



FINANCE AND PERSONNEL COMMITTEE MEETING AGENDA

January 22, 2024 at 5:00 PM

Council Chambers, 828 Center Avenue, Sheboygan, WI

It is possible that a quorum (or a reverse quorum) of the Sheboygan Common Council or any other City committees/boards/commissions may be in attendance, thus requiring a notice pursuant to State ex rel. Badke v. Greendale Village Board, 173 Wis. 2d 553, 494 N.W.2d 408 (1993).

Persons with disabilities who need accommodations to attend this meeting should contact the Finance Department at 920-459-3311. Persons other than council members who wish to participate remotely shall provide notice to the Finance Department at 920-459-3311 at least 24 hours before the meeting so that the person may be provided a remote link for that purpose.

OPENING OF MEETING

1. Call to Order
2. Roll Call - Alderperson Felde may attend remotely
3. Pledge of Allegiance
4. Introduction of Committee Members and Staff

MINUTES

5. Approval of Minutes - January 8, 2024

ITEMS FOR DISCUSSION AND POSSIBLE ACTION

6. R. O. No. 81-23-24 / December 18, 2023: Submitting a claim from David Andrews for alleged damages to vehicle when it struck a manhole cover.
7. Res. No. 142-23-24 / January 15, 2024: A RESOLUTION authorizing the appropriate City officials to execute the Amended and Restated Services Agreement between the City of Sheboygan and SolidaritUS Health Inc. regarding the provision of an employer health clinic for 2024.
8. Res. No. 143-23-24 / January 15, 2024: A RESOLUTION authorizing the appropriate City officials to remove certain uncollected delinquent personal property taxes and uncollected accounts receivable from the City of Sheboygan's general ledger as of December 31, 2023.
9. Direct Referral Res. No. 145-23-24 by Alderpersons Mitchell and Filicky-Peneski authorizing the appropriate City officials to sign the January 1, 2023 -December 31, 2025 Contract between the City of Sheboygan and Amalgamated Transit Union Local 998.

DATE OF NEXT REGULAR MEETING

10. Next Meeting Date - February 12, 2024

ADJOURN

11. Motion to Adjourn

In compliance with Wisconsin's Open Meetings Law, this agenda was posted in the following locations more than 24 hours prior to the time of the meeting:

*City Hall • Mead Public Library
Sheboygan County Administration Building • City's website*

CITY OF SHEBOYGAN
R. O. 81-23-24

BY CITY CLERK.

DECEMBER 18, 2023.

Submitting a claim from David Andrews for alleged damages to vehicle when it struck a manhole cover.

DATE RECEIVED

12-6-23

RECEIVED BY

MKE

DEC 6 '23 AM 10

Item 6.

CLAIM NO.

11-23

CITY OF SHEBOYGAN NOTICE OF DAMAGE OR INJURY

INSTRUCTIONS: TYPE OR PRINT IN BLACK INK

1. Notice of death, injury to persons or to property must be filed not later than 120 days after the occurrence.
2. Attach and sign additional supportive sheets, if necessary.
3. This notice form must be signed and filed with the Office of the City Clerk.

4. TWO ESTIMATES MUST BE ATTACHED IF YOU ARE CLAIMING DAMAGE TO A VEHICLE.

1. Name of Claimant: Mitchell Andrews (minor) David Andrews (dad)
2. Home address of Claimant: 1630 N 2nd Street Sheboygan, WI 53081
3. Home phone number: 920-207-2843 (Mitchell) 920-918-6720 (David)
4. Business address and phone number of Claimant: N/A

5. When did damage or injury occur? (date, time of day) 11-29-23 @ 0625 pm

6. Where did damage or injury occur? (give full description) on main Avenue Eastbound just west of Calumet Drive in Sheboygan, WI

7. How did damage or injury occur? (give full description) There was a manhole in the street with the cover halfway off and when I drove over it it popped my back driver side tire and damaged the rim, and the driver foot door window came off the track and is partially open and won't move.

8. If the basis of liability is alleged to be an act or omission of a City officer or employee, complete the following:

(a) Name of such officer or employee, if known: Don't know officer's name

(b) Claimant's statement of the basis of such liability: police report number C23-21262

officer took pictures of damage

9. If the basis of liability is alleged to be a dangerous condition of public property, complete the following:

(a) Public property alleged to be dangerous: manhole cover was not on the manhole properly causing damage to my car.

(b) Claimant's statement of basis for such liability: Also, another vehicle drove over same manhole and

popped her tire. - she had to truck company come and fix/change tire. And police came and fixed the manhole.

10. Give a description of the injury, property damage or loss, so far as is known at time. (If there were no injuries, state "NO INJURIES").

Item 6.

