

**VILLAGE OF GERMANTOWN
N112 W17001 MEQUON ROAD
GERMANTOWN, WI 53022**

MEETING: REGULAR MEETING OF THE VILLAGE BOARD

DATE AND TIME: MONDAY, December 21, 2020 7:00 p.m.

**LOCATION: Germantown Village Hall Board Room
N112 W17001 Mequon Road**

NOTICE: Pursuant to the current recommendation of the Centers for Disease Control and Prevention limiting the size of public gatherings, capacity within the Board Room will be limited. Members of the body and citizens may also attend the meeting virtually through the WebEx platform, Meeting #: 126 233 5010 Password: tGyKsjux228 which can be accessed by phone at 408-418-9388 or by logging on <https://villageofgermantown.my.webex.com/villageofgermantown.my/j.php?MTID=m1316c1710fa64d96ceebe515af7e417> Citizens wishing to view the meeting are encouraged to watch the live broadcast of the meeting through Channel 25 on Spectrum cable, or the livestream on the Village's website. Citizens not wishing to attend the meeting personally or virtually may submit any public comments by sending an email to comments@village.germantown.wi.us by 4 p.m. on the day of the meeting so that it can be provided to the members of the body for their consideration.

AGENDA

- I. **CALL TO ORDER:** *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*
- II. **ROLL CALL:**
- III. **PLEDGE OF ALLEGIANCE:**
- IV. **PRESIDENT'S REPORT:**
- V. **ANNOUNCEMENTS OF FORTHCOMING EVENTS OF PUBLIC INTEREST
COMMITTEE AND DEPARTMENT REPORTS:**
 - A. The following individuals will be given the opportunity to make announcements of future municipal activities: Village President, Village Board Members, Village Administrator, Village Attorney, Village Clerk, And Department Heads, to include:
- VI. **CITIZEN INPUT/PUBLIC APPEARANCE on items not subject to a public hearing:**

Please be advised per §19.84(2), information will be received from the public. It is the policy of this municipality that there be a three (3) minute time period, per person, with time extension per the Chief Presiding Officer's discretion; be further advised that there may be limited discussion on the information received, however, no action will be taken under public comments. (15 minutes) Written Public Comments should be directed to comments@village.germantown.wi.us, by 4 p.m. on Monday, December 21st.

VII. CONSENT AGENDA:

- A. Approval of Minutes December 7, 2020 Regular Village Board Meeting.
- B. Accounts payable/payroll
 - 1. December 10, 2020 Accounts Payable \$ 524,687.67
 - 2. December 15, 2020 Payroll (Salary) \$ 102,814.48
 - 3. December 18, 2020 Payroll (Hourly) \$ 286,722.59

The following items were forwarded from **General Government and Finance** with a unanimous recommendation.

- C. Domain Name Change to germantownwi.gov

The following items were forwarded from **Public Safety** with a unanimous recommendation.

- D. Police Department – Purchase of Two 2021 Ford Police Interceptor Utility Vehicles.
- E. Police Department – Replacement of Officers.
- F. Police Department – Lateral Entry Program, Amendment to Current Collective Bargaining Agreement.

VIII. UNFINISHED BUSINESS

- A. None.

IX. PUBLIC HEARINGS:

- A. None.

X. NEW BUSINESS:

- A. Resolution 71-2020, Appreciation of Service to Finance Director Kim Rath.
- B. Resolution 72-2020, Appreciation of Service to Deputy Treasurer, Utility Clerk Valerie Bauer.
- C. Resolution 73-2020, Appreciation of Service to Communications Supervisor, Lynn Schmidt.
- D. Resolution 74-2020, Salaries and Compensation for Exempt Employees and Other Non-Represented Support Staff – Calendar Year 2021.
- E. Resolution 75-2020, State / Municipal Agreement for a Local Multimodal Local Supplement Project.
- F. Village of Richfield Potential Water / Sewer Service Agreement. The Village Board May Enter into Closed Session per Wis. Stat. § 19.85(1)(e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, and then may reconvene into open session to take such action as it deems appropriate; and,
- G. Administrator Performance Review. The Village Board may convene into closed session per Wis. Stats. §19.85 (1) (c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, and may convene into open session to take such action as it deems appropriate

XI. ADJOURNMENT.

The next regular meeting of the Village Board will be on Monday, January 4, 2021 at 7:00 p.m.

UPON REASONABLE NOTICE, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For Additional information or to request this service please contact the Village Clerk at (262)250-4740 at least 2 days prior to the meeting.

**BUSINESS OF THE GERMANTOWN GENERAL GOVERNMENT &
FINANCE COMMITTEE & VILLAGE BOARD**

MEETING DATE: November 16, 2020 & December 21

PLACEMENT: New Business

ITEM TITLE: **Change of Domain Name Michelle**

SUBMITTED BY: Tucker

SUMMARY EXPLANATION:

In recent months, the Village has experienced difficulty with our domain registrar, and staff will be changing domain registrars. In the process of discussing this change, staff began a larger conversation about potentially changing our domain name to something shorter. Additionally, the Village has the ability to apply for a .gov domain name, which has a much higher level of security than normal registrars. Staff recommends a change in the domain name from village.germantown.wi.us to one of the following: gtown.gov, gtownwi.gov, Germantown.gov or germantownwi.gov.

If we do purchase a new domain, we would phase things over to the new one gradually, keeping both active for at least six months to provide staff adequate time to make necessary changes for logins. All Village email addresses, as well as the website domain, would be updated to the new .gov domain after the transfer is complete. The Village's IT Consultant Steve Storrs will explain this process in greater detail.

To obtain a .gov domain, the Village would need to submit a written request, which is included for reference.

ATTACHMENT: ORDINANCE____ RESOLUTION ____OTHER _____x_____

RECOMMENDATION: Forward the recommendation to change the Village's domain name to the Village Board with a positive recommendation. This recommendation should include the suggested new domain name.

ACTION BY Committee:

To change Domain Name to germantownwi.gov

**VILLAGE OF GERMANTOWN
VILLAGE BOARD MEETING MINUTES
December 7, 2020**

CALL TO ORDER: The meeting was called to order at 7:00 p.m. by President Wolter.

ROLL CALL: Present: President Wolter, Trustees Baum, Hudson, Kaminski, Miller, Myers, Pieper, Wing, and Zabel. Also present: Administrator Kreklow, Clerk Braunschweig, Attorney Sajdak, Manager Tucker, Director Rath, and Director Ratayczak. Clerk's Note: This was a partial Virtual Webex Meeting.

PLEDGE OF ALLEGIANCE:

PRESIDENT'S REPORT:

None.

