87.5% Minimum	90.0% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	100.0% Control Point	102.5% Step 7	105.0% Step 8	107.5% Step 9	110.0% Step 10	112.5% Step 11	Range Spread
U	1400	1449.5	1499	$64.58	$66.42	$68.27	$70.11	$71.96	$73.80	$75.65	$77.49	$79.34	$81.18	$83.03	28.6%
T	1300	1349.5	1399	$59.93	$61.64	$63.35	$65.07	$66.78	$68.49	$70.20	$71.91	$73.63	$75.34	$77.05	28.6%
S	1200	1249.5	1299	$55.62	$57.20	$58.79	$60.38	$61.97	$63.56	$65.15	$66.74	$68.33	$69.92	$71.51	28.6%
R	1050	1124.5	1199	$50.28	$51.71	$53.15	$54.59	$56.02	$57.46	$58.90	$60.33	$61.77	$63.21	$64.64	28.6%
Q	1000	1024.5	1049	$46.00	$47.31	$48.63	$49.94	$51.26	$52.57	$53.88	$55.20	$56.51	$57.83	$59.14	28.6%
P	950	974.5	999	$43.86	$45.12	$46.37	$47.62	$48.88	$50.13	$51.38	$52.64	$53.89	$55.14	$56.40	28.6%
O	900	924.5	949	$41.73	$42.92	$44.11	$45.31	$46.50	$47.69	$48.88	$50.07	$51.27	$52.46	$53.65	28.6%
N	850	874.5	899	$39.59	$40.73	$41.86	$42.99	$44.12	$45.25	$46.38	$47.51	$48.64	$49.78	$50.91	28.6%
M	800	824.5	849	$37.45	$38.52	$39.59	$40.66	$41.73	$42.80	$43.87	$44.94	$46.01	$47.08	$48.15	28.6%
L	750	774.5	799	$35.32	$36.32	$37.33	$38.34	$39.35	$40.36	$41.37	$42.38	$43.39	$44.40	$45.41	28.6%
K	700	724.5	749	$33.18	$34.13	$35.08	$36.02	$36.97	$37.92	$38.87	$39.82	$40.76	$41.71	$42.66	28.6%
J	650	674.5	699	$31.05	$31.93	$32.82	$33.71	$34.59	$35.48	$36.37	$37.25	$38.14	$39.03	$39.92	28.6%
I	600	624.5	649	$28.91	$29.74	$30.56	$31.39	$32.21	$33.04	$33.87	$34.69	$35.52	$36.34	$37.17	28.6%
H	550	574.5	599	$26.78	$27.54	$28.31	$29.07	$29.84	$30.60	$31.37	$32.13	$32.90	$33.66	$34.43	28.6%
G	500	524.5	549	$24.63	$25.34	$26.04	$26.74	$27.45	$28.15	$28.85	$29.56	$30.26	$30.97	$31.67	28.6%
F	450	474.5	499	$22.50	$23.14	$23.78	$24.42	$25.07	$25.71	$26.35	$27.00	$27.64	$28.28	$28.92	28.5%
E	400	424.5	449	$20.36	$20.94	$21.52	$22.11	$22.69	$23.27	$23.85	$24.43	$25.02	$25.60	$26.18	28.6%
D	350	374.5	399	$18.23	$18.75	$19.27	$19.79	$20.31	$20.83	$21.35	$21.87	$22.39	$22.91	$23.43	28.5%
C	325	337	349	$16.88	$17.36	$17.84	$18.33	$18.81	$19.29	$19.77	$20.25	$20.74	$21.22	$21.70	28.6%
B	300	312	324	$15.63	$16.07	$16.52	$16.97	$17.41	$17.86	$18.31	$18.75	$19.20	$19.65	$20.09	28.5%
A	275	287	299	$14.47	$14.89	$15.30	$15.71	$16.13	$16.54	$16.95	$17.37	$17.78	$18.19	$18.61	28.6%

Attachment C. Appeals Process

CLASSIFICATION AND COMPENSATION STUDY

APPEAL PROCESS

The following information outlines the process for employee appeals of position allocations resulting from the City of Kenosha Classification and Compensation Study:

Basis For Appeal

If an employee feels dissatisfied with their pay grade classification, the first step is to submit a notice of Intent to Appeal to the Human Resources Department by May 1, 2015. The employee will be required to sign a trade secrets non-disclosure form prior to reviewing the evaluation levels, agreeing not to disclose or discuss their rating levels with anyone other than the Human Resources Department. The Department will arrange an appointment for the employee to review the rating levels for their position and the Job Description Questionnaire prepared by the employee for this study.