"No Injuries." Had to get new tire for popped tire,
fixed damaged rim, fixed damaged front driver window mechanism

11. Name and address of any other person injured: N/A no injuries

12. Damage estimate: (You are not bound by the amounts provided here.)

Auto: \$ 542.96

Property: \$

Personal injury: \$

Other: (Specify below) \$

TOTAL \$ 542.96

Damaged vehicle (if applicable)

Make: Chevy Model: Cruze Year: 2015 Mileage: 178780

Names and addresses of witnesses, doctors and hospitals: Oliver Andrews (brother)

FOR ALL ACCIDENT NOTICES, COMPLETE THE FOLLOWING DIAGRAM IN DETAIL. BE SURE TO INCLUDE NAMES OF ALL STREETS, HOUSE NUMBERS, LOCATION OF VEHICLES, INDICATING WHICH IS CITY VEHICLE (IF APPLICABLE), WHICH IS CLAIMANT VEHICLE, LOCATION OF INDIVIDUALS, ETC.

NOTE: If diagrams below do not fit the situation, attach proper diagram and sign.

approximate location (see map)

police came and fixed manhole cover - should
be in their report

Oliver Andrews

12-6-23

SIGNATURE OF CLAIMANT _____ DATE _____
BY SIGNING THIS I ACKNOWLEDGE I HAVE READ AND UNDERSTAND THE INSTRUCTIONS

DATE RECEIVED _____

RECEIVED BY _____

CLAIM NO. _____

CLAIM

Claimant's Name:	<u>Mitchell Andrews</u>	Auto	\$ <u>542.96</u>
Claimant's Address:	<u>1630 N 2nd Street</u>	Property	\$ _____
	<u>Sheboygan, WI 53081</u>	Personal Injury	\$ _____
Claimant's Phone No.	<u>920-207-2843</u>	Other (Specify below)	\$ _____
	<u>David Andrews (dad)</u>		
	<u>920-918-6720</u>		
		TOTAL	\$ <u>542.96</u>

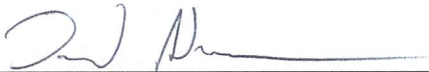
PLEASE INCLUDE COPIES OF ALL BILLS, INVOICES, ESTIMATES, ETC.

WARNING: IT IS A CRIMINAL OFFENSE TO FILE A FALSE CLAIM.
(WISCONSIN STATUTES 943.395)

The undersigned hereby makes a claim against the City of Sheboygan arising out of the circumstances described in the Notice of Damage or Injury. The claim is for relief in the form of money damages in the total amount of \$ 542.96.

I got car repaired. It had a broke window and popped tire and damaged rim. I could not be driving around getting estimates on it. I needed the car to be fixed fast, as my kid needed it for school and activities.

SIGNED

DATE: 12-6-23

ADDRESS:

1630 N 2nd Street
Sheboygan, WI 53081

BY SIGNING THIS I ACKNOWLEDGE I HAVE READ AND UNDERSTAND THE INSTRUCTIONS.

MAIL TO: CLERK'S OFFICE
828 CENTER AVE #100
SHEBOYGAN WI 53081

Google Maps



Map data ©2023 Google 100 ft

MARTIN

Automotive, Inc.

729 S. 8th St.
Sheboygan, WI 53081
Phone 920-458-4631

Item 6.

R/O 14733	VIN 1 G 1 P G 5 S B 7 F 7 1 4 7 3 3 4			DAVID ANDREWS		DATE IN 11/30/2023
YEAR 2015	MAKE CHEVROLET	MODEL CRUZE LTZ	COLOR O	1630 N 2ND STREET SHEBOYGAN WI 53081		TIME IN 15:44
MILES IN 178780	MILES OUT 178780	FIRST USE 00/00/00	LISC. WI	C: (920) 918-6720 H: (920) - W: () -		CLOSED 09:36
SEE ALSO 1.4						12/04/2023
						WRITER 2445
						JAMIE\01

- 1) FLAT TIRE
MOUNT AND BALANCE 1 TIRE

(Tech:36) A


Labor	T36	28.00
G15579780000	1	165.92
(GE2254518GMAXAS07XL9)		
TIRE DISPO 14733		10.50
Total Labor		28.00
Total Parts		165.92
Total Sublet/Fees		10.50
Total Repair (Customer)		204.42

- 2) LEFT WINDOW
REPLACE LEFT FRONT WINDOW REGULATOR

(Tech:89) A

Labor	T89	146.40
N 665-5475 (WINDOW REGULAT)	1	158.60
Total Labor		146.40
Total Parts		158.60
Total Repair (Customer)		305.00

PAID
CC

		W/C	INT.	CUSTOMER
<p>DISCLAIMER OF WARRANTIES</p> <p>Warranties on the product sold hereby are those made by the manufacturer. The seller expressly disclaims all warranties either expressed or implied, including any implied warranty of merchantability of fitness for a particular purpose, and neither makes nor authorizes any person to assume for it any liability in connection with the sale of said products. Any limitation contained herein does not apply where prohibited by law.</p>		<p>Motor vehicle repair practices are regulated by chapter ATCP 132</p> <p>Wis. Adm. Code, administered by the Bureau of Consumer Protection, Wisconsin Dept of Agriculture, Trade and Consumer Protection, P.O. Box 8911, Madison, Wisconsin 53705-8911.</p>	<p>.00</p> <p>.00</p> <p>.00</p> <p>.00</p> <p>.00</p> <p>.00</p> <p>.00</p> <p>.00</p> <p>.00</p>	<p>Labor 174.40</p> <p>Parts 324.52</p> <p>Sublet/Fees 10.50</p> <p>Shop Supplies 5.23</p> <p>Oil/Grease .00</p> <p>Sub Total 514.65</p> <p>Tax 28.31</p> <p>Total (Due) 542.96</p>
Page 1 of 1	Job 14733			
14733		Customer Copy		