**ANNOUNCEMENTS OF FORTHCOMING EVENTS OF PUBLIC
INTEREST/DEPARTMENT AND COMMITTEE REPORTS:**

The following individuals will be given the opportunity to make announcements of future municipal activities: Village President, Village Board Members, Village Administrator, Village Attorney, Village Clerk, And Department Heads, to include:

Trustee Wing requested Clerk Braunschweig to give information of the upcoming Spring Election. The deadline to submit candidate paperwork is January 5, 2021. Trustee Wing commented he will not seek re-election for District 2. President Wolter commented he appreciates Trustee Wing's perspective. Trustee Myers commented he agreed.

Police Chief Snow reported on the protest from December 1, 2020. He commented they received notification of the protest two hours prior to the protest. There was no way of knowing the size or intent of the gathering. The protestors gathered at Alt Bauer Park. They did not obtain a parade permit.

Chief Snow reported on the protest. The protestors were made aware of the requirement for a parade permit. The protest marched to Old Farm and over to Division. They used the entire roadway and was not safe due to speed of traffic. The road was shut down at Donges Bay. Prior to Donges Bay to Division, the protestors were requested to go back to Alt Bauer on south Wagon Trail. The protestors were stopped at Mohawk to give them a route back to Alt Bauer.

The protestors were told not to go onto Pilgrim Road due to safety. A resident approached protestors and walked into group. The resident was knocked to ground. A protestor was taken into custody. An officer assisted and walked her away from crowd, opposite from residence to squad car. Later that day based on information received, the resident was arrested on disorderly conduct.

The use of canine, the dog did not come out of squad and not used for crowd control. There was a concern of a fight among the protestors. Additional units responded and one was a K9 unit. This dog did come out for an officer assistance and when the area quieted down the K9 was placed back in squad.

There was a county squad damaged by spikes on a residents yard. A megaphone was launched at officers and damaged a village squad; this would have injured an officer.

The march was stopped for safety reasons; could not provide safety for protestors if on Pilgrim Road. This is the purpose of the parade permit. The Village can require a parade permit.

Seven different jurisdictions sent officers and responded.

The Police Department practiced restraint. The protestors blocked two lanes of traffic. Police officers were in the area and ready to assist.

CITIZEN INPUT/PUBLIC APPEARANCE on items not subject to a public hearing:

None.

CONSENT AGENDA:

- A. Approval of Minutes November 16, 2020 Regular Village Board Meeting.
- B. Accounts payable/payroll
 - 1. November 25, 2020 Accounts Payable \$ 727,300.99
 - 2. November 24, 2020 Payroll (Hourly) \$ 235,047.07
 - 3. November 30, 2020 Payroll (Salary) \$ 101,571.49
 - 4. November 30, 2020 Accounts Payable \$ 1,716.00

The following items were forwarded from **General Government and Finance** with a unanimous recommendation.

- C. Support Services Manager Job Description Update and Reclassification of Paygrade.
- D. Clerk-Treasurer Job Description Update and Reclassification of Paygrade.
- E. Resolution 67-2020, Germantown Municipal Employees Union Local 730, 2021 Contract.
- F. Resolution 68-2020, Authorizing the Write Off of Delinquent, Old, and Uncollectible Accounts Receivable Ambulance Charges.

The following items were forwarded from **Public Works** with a unanimous recommendation.

- G. Payment of Neumann Companies Invoice in an amount not to exceed \$275,000 for the Wrenwood Sewage Pump Station.

Motion (Myers/Baum) to approve Consent agenda A-G. Roll call vote carried unanimously.

UNFINISHED BUSINESS:

- A. Status of 2020 Budget Savings Plan, Resolution 41-2020, Directing the Village Administrator to Implement 2020 Budget Savings Plan.

Administrator Kreklow reported on the Covid-19 cases in Washington County, showing the cases going up. The vaccine will be distributed in the near future.

A pie chart was shown of the Covid-19 cases among village staff by department. There have been a total of 33 cases among village employees over the year. The management team and employees have been cleaning and adjusting as needed.

Revenue impacts were reviewed. There is an overall gap of 0-190,000. Budget savings were reviewed. This includes salaries, equipment purchases, reduced operating expenses, seal coating and use of reserves. Could look at extra seal coating in 2021. Not necessary to dip into reserves at this time.

- B. Ehlers report - Tax Increment Financing to fund improvements necessary for a proposed development south of Holy Hill Road.

Village Administrator Kreklow presented information to Amend TID 7 and cross over to pick up a parcel of farmland. The boundary amendment map was shown on the East Side of Goldendale near the booster station. This is close to MMSD owned property. A preliminary diagram was shown with three buildings. This could separate out and only include one component to provide cash flow for tax increment district 7.

The preliminary site plan was shown. Discussion ensued of dividing into two parcels. Still in the marketing and in negotiating phase.

Discussion ensued of TIDs and the financial impact.

Discussion ensued of the importance of the development agreements.

Discussion ensued of the TID roads to be plowed, fire department, police department, truck traffic. Ehlers does not factor in.

Discussion ensued to the TID Boundaries and to include a one-third or the entire parcel. Discussion ensued of the developer's agreement. Permit Fees, impact fees and additional unprojected revenues were pointed out. The businesses could be manufacturing, warehousing, and shipping.

Mike Faber of Capstone Quadrangle reported on the development.

Motion (Baum/Myers) to approve the use of the entire development parcel in the TID and close the TID 7 in 2030 as presented. Baum commented he would need to see a guarantee.

Otherwise, TID 7 would close in 2035.

Mike Faber commented on the maintenance agreement that they would plow and take care of infrastructure. Discussion ensued of the fire suppression systems.

Motion carried 5-4. Hudson, Pieper, Wing, Zabel voted no.

PUBLIC HEARING:

- A. None.

NEW BUSINESS:

- A. Resolution 69-2020, Disallowance of Claim, Don and Bridget Poetzl.

Motion (Baum/Myers) to approve Resolution 69-2020, Disallowance of Claim, Don and Bridget Poetzl. Clerk Braunschweig read the information letter from the insurance carrier. Motion carried unanimously.

ADJOURNMENT.

ADJOURNMENT: There being no further business, the meeting adjourned at 8:33 p.m.

The next regular meeting of the Village Board will be on Monday, December 21, 2020 at 7:00 p.m.