Having considered the rating levels and the JDQ, if the employee then concludes that rating is incorrect and the Consultant: 1) committed an error in evaluating his/her position, or 2) the employee's job changed significantly since the original Job Description Questionnaire (JDQ) response making the original evaluation incorrect, then the employee may supply additional information and request a re-evaluation by submitting a formal appeal.

Grade Review Guidelines

Grade reviews must be focused on the JDQ and the rating levels. If an employee believes their job has been incorrectly evaluated, the employee must read through their JDQ and determine which areas they feel were evaluated incorrectly and indicate why they feel a different level is appropriate. In presenting this analysis, please remember that the question is not whether an employee ever performs a duty at a higher level on any factor; the question is whether the duties are typically at the higher level.

Note: Governing body policy decisions on pay structure, market comparisons, and pay plan implementation are not subject to appeal.

How To Appeal

The appeal form must include a statement for the appeal limited to the two criteria previously explained above, which are: 1) The consultant committed an error in classifying his/her position, or 2) The employee's job has changed significantly since the original JDQ response.

If the appeal involves a claim of additional responsibilities or significant changes to the position since the completion of the JDQ, the employee must attach a hard copy of their original JDQ, with any changes indicated on the JDQ itself. Changes can either be shown in handwriting, or if the employee uses the electronic form of the JDQ, changes should be made very clear using underlining or some other demarcation.

The Department Head will sign a non-disclosure form and then review the information provided by the employee, certify whether it is factual and correct, sign the Department Head appeal review portion of the form and provide comments. Department Heads will then submit the appeals to Human Resources. Human Resources will forward the appeal to the Consultant for review and a recommendation.

The Consultant will meet with the Human Resources Department and the employee's Department Head to consider the substance and merits of each appeal. The Consultant will make a recommendation on each appeal indicating if he/she feels the appeal should be upheld, or if not, the reason for recommending denial of the appeal.

The final decision on all appeals will be the responsibility of the City Administrator / Mayor.

All appeals must be filed in Human Resources by April 17, 2015.

Exhibit B

City of Kenosha
Grade Order List - Step Plan

RECOMMENDED 2015 GRADE ORDER LIST

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U	City Administrator		Administration	E	$64.58	$66.42	$68.27	$70.11	$71.96	$73.80	$75.65	$77.49	$79.34	$81.18	$83.03
T	VACANT GRADE				$59.93	$61.64	$63.35	$65.07	$66.78	$68.49	$70.20	$71.91	$73.63	$75.34	$77.05
S	VACANT GRADE				$55.62	$57.20	$58.79	$60.38	$61.97	$63.56	$65.15	$66.74	$68.33	$69.92	$71.51
R	Director Of Public Works	Director-Public Works	PW Administration & Engineering	E	$50.28	$51.71	$53.15	$54.59	$56.02	$57.46	$58.90	$60.33	$61.77	$63.21	$64.64
	City Attorney		City Attorney	E											
	Director Of Finance	Director-Finance	Finance	E											
	Director Of Personnel	Director-Human Resources	Human Resources	E											
	Police Chief		Police	E											
	Fire Chief		Fire	E											
	Dir Of Community Development & Inspectio	Director-Community Dev & Insp	Community Development & Inspection	E											
Q	Deputy Director Of Public Works	Deputy Director-Public Works	PW Administration & Engineering	E	$46.00	$47.31	$48.63	$49.94	$51.26	$52.57	$53.88	$55.20	$56.51	$57.83	$59.14
P	VACANT GRADE				$43.86	$45.12	$46.37	$47.62	$48.88	$50.13	$51.38	$52.64	$53.89	$55.14	$56.40
O	Deputy City Attorney		City Attorney	E	$41.73	$42.92	$44.11	$45.31	$46.50	$47.69	$48.88	$50.07	$51.27	$52.46	$53.65
	Director Of Information Technology	Director-Information Technology	Information Technology	E											
	Director Of Transportation	Director-Transportation	Transit	E											
	Airport Director	Director-Airport	Municipal Airport	E											
	City Clerk/Treasurer	City Clerk-Treasurer	City Clerk-Treasurer	E											
	City Assessor		City Assessor	E											
N	Deputy Director Community Develop & Insp	Deputy Director-Community Dev & Insp	Community Development & Inspection	E	$39.59	$40.73	$41.86	$42.99	$44.12	$45.25	$46.38	$47.51	$48.64	$49.78	$50.91
	Deputy Director - Engineering Division	Deputy Director-Engineering Division	PW Administration & Engineering	E											
M	Assistant City Attorney II		City Attorney	E	$37.45	$38.52	$39.59	$40.66	$41.73	$42.80	$43.87	$44.94	$46.01	$47.08	$48.15
L	Superintendent-Street Division		PW Administration & Engineering	E	$35.32	$36.32	$37.33	$38.34	$39.35	$40.36	$41.37	$42.38	$43.39	$44.40	$45.41
	Superintendent-Parks Division		PW Parks	E											
	Superintendent Of Fleet Maintenance	Superintendent-Fleet Maintenance	PW Administration & Engineering	E											
	Superintendent-Waste Division		PW Administration & Engineering	E											
	Deputy Director Of Finance	Deputy Director-Finance	Finance	E											
K	Civil Engineer III-PW		PW Administration & Engineering	E	$33.18	$34.13	$35.08	$36.02	$36.97	$37.92	$38.87	$39.82	$40.76	$41.71	$42.66
	Assistant City Attorney I		City Attorney	E											
	Deputy City Assessor		City Assessor	E											
J	Purchasing Manager		Finance	E	$31.05	$31.93	$32.82	$33.71	$34.59	$35.48	$36.37	$37.25	$38.14	$39.03	$39.92
	Supervisor Of Operations-Airport	Operations Supervisor-Airport	Municipal Airport	E											
	Mechanic Supervisor-Transit		Transit	E											
	Mechanic Supervisor-Fire		Fire	E											
	Supervisor Of Operations-Transit	Operations Supervisor-Transit	Transit	E											