MARTIN AUTOMOTIVE
729 S 8TH ST
SHEBOYGAN WI 53081
920-458-4631

Record Num.: 0003

Phone Order Sale

xxxxxxxxxxxx9841 Exp: XX/XX
VISA Entry Method: Keyed CNP
Total: USD\$ 542.96
12/04/23 10:15:09
Inv#: 000003 Appr Code: 004458
Apprvd: Online Batch#: 001215
AVS Code: Y
CVV2 Code: M
TRN Ref #: 383338585094930
Validation Code: 5XKW
Rewards Program: 165675

DESCRIPTION: _____

THANK YOU!
PLEASE COME AGAIN!

CARDHOLDER COPY

RETAIN THIS COPY FOR STATEMENT
VERIFICATION

Get Your Police Report at
CRASHDOCS.ORG

Sheboygan Police Department

11/29/23
ACCIDENT DATE

C23-21262
POLICE REPORT NUMBER

Reports are available 5-7 business days after incident

Item 6.

Ice of Dama

Inj

**CITY OF SHEBOYGAN
RESOLUTION 142-23-24**

BY ALDERPERSONS MITCHELL AND FILICKY-PENESKI.

JANUARY 15, 2024.

A RESOLUTION authorizing the appropriate City officials to execute the Amended and Restated Services Agreement between the City of Sheboygan and SolidaritUS Health Inc. regarding the provision of an employer health clinic for 2024.

RESOLVED: That the City Administrator is hereby authorized to execute the Amended and Restated Services Agreement, a copy of which is attached hereto and incorporated herein.

PASSED AND ADOPTED BY THE CITY OF SHEBOYGAN COMMON COUNCIL

Presiding Officer

Attest

Ryan Sorenson, Mayor, City of
Sheboygan

Meredith DeBruin, City Clerk, City of
Sheboygan

AMENDED AND RESTATED SERVICES AGREEMENT

THIS AMENDED AND RESTATED SERVICES AGREEMENT (this “Agreement”) is made as of January 1, 2024 (the “Effective Date”) by and between **SolidaritUS Health Inc.**, a Delaware corporation (“SolidaritUS”), and **City of Sheboygan** a Wisconsin municipal corporation (“Client”). In this Agreement, SolidaritUS and Client each may be referred to as a “Party” or together as the “Parties”.

WHEREAS SolidaritUS manages delivery of broad scope, high-value advanced primary health care, including operation of conveniently accessible advanced primary care health centers, proactive provision and coordination of individualized, high-quality health care by qualified and accountable, personal primary care providers, and provision of exceptional patient access and broad-scope advanced primary care services, which include SolidaritUS provision of certain Services (defined below); and

WHEREAS Client desires to retain SolidaritUS to provide certain Services to Client, upon the terms and conditions hereinafter set forth, and SolidaritUS is willing to perform such Services.

NOW THEREFORE, in consideration of the mutual covenants, agreements, representations and warranties contained herein, and for other good and valuable consideration, both the receipt and legal sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. Definitions.

“Client” shall have the meaning set forth in the first paragraph of this Agreement.

“Confidential Information” shall have the meaning set forth in Section 2.6.

“Facility Expenses” shall mean any expenses or obligations related to the facilities or locations where the Services are performed, which shall include, without limitation, the ongoing expenses, and costs in connection with HVAC maintenance or repair costs, security services, storm and sewer, garbage, housekeeping, data, telecommunications, water, electric, gas or other utilities and any other similar costs or expenses. Facility Expenses also includes any initial, one-time costs or expenses in connection with the Services, which shall include, without limitation, installation of signage, installation of cabling, wiring or other telecommunications infrastructure, or any other fixtures or similar expenses.

“Lease Expenses” shall mean any expenses or obligations related to the facilities or locations where the Services are performed, which shall include, without limitation, the ongoing expenses and costs in connection with base rent, property taxes, common area maintenance.

“SolidaritUS –Health Care Services” shall mean advanced primary care services provided by SolidaritUS employees.

“SolidaritUS Health Staff” shall include SolidaritUS’ provided staff located within the care center facility such as medical doctors, nurse practitioners, physician assistants, chiropractors, physical therapists, health coaches, medical assistants, patient care coordinators/receptionists, etc.

“SolidaritUS Advanced Primary Care Services” shall include condition-specific Disease Management programming led by the SolidaritUS Health staff.

“Consulting” shall mean program design, recruiting, account management, custom reporting, etc. by SolidaritUS.