Respectfully Submitted,

Deanna Braunschweig

Deanna B. Braunschweig, WCMC/CMC
Village Clerk

**BUSINESS OF THE PUBLIC SAFETY COMMITTEE
& VILLAGE BOARD
GERMANTOWN, WI**

MEETING DATE: December 07 & December 21, 2020

AGENDA ITEM: New Business

ITEM TITLE: Squad Purchase

SUBMITTED BY: Lt. Patrick Merten

SUMMARY EXPLANATION:

The Police Department is requesting authorization to purchase two 2021 Ford Police Interceptor Utility vehicles. The two new squads will replace the following marked squads:

Squad 17 – 121,000+ miles currently

Squad 16 – 105,000+ miles currently

The money for the two new squad cars is in the 2021 budget under account 10-521-570-8100. The department has sent out 5 bid requests: Ewald Ford, Kayser Ford, Boucher Ford, Heiser Ford and Soerens Ford.

I have received one bid back from Ewald Ford, for a total of \$69,098.00, another bid from Kayser Ford for, \$68,550.00 for two 2021 Ford Police Interceptor Utility vehicles. If other bids are received prior to the Public Safety Meeting, they will be submitted.

ATTACHMENT: ORDINANCE___ RESOLUTION_____ OTHER X

Bid from Kayser Ford, \$34,275 per squad – Total of \$68,550

Bid from Ewald Ford, \$34,549 per squad – Total of \$69,098

RECOMMENDATION:

BUSINESS OF THE PUBLIC SAFETY COMMITTEE
and Village Board
GERMANTOWN, WI

MEETING DATE: December 7th, 2020 and December 16, 2020

AGENDA ITEM: New Business

ITEM TITLE: Replacement of Officer

SUBMITTED BY: Chief Mike Snow

SUMMARY EXPLANATION:

Officer Bob Case resigned from the department. Officer Case had been assigned to the position of Crime Prevention Officer for the past several years. That position is vital to the mission of the Germantown Police Department. Whether providing programs and resources to the community or assisting the Detective Bureau with investigations, this position offers a service that helps us connect with our community partners and offers valuable programs such as the Citizens Police Academy. In the past that position has also coordinated the Youth Academy and assisted with NAC Night. Moving forward that position will also assist with investigations as the workload of the detective bureau continues to increase.

This will be an assigned position for 3years.

Once the position is filled from the rank of patrol officer we will need to replace the vacated officer position. The starting wage for Police Officer is \$62,025.60. The starting wage for the Crime Prevention would be an additional \$2,000 over that officer's current wage.

ATTACHMENT: ORDINANCE_____ RESOLUTION_____ OTHER_____

RECOMMENDATION:

BOARD ACTION:

**BUSINESS OF THE PUBLIC SAFETY COMMITTEE
and Village Board
GERMANTOWN, WI**

MEETING DATE: December 7th, 2020 & December 21, 2020

AGENDA ITEM: New Business

ITEM TITLE: Lateral Transfer

SUBMITTED BY: Chief Mike Snow

SUMMARY EXPLANATION:

I am requesting the Village approach the Germantown Professional Police Association (GPPA) to amend the current collective bargaining agreement to allow the Germantown Police Department to make special considerations when hiring sworn candidates based on that candidate's experience.

This language is commonly referred to as a lateral transfer. All police agencies in Washington County including the Sheriff's Department offer increased pay and, in some cases, additional benefits for new hires with prior law enforcement experiences.

The absence of this language in the GPPA contract has made it a challenge to compete with area agencies when hiring officers. Recent trends have demonstrated there are fewer candidates sponsoring themselves in the police academy. If we hire a candidate that still needs the academy the agency is required to wait almost a year before that recruit is eligible for solo patrol. Our vacancies typically result in shift shortages, which we are often required to fill by posting overtime. Experienced officers will make it possible to utilize an abbreviated field training program making these officers available for solo patrol much sooner.

The following are agreements that agencies in Washington County have with their collective bargaining units, regarding lateral transfers:

Hartford Police Department – Ability to place a candidate anywhere in the current step wage system and vacation system of the current contract based on experience.

Jackson Police Department – Ability to place a candidate up to step 4 of the 5-step wage system and up to the five-year mark for vacation.

West Bend Police Department - Ability to place a candidate anywhere in the current step wage system and vacation system of the current contract based on experience.

Washington County Sheriff's Office - Ability to place a candidate anywhere in the current step

wage system and vacation system of the current contract based on experience.
I would like to propose the following language:

Lateral Entry Program: The Lateral Entry Program will provide accelerated salary incentives for qualified candidates. Candidates may be credited with years of service for prior law enforcement years of service. At the discretion of the Chief of Police, experienced candidates can be placed in any step in Appendix B of this agreement.

Candidates who qualify for the Lateral Entry Program may be credited with prior years of service in law enforcement for determining vacation allowance.

Maximum allowed days for seven (7) or more years of experience will be sixteen (16) days. Vacation can be used after the successful completion of Field Training.

ATTACHMENT: ORDINANCE_____ RESOLUTION_____ OTHER_____

RECOMMENDATION:

BOARD ACTION:

From: [Adm. Sec. Julie Barth](#)
To: [Deanna Braunschweig](#)
Subject: Items for VB from Public Safety
Date: Wednesday, December 9, 2020 2:48:01 PM

1. Purchase of Two (2) 2021 Ford Police Interceptor Utility Vehicles: motion was made/seconded to forward this purchase request to VB with a recommendation of approval for the purchase of (2) Ford Police Interceptor Utility Vehicles from Kayser Ford in Madison for \$34,275 each, total of \$68,550. This purchase would be made from the 2021 budget. Motion carried unanimously.
2. Lateral Entry Program, Amendment to Current Collective Bargaining Agreement: motion was made/seconded recommending approval for opening discussion with GPPA to amend the current collective bargaining agreement to allow Germantown Police Dept. to make special considerations when hiring sworn candidates based on their experience.. Motion carried unanimously. (Deanna – not sure if this has to go to Board or not, Mike said he would check with Steve)
3. Secondhand Article Dealer License EcoATM LLC Hunter Bjorkman W190 N9855 Appleton Ave.: motion was made/seconded to forward this license application to VB with a recommendation of approval, motion carried unanimously.

Next Meeting Date: Monday, January 4, 2021 6:00pm at Village Hall Boardroom.

Julie L. Barth

Administrative Secretary
Germantown Police Department
PO Box 96
Germantown WI 53022
(262)253-7788
jbarth@germantownpolice.org

RESOLUTION 71-2020

APPRECIATION OF SERVICE TO FINANCE DIRECTOR KIM RATH

WHEREAS, the Village Board Members, Village Employees, and Citizens would like to express their appreciation and gratitude to Finance Director KIM RATH for her public service, contributions and dedication while serving the Village from November 13, 1986 – December 31, 2020; and,

WHEREAS, Prior to serving as Finance Director, Director Rath served in various positions within the Germantown Finance Department:

Utility Clerk	November 13, 1986	-	November 1988
Deputy Treasurer	November 1988	-	March 3, 2003
Finance Director	March 4, 2003	-	December 31, 2020

Director Rath composed and directed seventeen years of balanced budgets and tax collections. Director Rath was instrumental in the Village receiving the Annual Certificate of Achievement for Excellence in Financial Reports by the Government Finance Officers Association.