4/2/2015

NOTE: The timing and process for movement across the steps has yet to be determined by the City.

Exhibit B

City of Kenosha
Grade Order List - Step Plan

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I	Equal Employment Coordinator	Human Resource Analyst	Human Resources	E	$28.91	$29.74	$30.56	$31.39	$32.21	$33.04	$33.87	$34.69	$35.52	$36.34	$37.17
	Human Resource Analyst		Human Resources	E											
	Civil Engineer II-PW		PW Administration & Engineering	E											
	Clerical Supervisor-Police		Police	E											
	Field Supervisor-Electrical Repair		PW Administration & Engineering	E											
	Field Supervisor-Streets		PW Administration & Engineering	E											
	Field Supervisor-Parks Dept	Field Supervisor-Parks	PW Parks	E											
	Planner II		Community Development & Inspection	E											
	Community Development Specialist II	Community Development Specialist	Community Development & Inspection	E											
	Community Development Specialist III	Community Development Specialist	Community Development & Inspection	E											
	Construction Project Manager		PW Administration & Engineering	E											
H	Route Supervisor-Transit		Transit	E	$26.78	$27.54	$28.31	$29.07	$29.84	$30.60	$31.37	$32.13	$32.90	$33.66	$34.43
	Supervisor Of Central Equipment & Stores	Supervisor-Fleet Maintenance	PW Fleet Maintenance	E											
	Senior Inspector		Community Development & Inspection	NE											
	Accountant-Finance		Finance	E											
	Appraiser II	Appraiser	City Assessor	E											
	GIS Specialist-PW		PW Administration & Engineering	NE											
	Deputy City Clerk-Treasurer		City Clerk-Treasurer	NE											
	Field Supervisor-Waste		PW Administration & Engineering	E											
	Engineering Technician V-PW	Engineering Technician IV-PW	PW Administration & Engineering	NE											
	Programmer Analyst		Information Technology	E											
	Electrical Repairer		PW Streets	NE											
G	Mechanic II-Fire	Mechanic-Fire	Fire	NE	$24.63	$25.34	$26.04	$26.74	$27.45	$28.15	$28.85	$29.56	$30.26	$30.97	$31.67
	Construction & Maint Wkr III	Construction & Maint Lead	PW Streets	NE											
	Senior Property Maintenance Insp		Community Development & Inspection	NE											
	Inspector II-Community Development		Community Development & Inspection	NE											
	Planner I		Community Development & Inspection	NE											
	Community Relations Liaison		Administration	NE											
	Mechanic II-Service Dept	Mechanic	PW Fleet Maintenance	NE											
	Account Clerk Coordinator		Finance	NE											
	Engineering Technician III-PW		PW Administration & Engineering	NE											
	Engineering Technician Iv-PW	Engineering Technician III-PW	PW Administration & Engineering	NE											
	Soil Erosion Inspector		PW Administration & Engineering	NE											
F	Administrative Secretary	Administrative Assistant	PW Administration & Engineering	NE	$22.50	$23.14	$23.78	$24.42	$25.07	$25.71	$26.35	$27.00	$27.64	$28.28	$28.92
	Engineering Technician II-PW		PW Administration & Engineering	NE											
	Planning Technician		Community Development & Inspection	NE											
	City Clerk Information Coordinator		City Clerk-Treasurer	NE											
	Legal Secretary (Non-Rep)	Legal Assistant	City Attorney	NE											
	Administrative Assistant-Administration	Administrative Assistant	Administration	NE											
	Executive Assistant-Administration	Administrative Assistant	Administration	NE											
	Civil Engineer I-PW		PW Administration & Engineering	NE											
	Chief Custodian-Public Works		PW Administration & Engineering	NE											
	Equipment Operator-Waste	Equipment Operator	PW Waste	NE											