“Clinic Reporting” shall mean program reporting provided by SolidaritUS.

“Intellectual Property” shall mean all patents, patent applications, Trademarks, commercial names, copyrighted materials, and such other patentable or registrable intellectual property incorporated into or relating to the services, products, or business of a Party.

“Member” shall mean a person who is eligible to receive clinical services at the health center facility or from a SolidaritUS advanced primary care provider by virtue of being an employee or covered dependent enrolled in the Client’s medical plan.

“Operational Costs” shall include, but not be limited to, expenses such as electronic medical records and associated patient portals, data analytics, worker’s compensation and professional liability insurance, equipment and supplies necessary for daily operation of the Care Center, etc. as set forth in Exhibit A.

“Patient” shall mean any Member receiving or registered to receive clinical services at the care center facility or from a SolidaritUS advanced primary care provider. The base number of Patients as of January 1, 2023 shall be equal to the total number of unique Patients during the preceding 12 months of calendar year 2022. After January 1, 2023, the total number of Patients shall equal the base number of Patients as of January 1, 2023 plus the number of additional unique patients receiving or registering to receive clinical services at the care center facility or from a SolidaritUS advanced primary care provider during the course of the 2023 calendar year.

“Project Plan” shall mean the plan designed by SolidaritUS and Client, which details the project, timeline, and respective responsibilities of the Parties. The Project Plan is a working document, and the Parties acknowledge that it typically is not complete as of the Effective Date. Changes to the Project Plan after the Effective Date are only valid and binding upon the Parties when approved in writing by both Parties.

“Services” shall mean those certain services provided by SolidaritUS in the care service facility under this Agreement, as set forth on Exhibit A attached hereto.

“Service Start Date” shall mean the date on which the Services are to be in operation, as set forth on Exhibit A.

“Trade Secrets” shall have the meaning set forth in Section 2.2.

“Trademarks” shall mean those registered and unregistered trademarks, trade names, service marks, icons, and logos, all worldwide registrations and applications, commercial names, distinctive label designs electronic and printed promotional and advertising materials, and all other communications in whatever form owned, licensed to, or used by SolidaritUS in connection with the production, marketing, sale and distribution of Services, the goodwill associated therewith, all rights of enforcement thereof, and all rights to sue or recover for their infringement or misappropriation.

2. General Terms.

Section 2.1 Appointment.

During the term of this Agreement, Client appoints SolidaritUS as Client’s exclusive provider of the Services. During the term of this Agreement, Client shall not purchase, or receive any services from any third-party that are the same, similar, or competitive to the Services provided or offered by SolidaritUS, as set forth in Exhibit A, except that this section shall not apply to services provided through or in connection with the Sheboygan County Public Health Department. Nothing in this Agreement shall prohibit SolidaritUS from entering into agreements with others to provide any services.

Section 2.2 Trade Secrets.

The Parties recognize and acknowledge that, in performing Services under this Agreement, SolidaritUS will necessarily use and apply information that constitutes trade secrets under applicable law (“Trade Secrets”), and it may be necessary for Client to be exposed to such Trade Secrets to allow the Services to be performed. Client agrees not to use or disclose any SolidaritUS’ Trade Secrets or permit any person to examine and/or make copies of any documents that contain or are derived from SolidaritUS’ Trade Secrets, unless such information ceases to be deemed a Trade Secret, and to protect SolidaritUS’ Trade Secrets as if they were Client’s Trade Secrets. In so doing, Client shall comply with any reasonable request from SolidaritUS for the protection of Trade Secrets. Likewise, any Trade Secret revealed by Client to SolidaritUS shall not be disclosed in any way by SolidaritUS.

Section 2.3 No Rights to Intellectual Property.

(a) Nothing in this Agreement shall be construed (i) to give either Party any right, title, or interest in or to any of the other Party’s Intellectual Property, Confidential Information, or other property, or (ii) to provide that a Party is selling, transferring, conveying, or otherwise giving away any of its Intellectual Property to the other Party.

(b) Client acknowledges and agrees that it has no right, title, or interest in or to any system or other applications designed for and used in connection with the SolidaritUS program or the Services. SolidaritUS acknowledges and agrees that it has no right, title, or interest in or to any system or other applications owned by Client.

(c) With the exception of documents considered to be part of a patient’s medical record, and documents subject to public records laws (but only to the extent provided under such laws), all electronic and other documents including reports, and

spreadsheets prepared or furnished by SolidaritUS pursuant to this Agreement will be the property of SolidaritUS. All medical records created pursuant to this Agreement shall, between SolidaritUS, on the one hand, and the Client, on the other hand, be the property of Client. Client may be provided copies of SolidaritUS' documents for its use, information, and reference in connection with the Services; however, such documents are not intended for reuse in any manner by Client, except as Client may be required to do so by law. To the extent permitted by law; any SolidaritUS' documents will be regarded as Intellectual Property of SolidaritUS.

(d) Without SolidaritUS' prior written consent, Client shall not use, directly or indirectly, any property of SolidaritUS for any purpose, except as may be required by law. Except as set forth herein, without Client's prior written consent, SolidaritUS shall not use, directly or indirectly, any property of Client for any purpose, except as may be required by law.