NOW, THEREFORE, BE IT RESOLVED that the Village Board does HEREBY acknowledge the dedication to the GERMANTOWN COMMUNITY that FINANCE DIRECTOR RATH has shown during her service and wishes her well.

Introduced by: _____

Adopted: December 21, 2020

Vote: Ayes: _____ Nays: _____

Dean M. Wolter, Village President

ATTEST:

Deanna Braunschweig, WCMC/CMC
Village Clerk

RESOLUTION 72-2020

APPRECIATION OF SERVICE TO DEPUTY TREASURER VALERIE BAUER

WHEREAS, the Village Board Members, Village Employees, and the Citizens would like to express their appreciation and gratitude to Deputy Treasurer Valerie Bauer for her public service, contributions and dedication while serving the Village from November 13, 1988 – December 31, 2020; and,

WHEREAS, Prior to serving as Deputy Treasurer, Valerie Bauer served in various positions within the Germantown Finance Department:

Office Assistant DPW Utility	November 1988	-	November 1989
Clerk	November 1989	-	October 1995
Utility Clerk	April 2003	-	October 2020
Deputy Treasurer & Utility Clerk	October 2020	-	December 31, 2020

NOW, THEREFORE, BE IT RESOLVED that the Village Board does HEREBY acknowledge the dedication to the GERMANTOWN COMMUNITY that Deputy Treasurer Valerie Bauer has shown during her service and wishes her well.

Introduced by: _____

Adopted: December 21, 2020

Vote: Ayes: _____ Nays: _____

Dean M. Wolter, Village President

ATTEST:

Deanna Braunschweig, WCMC/CMC
Village Clerk

RESOLUTION 73-2020

APPRECIATION OF SERVICE TO COMMUNICATIONS SUPERVISOR LYNN SCHMIDT

WHEREAS, the Village Board Members, Village Employees, and Citizens would like to express their appreciation and gratitude to Communications Supervisor LYNN SCHMIDT for her public service, contributions and dedication while serving the Village from March 24, 2003 – December 18, 2020; and,

WHEREAS, Lynn began her law enforcement career with Washington County Sheriff's Office as a Communication Officer, serving the community for nine years with the Sheriff's Department prior to joining the Germantown Police Department. Lynn's accomplishments include revising the Emergency Medical Dispatch Program and ensuring that all Communications Officers receive Emergency Medical Dispatching Certifications. In 2019 Lynn completed the Certified Public Manager Program.

NOW, THEREFORE, BE IT RESOLVED that the Village Board does HEREBY acknowledge the dedication to the GERMANTOWN COMMUNITY that LYNN SCHMIDT has shown during her service and wishes her well.

Introduced by: _____

Adopted: December 21, 2020

Vote: Ayes: _____ Nays: _____

Dean M. Wolter, Village President

ATTEST:

Deanna Braunschweig, WCMC/CMC
Village Clerk

**VILLAGE OF GERMANTOWN
WASHINGTON COUNTY**

RESOLUTION NO. 74-2020

**UPDATE TO THE SALARIES AND COMPENSATION FOR EXEMPT EMPLOYEE'S
AND OTHER NON-REPRESENTED SUPPORT STAFF
CALENDAR YEAR 2021**

WHEREAS, the Village of Germantown employs both union and non-union personnel; and,

WHEREAS, it is necessary that the Village Board establish or approve compensation levels for exempt and non-union support staff personnel, and,

WHEREAS, the Village Board of the Village of Germantown has adopted the 221 Budget on November 16, 2020 which included funding to cover 2021 salaries, and,

NOW THEREFORE BE IT RESOLVED that the attached salary and Compensation Schedule for fiscal year January 1 through December 31, 2021 is approved.

Introduced by: _____

Adopted: December 21, 2020

Vote: Ayes: _____ Nays: _____

Dean M. Wolter, Village President

ATTEST:

Deanna Braunschweig, WCMC/CMC

RESOLUTION # R - 20
Exempt and non-represented personnel

Effective January 1, 2021

2021 SALARY AND COMPENSATION SCHEDULE

	2021	
1. Legislative		
a. Village President	\$8,000	annually
b. Village Trustees	5,500	annually
2. Village Offices - General		
a. Public Works Secretary	\$24.44	per hour
b. Sr. Deputy Treasurer	\$31.41	per hour
c. Deputy Clerk Treasurer 1	\$22.16	per hour
c.1 Deputy Clerk Treasurer 2	\$22.40	per hour
c.2 Deputy Clerk Treasurer	\$21..96	per hour
c.3 Utility Accounts Clerk	\$19.87	per hour
3. Administrative & Related		
a. Village Administrator	TBD	annually
B. Support Services Manager	\$69,170	annually
c. Village Clerk Treasurer	\$81,177	annually
d. Village Budget Manager	TBD	annually
4. Public Works		
a. Director of Public Works	\$100,253	annually
b. Village Engineer - Effective	\$95,041	annually
c. Supt. Highways, Parks & Bld.Grnds (no vehicle)	TBD	annually
d. Superintendent Water (no vehicle)	\$77,119	annually
e. Foreman - Hwy, Parks, Bldg., Grds	TBD	annually
f. Superintendent Wastewater (no vehicle)	\$78,153	annually
g. Part-time Public Works Dept		
Range - low	\$9.66	per hour
Range - high	\$13.45	per hour
5th Year -- Recycling Aids	\$12.40	per hour
h. Summer Intern - Engineering	\$16.65	per hour
i. Land Surveyor	\$33.84	per hour
j. Engineering Assistant	\$27.50	per hour
k. Civil Engineer	\$72,337	annually
l. Community Development Director	\$87,234	annually
m. Associate Planner	\$67,336	annually
r. Planning/Zoning Assistant	\$23.12	per hour
5. Public Safety		
a. Police Chief	104,336	annually
b. Police Captain	101,878	annually
c. Police Lieutenant	\$64,474.67-97,693.42	annually
d. Police Detective Sergeant - (% mirrors union contr)	\$25.13	per hour
e. Communications Supervisor	\$62,402	annually

2021 SALARY AND COMPENSATION SCHEDULE (cont)

2021

5 Public Safety (cont)

f.	Police Secretary	\$25.08	per hour
g.	Police Dept Clerk	\$19.64	per hour
h.	Fire Chief	\$87,711	annually
i.	Battalion Chiefs	\$75,429	annually
j.	FD Office Manager	\$17.97	per hour