4/2/2015

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	Equipment Operator-Park	Equipment Operator-Parks	PW Parks	NE											
	Equipment Operator-Streets	Equipment Operator	PW Streets	NE											
	Arborist II		PW Parks	NE											
	Inspector I-Community Development		Community Development & Inspection	NE											
	Housing Inspector II After 2000	Housing Inspector	Community Development & Inspection	NE											
	Housing Inspector II	Housing Inspector	Community Development & Inspection	NE											
	Skilled Maintenance Repairer I-Parks	Skilled Maintenance Repairer	PW Parks	NE											
	Skilled Maintenance Rep II-Parks	Skilled Maintenance Repairer	PW Parks	NE											
E	Arborist I		PW Parks	NE	$20.36	$20.94	$21.52	$22.11	$22.69	$23.27	$23.85	$24.43	$25.02	$25.60	$26.18
	Court Clerk II-Municipal Court	Court Clerk-Lead	Municipal Court	NE											
	Risk Assistant	Human Resource Assistant	Human Resources	NE											
	Human Resource Assistant		Human Resources	NE											
	Help Desk Technician		Information Technology	NE											
	Technology & Media Specialist		Information Technology	NE											
	Account Clerk II-Finance	Account Clerk-Finance	Finance	NE											
	Construction & Maintenance Worker I	Construction & Maint Worker-Street	PW Streets	NE											
	Construction & Maintenance Worker II	Construction & Maint Worker-Street	PW Streets	NE											
D	Clerk Typist II-Community Dev. & Insp	Office Associate II	Community Development & Inspection	NE	$18.23	$18.75	$19.27	$19.79	$20.31	$20.83	$21.35	$21.87	$22.39	$22.91	$23.43
	Secretary II-Community Dev & Insp	Office Associate II	Community Development & Inspection	NE											
	Secretary III-Community Dev & Insp	Office Associate II	Community Development & Inspection	NE											
	Engineering Technician I-PW		PW Administration & Engineering	NE											
	Dispatcher II-Streets	Dispatcher-Streets	PW Streets	NE											
	Assessment Aide II	Assessment Aide	City Assessor	NE											
	Waste Collector		PW Waste	NE											
	Airport Maintenance Tech		Municipal Airport	NE											
	Stockroom Clerk		PW Fleet Maintenance	NE											
	Clerk Typist III-Public Works	Office Associate II	PW Administration & Engineering	NE											
	Clerk Typist II-(Police Chief Secretary)	Office Associate II	Police	NE											
	Administrative Secretary	Administrative Assistant	Transit	NE											
	Clerk Typist II-Fire	Office Associate II	Fire	NE											
	Clerk Typist III-City Clerk	Office Associate II	City Clerk-Treasurer	NE											
	Transit Dispatcher	Dispatcher-Transit	Transit	NE											
	Clerk Typist I-(Police Detective Bureau Secrear	Office Associate II	Police	NE											
	Construction & Maintenance Worker I	Construction & Maint Worker-Street	PW Parks	NE											
	Construction & Maintenance Worker II	Construction & Maint Worker-Street	PW Parks	NE											
	Court Clerk I-Municipal Court	Court Clerk	Municipal Court	NE											
C	Community Service Officer (4-2)	Community Service Officer	Police	NE	$16.88	$17.36	$17.84	$18.33	$18.81	$19.29	$19.77	$20.25	$20.74	$21.22	$21.70
	Clerk Typist I-Public Works	Office Associate I	PW Administration & Engineering	NE											
	Clerk Typist I-City Clerk	Office Associate I	City Clerk-Treasurer	NE											
B	VACANT GRADE				$15.63	$16.07	$16.52	$16.97	$17.41	$17.86	$18.31	$18.75	$19.20	$19.65	$20.09
A	VACANT GRADE				$14.47	$14.89	$15.30	$15.71	$16.13	$16.54	$16.95	$17.37	$17.78	$18.19	$18.61

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