(e) Neither Client nor SolidaritUS shall permit any lien to be placed against the other Party's property.

Section 2.4 Relationship of Parties.

The Parties expressly understand and agree that SolidaritUS is an independent contractor in the performance of each and every part of this Agreement and is solely responsible for all of its employees and agents and its labor costs and expenses arising in connection therewith and for any and all claims, liabilities or damages or debts of any type whatsoever that may arise on account of SolidaritUS' activities, or those of its employees or agents, in the performance of this Agreement. Except as expressly provided herein, neither Client nor SolidaritUS shall have any authority, right or ability to bind or commit the other in any way and will not attempt to do so or imply that it may do so, except as expressly provided herein. Except as expressly provided herein, neither of the Parties shall have the right to exercise any control whatsoever over the activities or operations of the other Party. Except as expressly provided herein, each Party is independent of the other and shall not hold itself out to be the agent, employer, or partner of the other. The only relationship is between the Parties by virtue of this Agreement, and no fiduciary relationship is created hereunder.

Section 2.5 No Representations or Warranties on Behalf of SolidaritUS.

Client shall not make any representations or warranties on behalf of SolidaritUS, the health and wellness program, employer clinic, or the Services, including to third parties or to Client employees, without the express advance written consent of SolidaritUS.

2.6 General Confidentiality.

(a) In addition to any obligations under any Business Associate Agreement between the Parties, which shall remain outstanding, the Parties shall ensure that any non-public information or knowledge acquired or received by a Party (the "Receiving Party") under this Agreement, or learned in the course of providing or receiving Services hereunder and any information disclosed by a Party (the "Disclosing Party") in the course of providing or receiving the Services hereunder, whether disclosed orally or in writing,

whether marked as “Confidential” or “Proprietary” or not, including any information or materials with the name, sign, trade name or trademark of the Disclosing Party and any information where the nature of the information or data disclosed makes itself obvious to a reasonable person familiar with the industry and purpose of disclosure that it is confidential (“Confidential Information”) shall be treated as confidential by the Receiving Party and its employees and shall not, unless required by law or otherwise permitted by the Disclosing Party, be disclosed or used during or after termination of this Agreement without the Disclosing Party’s prior written consent. Confidential Information shall include, without limitation, Trade Secrets, technology, and information relating to the other Party’s operations and strategies. The obligations of this Section shall apply during the term of this Agreement and shall continue for a period of three (3) years thereafter.

(b) The provisions of this Section shall not apply to any information which: (i) becomes generally available to the public other than as a result of a disclosure by the Receiving Party; (ii) was rightfully available to the Receiving Party on a non-confidential basis prior to the disclosure thereof by the Disclosing Party; (iii) becomes rightfully available to the Receiving Party from a source other than the Disclosing Party; (iv) is required to be disclosed by court order or other legal process, including but not limited to a valid public records request; provided that, to the extent allowed by law, the Receiving Party shall immediately notify the Disclosing Party in writing of such legal requirement, whereupon the Disclosing Party at its expense, shall have the right to commence proceedings to enjoin or limit the disclosure of such information and the Receiving Party shall reasonably cooperate therewith, and under all such circumstances the Receiving Party shall only disclose that portion of the Confidential Information which its counsel opines is required to satisfy such court order or the legal process.

3. Services and Fees

Section 3.1 General Duties and Fees.

In consideration for SolidaritUS’ performance of the Services and the rights granted to Client under this Agreement, Client shall pay to SolidaritUS the fees and amounts set forth on Exhibit A. Client acknowledges and agrees that SolidaritUS may employ the services of non-employee contractors, partners and agents, including, but not limited to, physicians who are not SolidaritUS’ employees, in the course of providing Services under this Agreement.

Section 3.2 Billing.

SolidaritUS shall issue invoices to Client for any Services and Client shall pay all invoiced amounts due to SolidaritUS within 30 days of Client’s receipt of such invoice. Client acknowledges and agrees that invoices shall reflect pricing based on terms specified in Exhibit A. If Client pays SolidaritUS late, SolidaritUS will be entitled to impose an additional charge of 1.5% per month on the full amount of the invoice. The PMPM fees are invoiced Monthly and will be issued no later than the 15th of the month the services are rendered. For example, an invoice will be sent to the Client by April 15th for all PMPM fees for services rendered in April and the Client shall pay such invoice by May 15. Any additional fees incurred, as provided in Exhibit A, shall be submitted by SolidaritUS with the Monthly invoices.

Section 3.3 Taxes.

Client shall be responsible for all sales, use and excise taxes, and any other similar taxes, if any, duties and charges of any kind, if any, imposed by any federal, state, or local government entity on any amounts payable by Client hereunder, provided that, in no event shall Client be responsible for any taxes imposed on, or with respect to, SolidaritUS' income, revenue and gross receipts, personnel or real or personal property or other assets.

Section 3.4 Service Start Date.