5a Telecommunicators

a.	Start	\$19.87	per hour
b.	One Year	\$20.79	per hour
c.	Two Year	\$21.73	per hour
d.	Three Year	\$22.66-\$22.77	per hour
e.	Four Year	\$23.55-\$23.85	per hour
f.	Five Year/Six Year	\$24.48-\$24.76	per hour
g.	Seven Year	\$25.42-\$25.76	per hour

6. Parks, Recreation & Senior Center

a.	Recreation Director	\$76,521	annually
b.	Recreation Supervisor - 2	\$55,042	annually
c.	Recreation Supervisor - 1	\$49,591	annually
d.	Senior Program Coordinator -	\$42,494	annually
f.	Recreation Secretary 1	\$20.46	per hour
g.	Recreation Secretary 2	\$16.37	per hour

7 Board, Commissions & Election Workers

a.	Plan Commission (limit 2 mtgs./month)	\$20.00	per mtg.
b.	Police & Fire Commission Member	\$20.00	per mtg.
c.	Police & Fire Commission Chairperson	\$25.00	per mtg.
d.	Police & Fire Commission Secretary (paid for max of 12 mtgs/year)	\$22.00	per mtg.
e.	Board of Zoning Appeals	\$20.00	per mtg.
f.	Board of Zoning Appeals - Chairman (paid for max of 12 mtgs/year)	\$25.00	per mtg.
g.	Park & Recreation Commission Member	\$20.00	per mtg.
h.	Park & Recreation Commission Chairperson (paid for max of 12 mtgs./year)	\$25.00	per mtg.
i.	Library Board Member	\$20.00	per mtg.
j.	Library Board Chairperson (paid for max of 12 mtgs./year)	\$25.00	per mtg.
k.	Election Inspectors	\$9.75	per hour
l.	Chief Election Inspector	\$12.00	per hour
m.	Alternate Chief Election Inspector	\$11.00	per hour
n.	Board of Review	\$50.00	per day
o.	Historic Preservation Commission	\$20.00	per mtg.

9. Mileage - Expense

Per IRS Schedule for official approved use of private auto

See attached Park & Recreation Seasonal Salary Schedule

GERMANTOWN PARK & RECREATION DEPARTMENT
Seasonal Employee Pay Range Plan

JOB POSITION	SALARY RANGE
ART PROGRAM COORDINATOR ART PROGRAM INSTRUCTOR (PRESCHOOL/YOUTH)	\$12.00 - \$25.00/HR. \$9.00 - \$18.00/HR.
BASEBALL COORDINATOR BASEBALL INSTRUCTOR	\$10.00 - \$18.00/HR. \$8.00 - \$12.00 HR.
BASKETBALL COORDINATOR BASKETBALL INSTRUCTOR BASKETBALL - MEN'S LEAGUE SUPERVISOR BUCKETEER BASKETBALL COORDINATOR BUCKETEER BASKETBALL SITE SUPERVISOR 1ST/2ND GRADE BUCKETS SITE SUPERVISOR	\$12.00 - \$25.00/HR. \$8.00 - \$12.00/HR. \$9.00 - \$17.50/HR. \$9.00 - \$18.00/HR. \$9.00 - \$18.00/HR. \$8.00 - \$14.00/HR.
BASKETBALL OFFICIAL - ADULT NON-CERTIFIED BASKETBALL OFFICIAL - ADULT CERTIFIED BASKETBALL - ADULT SCORER/TIMER	\$10.00 - \$25.00/GAME \$20.00 - \$35.00/GAME \$8.50 - \$14.00/GAME
BASKETBALL OFFICIAL (GRADES 3-8) BASKETBALL SCORER/TIMER (GRADES 3-8)	\$8.00 - \$18.00/GAME \$8.00 - \$16.00/GAME
CARE PROGRAM: KIDS KLUB, TYKE SITE COORDINATOR SITE SUPERVISOR ASSISTANT SUPERVISOR LEADER	\$12.75 - \$20.00/HR. \$11.50 - \$16.50/HR \$10.25 - \$15.00/HR \$8.25 - \$13.50/HR
DANCE PROGRAM COORDINATOR DANCE ASSISTANT/INSTRUCTOR	\$12.00 - \$25.00/HR. \$8.00 - \$12.00/HR.
DODGEBALL PROGRAM COORDINATOR DODGEBALL ASSISTANT	\$9.00 - \$18.00/HR. \$8.00 - \$12.00/HR.
FLAG/GRIDDERS FOOTBALL COORDINATOR FLAG FOOTBALL FIELD MAINTENANCE SUPERVISOR FLAG FOOTBALL OFFICIAL (GRADES 1-6)	\$12.00 - \$25.00/HR. \$8.00 - \$15.00/HR. \$8.00 - \$18.00/GAME
GOLF INSTRUCTOR (PEE WEE)	\$8.00 - \$18.00/HR.
GYMNASTICS COORDINATOR GYMNASTICS ASSISTANT COORDINATOR GYMNASTICS INSTRUCTOR	\$12.00 - \$25.00/HR \$8.00 - \$15.00/HR. \$8.00 - \$10.00/HR.
OFFICE ASSISTANT – Park & Recreation OFFICE ASSISTANT – Senior Center OPEN GYM SUPERVISORS - WINTER OPEN GYM SUPERVISORS - SUMMER	\$10.00 - \$15.00/HR. \$10.00 - \$15.00/HR. \$8.00 - \$12.00/HR. \$8.00 - \$12.00/HR.
POMS ASSISTANTS	\$8.00 - \$18.00/HR.
PRESCHOOL PROGRAM INSTRUCTOR	\$9.00 - \$18.00/HR.
SOCCER PROGRAM COORDINATOR	\$9.00 - \$18.00/HR.
SOCCER REFEREE - NON-CERTIFIED SOCCER REFEREE - CERTIFIED	\$8.00 - \$16.00/GAME \$10.00 - \$30.00/GAME
SOFTBALL UMPIRE - ADULT NON-CERTIFIED (ONE/GAME) SOFTBALL UMPIRE - ADULT CERTIFIED (ONE/GAME) SOFTBALL SCOREKEEPER - ADULT	\$9.00 - \$25.00/GAME \$14.00 - \$30.00/GAME \$8.50 - \$14.00/GAME
SPORTIES FOR SHORTIES COORDINATOR SPORTIES FOR SHORTIES ASSISTANT	\$9.00 - \$18.00/HR. \$8.00 - \$12.00/HR.
TENNIS COORDINATOR TENNIS SITE MANAGER TENNIS INSTRUCTOR	\$12.00 - \$25.00/HR. \$8.00 - \$15.00/HR. \$8.00 - \$12.00/HR.
THEATER DIRECTOR THEATER ASST. DIRECTOR THEATER ASSISTANT	\$9.00 - \$24.00/HR. \$9.00 - \$20.00/HR. \$8.00 - \$12.00/HR.
TRACK COORDINATOR TRACK INSTRUCTORS	\$12.00 - \$25.00/HR. \$8.00 - \$12.00/HR.
VOLLEYBALL OFFICIAL - ADULT NON-CERTIFIED VOLLEYBALL OFFICIAL - ADULT CERTIFIED VOLLEYBALL OFFICIAL - TEEN LEAGUE VOLLEYBALL COORDINATOR (YOUTH LG.) VOLLEYBALL INSTRUCTOR	\$9.00 - \$25.00/MATCH \$18.00 - \$35.00/MATCH \$8.00 - \$15.00/MATCH \$12.00 - \$25.00/HR. \$8.00 - \$18.00/HR.