Services will be made available by the Service Start Date(s) set forth on Exhibit A assuming this Agreement has been signed by both Parties. After the Effective Date, SolidaritUS will provide design and setup services prior to Service Start Date, subject to Client's payment of any required Implementation Fee and any other fees required for such services. SolidaritUS will not conduct Health Screens prior to this Agreement being signed by both Parties.

4. Responsibilities of Client.

Section 4.1 General Duties.

Client shall be responsible for providing in accordance with the terms and conditions of this Agreement and reasonable business practices, the following during the term of this Agreement:

- (a) Provide SolidaritUS with all required and requested data to properly populate patient database on a monthly basis.
 - (i) Eligibility File
 - (ii) Termination File
- (b) Client shall secure transmission of client's eligible medical plan participants' medical claims and prescription drug claims data files to the SolidaritUS-designated data analytics platform in a useable format and in accordance with the data fields requested by SolidaritUS.
- (c) Active employer clinic programming support and promotion including correspondence with SolidaritUS about matters that might directly or indirectly affect the success of the employer clinic programming.
- (d) Client and SolidaritUS shall work together to create programs and incentives to maximize steerage and increase utilization of Care Center.
- (e) Sufficient private onsite space at Client and support for SolidaritUS' personnel, patients and participants when conducting necessary employer clinic programming and/or wellness programming services.
- (f) Site internet access (if applicable).

(g) Any other reasonable access to Client's information, property, records, or documents reasonably necessary to allow SolidaritUS' performance of the Services under this Agreement.

Section 4.2 Office Lease Reimbursement; Clinic Facility Expenses.

(a) If, after the Effective Date, Client and SolidaritUS agree that SolidaritUS shall provide office space for the provision of any Services hereunder, then the provision of such office space and the expenses incurred in connection therewith shall be subject to, and governed by, the terms and conditions of Exhibit A to Services Agreement.

(b) Notwithstanding any provision of this Agreement to the contrary, SolidaritUS shall not be responsible for the payment of any Lease Expense or Facility Expense as both described in Section 1 in connection with this Agreement and all such Lease and Facility Expenses shall be the responsibility of Client.

Section 4.3 Member Education and Promotion of Engagement in Care

(a) Health and wellness education, dissemination of information to Members, and promotion of Member engagement in care will be conducted as described in Exhibit A, Section II.2(b) entitled "Communications Plan". In connection therewith, Client shall provide SolidaritUS reasonable access to employee communication channels so that SolidaritUS can fulfill such obligations.

(b) The "InHealth Clinic" and all signage shall be co-branded with "SolidaritUS Health Center".

Section 4.4 Report of Problems.

Client shall provide prompt notification to SolidaritUS of any problems encountered by Client, Client's participants, or other patrons of the Services, upon such problems becoming known to Client.

Section 4.5 Legal Compliance.

Client shall be responsible for identifying and satisfying any legal obligations arising as a result of any health and wellness program(s) (such as the clinic program described herein), including but not limited to obligations arising directly or indirectly as a result of such health and wellness program's design.

Section 4.6 Pediatrics.

Pediatric services for patients from birth through twenty-four months will be referred to local pediatric providers.

Section 4.7 Quarterly Meetings.

The Parties will meet quarterly to discuss progress of SolidaritUS care for Client's participating members, including but not limited to, expected standards, center metrics, reporting and goals.

5. Representations and Warranties.

Each Party hereby warrants and represents to the other Party that (a) it has all requisite power and authority to execute, deliver and perform this Agreement and to consummate the transactions contemplated hereby, and (b) its execution, delivery or performance of this Agreement will not (i) conflict with or violate any provisions of such Party's organization documents or (ii) violate any statute, injunction or decree of any court or of any public governmental or regulatory body, agency or authority applicable to such Party.

6. Insurance and Liability.

Section 6.1 Insurance.

SolidaritUS agrees to maintain, during the term of this Agreement, at its sole cost and expense, comprehensive general liability insurance in the amount of \$3,000,000 per occurrence for bodily injury and for property damage. If requested by Client, SolidaritUS hereby agrees to provide Client with a Certificate of Insurance evidencing the minimum levels of insurance set forth above. SolidaritUS agrees that it will maintain workers' compensation insurance for SolidaritUS' employees in an amount not less than the statutory requirements. SolidaritUS agrees to maintain, during the term of this Agreement, at its sole cost and expense, comprehensive professional liability (malpractice) insurance.

Section 6.2 Limited Liability.

(a) The Parties agree that SolidaritUS shall not be responsible or liable for any claim, loss, liability, obligations, error, act or omission of any kind or nature of Healics, its managers, employees, or their operations, whether accrued, contingent, absolute, determined, determinable or otherwise, which are known or unknown or which may have accrued prior to the date of the assignment of the 2022 Agreement, whether related to the 2022 calendar year or earlier periods during which Healics provided Services to Client.

(b) In the event of any discontinuation of the Services provided hereunder, neither Party nor its officers, directors, employees, providers, subcontractors, and agents shall be liable to the other Party for any indirect, special, incidental, consequential, punitive or any other damages, including but not limited to any lost revenue, profits, data or commissions of any kind, whether or not foreseeable, which are claimed to have arisen therefrom (whether or not the Party was advised of the possibility of such loss or damage), under any theory of contract, negligence, strict liability or other legal or equitable theory.

7. Indemnification.

Section 7.1 SolidaritUS Indemnification.

SolidaritUS, on behalf of itself, its contractors and agents (“SolidaritUS’ Parties”) agrees to defend, indemnify and hold harmless Client, its directors, officers, employees, agents, subsidiaries, and affiliates, from and against claims, arising out of or with respect to (i) negligence/malpractice by any SolidaritUS’ Parties; (ii) any willful misconduct or bad faith on behalf of any SolidaritUS’ employee; (iii) SolidaritUS’ negligence or willful misconduct in the management of site safety; and (iv) SolidaritUS’ regulatory compliance as described in Section 9.3.

Section 7.2 Client Indemnification.

Client, on behalf of itself, its contractors, and agents (“Client Parties”) agrees to defend, indemnify, and hold harmless SolidaritUS, its directors, officers, employees, agents, subsidiaries, and affiliates, from and against claims, arising out of or with respect to (i) negligence/malpractice by any Client Parties; (ii) any willful misconduct or bad faith on behalf of any Client Parties; and (iii) Client Parties’ regulatory compliance. All obligations of Client under this Agreement remain subject to the governmental immunities, defenses, and other statutory limitations contained within Wisconsin law, including those set forth in Secs. 893.80, 895.52 and 345.05, Wis. Stats., which shall be applied to both contractual and tort liability of Client with respect to this Agreement. Nothing herein constitutes a waiver or estoppel by Client or its insurer of any governmental immunities, defenses, or other limitations within Wisconsin or other law despite any provision herein to the contrary.

Section 7.3 Indemnification Procedure.

The Party seeking indemnification hereunder shall promptly notify the indemnifying Party in writing of any claim giving rise to an indemnification claim and cooperate with the indemnifying Party at the indemnifying Party’s sole cost and expense. The indemnifying Party may, in its discretion, take control of the defense and investigation of such claim and shall employ counsel of its choice to handle and defend the same, at the indemnifying Party’s sole cost and expense. The indemnified Party may participate in and observe the proceedings at its own cost and expense.

Section 7.4 Survival of Indemnification.

The provisions of this Section 7 shall survive termination or expiration of this Agreement.

8. Term.

Section 8.1 Term.

(a) Unless terminated earlier as provided in this Section 8, this Agreement shall be effective as of the Effective Date and shall have a term of 12 months following the Service Start Date and shall expire on December 31, 2024. .

(b) The Parties will commence discussion by no later than June 1, 2024 for the purpose of reaching agreement by no later than July 1, 2024 on a successor 3-year agreement which shall commence on January 1, 2025. Among issues addressed shall be: 1) redesign and upgrade of the Sheboygan InHealth Clinic by Solidaritus site, and 2) addition of healthy lifestyle education and training programs.

Section 8.2 Termination for Cause.

This Agreement may be terminated by either Party in the event of (a) any material default in, or material breach of, any of the terms and conditions of this Agreement by the other Party, which default continues in effect after the defaulting Party has been provided with written notice of default and thirty (30) days to cure such default; (b) the commencement of a voluntary case or other proceeding seeking liquidation, reorganization or other relief with respect to either Party of its debts under any bankruptcy, insolvency, or other similar law now or hereafter in effect, that authorizes the reorganization or liquidation of such Party or its debt or the appointment of a trustee, receiver, liquidator, custodian or other similar official of it or any substantial part of its property; (c) either Party's consent to any such relief or to the appointment of or taking possession by any such official in an involuntary case or other proceeding commenced against it; or (d) either Party's making a general assignment for the benefit of creditors; or either Party's becoming insolvent; or either party taking any corporate action to authorize any of the foregoing.

Section 8.3 Effect of Termination.

If this Agreement is terminated by either Party under Section 8.2, while SolidaritUS is performing any Services for Client hereunder, Client shall immediately pay SolidaritUS the total fees due and payable under this Agreement for any Services already completed by SolidaritUS hereunder and for any non-cancellable third-party products or services purchased by SolidaritUS solely on Client's behalf.

Section 8.4 Survival.

All obligations of the Parties which expressly or by their nature survive the expiration or termination of this Agreement, including the Parties' confidentiality and indemnity obligations if any, shall continue in full force and effect subsequent to and notwithstanding its expiration or termination and until they are satisfied in full or by their nature expire.

9. Miscellaneous.

Section 9.1 Notices.

Any notice required or permitted under this Agreement shall be given in writing and shall be deemed effectively given upon personal delivery to the Party to be notified or upon deposit in the mail of the jurisdiction where the Party is located, by registered or certified mail or express mail with delivery signature required, postage prepaid and addressed to the Party to be notified at the address indicated for such Party on the last page of this Agreement, or at such other address as the Party may designate by ten (10) days' advance written notice to the other Party.