*** This list may not be all inclusive of new programs, but they will be placed appropriately.**

The following criteria shall be used in determining the salaries of seasonal, part-time staff.

- Budget Restrictions
- Job Responsibilities
- Previous Experience
- Education
- Past Job Performance
- Training/Certification

The Park and Recreation Commission may approve individual arrangements for any employee not covered by the position classifications. In these special situations, all expenses must be covered by program revenue.

Included in this category are the following positions that are paid on commission or contract basis:

- Adaptive Programming for adult/youth with disabilities
- Adult/Child Workshop Instructor
- Archery Instructor
- Art/Crafts Programs Instructor (ceramics, afterschool)
- Community Band Instructors
- Basketball Camp/Clinic Director/Coaches
- Cake Decorating Instructor
- Cheerleading/Poms Instructor
- Computer Instructors (Adults, Youth)
- Cross Country Ski Instructor
- Dance (Adult/Youth)/Middle Eastern/Adult
- Disc Golf Instructor
- Enrichment programming (languages, clutter, magic, book published, landscape, sewing, knitting)
- Family Activities Instructors
- Financial Planning Workshop Instructors
- Fistball Instructor
- Fitness Instructor (Pilates, Zumba, Group Fitness)
- Flag Football/Football Camp Director/Coaches
- Golf Instructor (Adult/Pee Wee)
- Horseback Riding Instructor
- Ice skating Instructors
- In-Line Skating Instructor/Roller Hockey Instructor
- Judo/Tae Kwon Do/Karate/Martial Arts Instructor
- KidsSports Instructor
- Lego Program Instructor
- Mad Science Classes
- Meditation Classes
- Modeling Instructor
- Music Classes (tots/choir/guitar/ukulele)
- Nature Camp Directors (Winter Exploration, Nature Exploration)
- Photography Instructor
- Pickleball Instructor
- Rock Climbing Instructors
- Safety Programs (Learn Not to Burn/First Aid)
- Softball Clinic Director/Coaches/Umpires
- Speech Therapy Instructor
- Track & Field Program/Camp Directors/Coaches
- Volleyball Camp Directors/Coaches/Officials
- Woodworking/Wood carving Instructor
- Wrestling Camp Directors/Coaches
- Landscape/Gardening Instructor
- Yoga Instructor

11/16/2016 – Reviewed & Approved by the Park & Recreation Commission

11/15/2017 – Reviewed & Approval by the Park & Recreation Commission

1/15/2020 - Reviewed & Approved by the Park & Recreation Commission

**VILLAGE OF GERMANTOWN
WASHINGTON COUNTY
RESOLUTION NO. 75-2020
STATE MUNICIPAL AGREEMENT FOR LOCAL MULTI MODAL SUPPLEMENT PROJECT**

**Amendment No. 1
to State/Municipal Agreement**

Whereas, the State of Wisconsin Department of Transportation ("State"), through 2019 Wisconsin Act 9, instituted a Multimodal Local Supplement ("MLS") program to provide funding to political subdivisions for local multimodal transportation projects; and

Whereas, the State did enter into State/Municipal Agreements with various political subdivisions to provide such funding; and

Whereas, the Wisconsin Supreme Court in *Bartlett v. Evers* did find that the Governor's veto within 2019 Wisconsin Act 9 to create the MLS program was unconstitutional; and

Whereas, upon the aforementioned Wisconsin Supreme Court decision, the State reviewed the State/Municipal Agreements entered into under the MLS program and determined that the majority of such projects could be converted into the Local Roads Improvement Program (LRIP); and

Whereas, the State enters into this Amendment pursuant to the authority provided in Wis. Stat. § 86.31 and Wisconsin Administrative Code Trans § 206.03(12);

Now, therefore, the State and the undersigned Municipality enter into this Amendment as of the date of last signature below to amend the terms and conditions of the State/Municipal Agreement for a Local-Let Multimodal Local Supplement Project entered into between the parties on May 7, 2020 as follows:

- (1) The name of the Agreement is amended to read, "2020-2021 Local Roads Improvement Program (LRIP) State Municipal Project Agreement",
- (2) The program name is amended to read, "LRIP",
- (3) Any reference to "2020-2021 Multimodal Local Supplement" is amended to read, "2020-2021 Local Roads Improvement Program",
- (4) Any reference to "MLS" is amended to read, "LRIP",
- (5) Paragraph (4) of the General Terms and Conditions is amended to read as follows:

The work, which is eligible for state participation, will be administered by the undersigned political subdivision. The authority for the state to delegate this responsibility is described in the general requirements for administering federal and state aid set forth in Wisconsin Administrative Code Chapter Trans 206 and Wis. Stat § 86.25(2).

(6) Paragraph (5) of the General Terms and Conditions is amended to read as follows:

All contracts will be let by competitive bid and awarded to the lowest responsible bidder in accordance with the provisions of s. 86.31 Wis. Stats. and all other municipal/county bidding requirements.

(7) Paragraph (7) of the General Terms and Conditions is amended to read as follows:

Payments to the political subdivision will be made after the improvement is completed, and the contractor(s) fully reimbursed.

(8) Paragraphs (14) and (15) of the General Terms and Conditions are deleted in their entirety.

(9) Paragraph (16) of the General Terms and Conditions is amended to read as follows:

This agreement is subject to the availability of State funds appropriated for this program. The continuance of this agreement beyond the limits of funds already available to the Wisconsin Department of Transportation is contingent upon appropriation of the necessary funds by the Wisconsin Legislature and the Governor.

As to the aforesaid, the parties hereto have caused this Amendment to be fully executed by their duly authorized representatives as of the date of last signature below.

Wisconsin Department of Transportation

By: _____
Merrill Mechler-Hickson
Local Programs & Finance Section Chief

Date: _____

Village of Germantown

By: _____
Name: Dean M Wolter
Title: Village President

Date: _____



**STATE/MUNICIPAL AGREEMENT
FOR A LOCAL- LET MULTIMODAL
LOCAL SUPPLEMENT PROJECT**

**Program Name: Multimodal Local
Supplement (MLS)**

MLS Group: City/Village

State Appropriation #: 207

Date: April 30, 2020

I.D.: 1009-49-41/1009-51-41

Road Name: Holy Hill Road

Limits: I-41 Northbound Ramps to Goldendale Road

County: Washington

Roadway Length: 1.0 miles

Project Sponsor: Village of Germantown

Application Number: 1484

The signatory, Village of Germantown, hereinafter called the Municipality, through its undersigned duly authorized officers or officials, hereby requests the State of Wisconsin Department of Transportation, hereinafter called the State, to initiate and effect the improvement hereinafter described.

The authority for the Municipality to enter into this agreement with the State is provided by Sections 20.395(2)(fc), 86.25(1), (2), and (3) and Section 66.0301 of the Statutes.

NEEDS AND ESTIMATE SUMMARY:

All components of the project must be defined in the environmental document. The Municipality agrees to complete all participating and any non-participating work included in this improvement consistent with the environmental document. No work on final engineering and design may occur prior to approval of the environmental document. The Municipality agrees to contract with an infrastructure consulting firm for construction engineering oversight.

Existing Facility - Describe and give reason for request: The Municipality has listed the expansion of Holy Hill Road as its highest priority as a catalyst for economic development. The Municipality has stated that the improvement has the potential for creating hundreds of new jobs and producing millions of dollars in economic activity, and that the road expansion is needed to make the corridor safer, driveable, attractive and accessible to potential developers and businesses. The project, which is co-sponsored by Washington County and supported by the Village of Richfield, is considered a regional improvement that will benefit many communities. The existing roadway is in poor condition with longitudinal and transverse cracking and pavement rutting throughout the corridor. It was last improved in 1980.

The Municipality has listed the pavement condition of the roadway as a 3, according to WISLR.

Proposed Improvement - Nature of work: The project is 1-mile road reconstruction on Holy Hill Road using hot mix asphalt, from I-41 Northbound Ramps to Goldendale Road. The improvement includes clearing & grubbing, excavation, base aggregate, breaker run, HMA pavement, asphaltic surface, concrete curb & gutter, storm sewer, erosion control, and signaling/signage.

The existing two-lane undivided rural cross-section will be reconstructed into a four-lane divided urban cross-section from the I-41 Northbound Ramps to the proposed Gateway Crossing (approximately 1/2 mile east of the I-41 interchange) and a two-lane divided urban cross section from the proposed Gateway Crossing to Goldendale Road. In addition, the proposed project includes a 10' asphalt shared-use (off-road) trail on the north side of Holy Hill Road.

Describe non-participating work included in the project and other work necessary to completely finish the project that will be undertaken independently by the Municipality. Please note that non-participating components of a project/contract are considered part of the overall project: Sanitary, Watermain, mainline lighting, and landscaping.

The Municipality agrees to the following 2020-2021 Multimodal Local Supplement project funding conditions:

Under the MLS program, project construction costs may be funded with up to 90% state funding to a maximum of \$1,000,000 for all state-funded project phases when the municipality agrees to provide the remaining minimum 10% and all funds more than the \$1,000,000 state funding maximum, in accordance with the Multimodal Local Supplement (MLS) program guidelines. Non-participating costs are 100% the responsibility of the municipality. Any work performed by the Municipality prior to state authorization is not eligible for state funding. The Municipality will be notified by the State that the project is authorized and available for charging. For this project, the project will be funded at 21% resulting in \$1,000,000 of funding for eligible items.

This project is currently scheduled as a locally let project. In accordance with the State's sunset policy for Multimodal Local Supplement projects, the subject 2020-2021 Multimodal Local Supplement improvement must be constructed and in final acceptance within six years from the date of MLS project award.

The dollar amounts shown in the Summary Funding Table below are state maximum amounts unless explicitly identified otherwise. These amounts are calculated based on estimated eligible costs submitted in the project sponsor's MLS application. The final Municipal share is dependent on the final State participation, and actual costs will be used in the final division of cost for reimbursement.

Project Cost Summary	Estimated Costs	MLS/State Funds	Municipal Funds
Engineering:	\$255,220	\$53,846	\$201,374
Right of Way Acquisition:			
Construction:	\$4,484,580	\$946,154	\$3,538,426
Total Eligible Costs:	\$4,739,800	\$1,000,000	\$3,739,800
Total Ineligible Costs:	\$500,000	0	\$500,000
Total Improvement Costs:	\$5,239,800	\$1,000,000	\$4,239,800

\$1,000,000 is the maximum MLS award for this project and reimbursements may not exceed 90% of project costs.

This request is subject to the terms and conditions that follow and is made by the undersigned under proper authority to make such request for the designated Municipality and upon signature by the State and delivery to the Municipality shall constitute agreement between the Municipality and the State. No term or provision of either the State/Municipal Agreement nor any of its attachments may be changed, waived or terminated orally but only by an instrument in writing executed by both parties to the State/Municipal Agreement.

Signed for and in behalf of: Village of Germantown (please sign in blue ink.)

Name Dean M. Wolter Title Village President

Date 5-6-20

Signed for and in behalf of the State:

Name Merrill Meckler-Hickson Title Program and Policy Supervisor

Date 5/7/2020

GENERAL TERMS AND CONDITIONS:

1. The initiation and accomplishment of the improvement will be subject to the MLS program guidance, applicable federal, state and local laws, administrative policy and program rules, ordinances,

standards, and contract bidding requirements. Please note that if any portion of an improvement is funded using federal funds (including design, real estate, or other related work activities), the entire improvement will be subject to federal requirements. All components of the improvement must be defined in the environmental document if any portion of the project is federally funded.

2. The design and construction of the improvement shall be in accordance with nationally recognized association standards unless an exception to standards is granted by the state prior to construction. The entire cost of the improvement not constructed to standards will be the responsibility of the Municipality/County unless such exception is granted.
3. The Municipality/County will assume all responsibility for complying with all applicable environmental requirements for the improvement.
4. The work, which is eligible for state participation will be administered by the Municipality/County. The authority for the state to delegate this responsibility is described in General requirements for administering federal and state aid set forth in ch. Trans 206 and Wis. Stat 86.25(2). Municipal staff resource time is not eligible for payment under this grant.
5. The initiation and accomplishment of the improvement will be subject to the applicable federal, state and local laws, administrative policy and program rules, ordinances, standards, and contract bidding requirements that include, but are not limited to, the following:
 - a) The improvement must be advertised for bid for a minimum of fifteen (15) consecutive days, and contracts awarded to the lowest responsible bid.
 - b) Other competitive bidding requirements set forth in Wis. Stat. 16.855, 66.0901, 985.01(1m) and 985.07.
6. State financing will be limited to up to 90% participation in eligible items or to the limit approved for the improvement - whichever is less.
7. Payments to the Municipality/County can be made to the Municipality/County prior to completion of the project for partial project reimbursement. MLS reimbursement request forms will be provided to the Municipality/County with the signed SMA and the authorization to incur costs form. Project reimbursement documents may also be submitted to WisDOT at time of project completion for one-time reimbursement. Total project reimbursement amounts cannot exceed initial program award amounts. Project reimbursements will be issued to the primary sponsor. Required documentation that must be submitted to WisDOT by the primary sponsor prior to project reimbursement includes the following:
 - a) A copy of the advertisement to bid – ideally an Affidavit of Publication – identifying the text of the ad, the name of the publication in which it was placed, and the dates it was advertised.
 - b) Lowest responsible bid award and rejection notices or dated board minutes, including action taken.
 - c) An Exception to Standards, if applicable to the project.
 - d) Documentation to confirm contractor(s) payment.
8. In order to guarantee the Municipality's foregoing agreements to pay the State, the Municipality, through its above duly authorized officers or officials, agrees and authorizes the State to set off and withhold the required reimbursement amount as determined by the State from any moneys otherwise due and payable by the State to the Municipality, including General Transportation Aids under Wis. Stat. 86.30.
9. The Municipality/County will keep records of the cost of the improvement together with letting documents and will have them available for inspection by representatives of the state and will furnish copies when requested.
10. The design and construction of the improvement must be certified by a registered professional engineer, if the cost of the improvement exceeds \$65,000.
11. Federal Single Audits of Local Government Units:

- a) The Municipality/County shall have a single organization audit performed by a qualified independent auditor if required to do so under federal law and regulations. (See Federal Circular No. A-133).
 - b) This audit shall be performed in accordance with Federal Circular A-133 issued by the Federal Office of Management and Budget (OMB) and state single audit guidelines issued by the Wisconsin Department of Administration (DOA).
 - c) The Municipality/County will keep records of costs of construction, payroll documents, inspection tests and maintenance done by it to enable the State to review the amount and nature of the expenditure for those purposes. Such accounting records and any other related records shall be subject to a project review or audit as directed by the Department within twelve (12) years of project closing.
- 12. The Municipality/County will maintain, at its own cost and expense, all portions of the project that lie within its jurisdiction and will make ample provision of such maintenance as long as the road remains open to traffic.
 - 13. In accordance with the State's sunset policy for MLS projects, the subject improvement must be constructed and submitted for reimbursement within 6 years of award.
 - 14. Design and construction work prior to state authorization is ineligible for state funding.
 - 15. If real estate costs total under \$100,000, these costs must be entirely locally funded. If real estate costs exceed \$100,000, all real estate costs are eligible for MLS funding but do not increase the original MLS project award.
 - 16. The appropriation from which this grant is to be paid is the result of a gubernatorial veto of 2019 Wisconsin Act 9 that is currently the subject of litigation pending before the Wisconsin Supreme Court (Wisconsin Institute for Law and Liberty v. Gov. Evers). The outcome of that litigation could adversely affect the availability or amount of funds that are otherwise payable under this contract, or the ability of the Department of Transportation to perform this contract.
 - 17. If the Municipality should withdraw the project, it will reimburse the State for any costs incurred by the State on behalf of the project.
 - 18. The State shall not be liable to the Municipality for damages or delays resulting from work by third parties. The State also shall be exempt from liability to the Municipality for damages or delays resulting from injunctions or other restraining orders obtained by third parties.
 - 19. The State will not be liable to any third party for injuries or damages resulting from work under or for the Project. The Municipality and the Municipality's surety shall indemnify and save harmless the State, its officers and employees, from all suits, actions or claims of any character brought because of any injuries or damages received or sustained by any person, persons or property on account of the operations of the Municipality and its sureties; or on account of or in consequence of any neglect in safeguarding the work; or because of any act or omission, neglect or misconduct of the Municipality or its sureties; or because of any claims or amounts recovered for any infringement by the Municipality and its sureties of patent, trademark or copyright; or from any claims or amounts arising or recovered under the Worker's Compensation Act, relating to the employees of the Municipality and its sureties; or any other law, ordinance, order or decree relating to the Municipality's operations.

[End of Document]

Village Administrator: Steven Kreklow
2020 Performance Evaluation Standards - Amended

Part 1: Core Competencies (100%):

Competency	Description	Score
Leading Change	Assesses and adjusts to changing situations, identifying and implementing innovative solutions as appropriate. Balances change and continuity; continually strives to improve service delivery; creates a work environment that encourages creative thinking, collaboration and transparency, and maintains focus even in adversity.	
Leading People	Fosters and encourages a proactive, problem solving culture that maximizes creativity and collaboration and adheres to relevant laws, policies and procedures and common sense. Recruits, retains and develops talented employees who reflect the values of the community with the skills needed to accomplish organizational objectives while supporting workforce diversity, inclusion and equal opportunity.	
Communication	Effectively communicates with Village residents, community organizations and businesses, as well as the Board of Trustees and Village employees. Ensures that the Board of Trustees is informed of significant events and issues in a timely manner and is provided with information and analysis needed for key policy decisions. Facilitates a Village work environment that encourages regular communication between managers and staff, and across organizational boundaries.	
Business Acumen	Assesses, analyzes, acquires and administers human, financial, material and information resources in a manner that instills public trust and accomplishes the Village's mission.	

Definition of Scores

Score	Level	Definition
5	Outstanding	Far exceeds performance expectations; overcomes unanticipated barriers and unusual pressures and demands; delivers results of the highest quality.
4	Exceeds Expectations	Demonstrate unusual resourcefulness in dealing with challenges; accomplishments reflect successful completion beyond what is normally expected.
3	Meets Expectations	Solid, dependable performance that complies with established timelines and parameters for quality and quantity of work.
2	Needs Improvement	Shows basic ability necessary to be successful; contributions are acceptable in the short term; occasional lapses that impair operations or cause concern.
1	Unacceptable	Repeated instances where performance deficiencies detract from the Villages mission and objectives and impair operation.