Section 9.2 Consents, Approvals, and Exercise of Discretion.

Whenever this Agreement requires that any consent or approval be given by either Party, unless expressly provided otherwise, such consent or approval shall not be unreasonably withheld, delayed, or conditioned.

Section 9.3 Regulatory Compliance.

SolidaritUS accepts all responsibility for compliance with regulations and laws governing its operation of healthcare services generally, and SolidaritUS' services in particular. Notwithstanding any provision of this Agreement to the contrary, SolidaritUS shall not be responsible for nor have any liability with respect to (a) the Client's obligations or its health and wellness program's legal compliance with the Employee Retirement Income Security Act, the Internal Revenue Code, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act or any other federal, state or local law, or (b) any determination of whether or not the Services provided herein shall constitute a "high deductible health plan" for the purposes of Internal Revenue Code Section 223 and, as such, may affect the ability of a health and wellness program participant (including any participant in the clinic program described herein) to contribute to a health savings account.

Section 9.4 Non-Waiver.

The failure of either Party at any time to require performance or observance by any Party of any term or condition of this Agreement or the waiver of any succeeding breach of a term or condition, or waiver of the term or condition itself shall not affect the full right to require such performance or observance at any subsequent time.

Section 9.5 Press Releases.

If Client or SolidaritUS issues a press release announcing this Agreement, each Party has the right to review and approve said press release. The Parties further agree to participate in future releases as warranted by advances, changes, upgrades, and other newsworthy events as they occur.

Section 9.6 Assignment.

The Parties may not assign any of their rights, obligation, or performance of Services hereunder to any other person or entity without the prior written consent of the other Party, consent of which shall not be unreasonably withheld, conditioned or delayed, provided however, that either Party may transfer or assign this Agreement for the purpose of a restructuring of its operations or in the event of a change of control or the sale of all or substantially all of its assets to which this Agreement relates.

Section 9.7 Governing Law and Dispute Resolution.

This Agreement shall be construed and interpreted in accordance with the substantive laws of the State of Wisconsin without regard to principles of conflicts of laws.

Section 9.8 Cumulative Rights.

The rights and remedies provided in this Agreement are cumulative and the use of any right or remedy does not limit a Party's right to use any or all other remedies. All rights and remedies in this Agreement are in addition to any other legal rights that SolidaritUS and Client may have.

Section 9.9 Additional Assurances.

Except as may specifically be provided to the contrary, the provisions of this Agreement shall be self-operative and shall not require further agreement by the Parties; provided, however, that upon the reasonable request of either Party, the other Party shall execute such additional certificates, confirmations, and instruments and take such additional acts as are reasonable and as the requesting Party may deem necessary to effectuate this Agreement.

Section 9.10 Force Majeure.

Neither Party shall be liable or deemed to be in default for any delay or failure in performance under this Agreement or other interruption of service deemed to result directly or indirectly from acts of God, civil or military authority, acts of a public enemy, war, terrorism, accidents, fires, explosions, earthquakes, floods, failure of transportation, strikes or other work interruptions by either Party's employees, changes in law, regulation or government policy, or any other similar cause beyond the reasonable control of either Party, unless such delay or failure in performance is expressly addressed elsewhere in this Agreement. Any delay resulting therefrom will extend performance accordingly or excuse performance, in whole or in part, as may be reasonable.

Section 9.11 Severability.

If any covenant or other provision of this Agreement is deemed to be invalid, illegal, or incapable of being enforced, by reason of any rule, law or public policy, all other covenants and provisions of the Agreement shall nevertheless remain in full force and effect and no covenant or provision shall be deemed dependent on any other covenant or provision unless so expressed herein. To the extent this Agreement is in violation of applicable law, then the Parties consent and agree to negotiate in good faith to amend the Agreement, to the extent possible consistent with its purposes, to conform to law.

Section 9.12 Divisions and Headings.

The divisions of this Agreement into articles, sections, and subsections and the use of captions and headings in connection therewith is solely for convenience and shall not affect in any way the meaning or interpretation of this Agreement.

Section 9.13 Entire Agreement.

With respect to the subject matter of this Agreement, this Agreement and any attached Exhibits and Schedules supersede all previous contracts, agreements and understandings and constitute the entire agreement between the Parties. Neither Party shall be entitled to benefits other than those expressly specified in this Agreement. No prior oral statements or

contemporaneous negotiations or understandings or prior written material not specifically incorporated herein shall be of any force and effect, and no changes in or additions to this Agreement shall be recognized unless incorporated in this Agreement by written amendment signed by both Parties, such amendment(s) to become effective on the date stipulated in such amendment(s). The Parties specifically acknowledge that, in entering into and executing this Agreement, the Parties rely solely upon the representations and agreements contained in this Agreement and no others.

Section 9.14 Basis of Bargain.

Each Party recognizes and agrees that the warranty disclaimer and remedy limitations in this Agreement are material, bargained for basis of this Agreement and that they have been considered and reflected in determining the consideration to be given by each Party under this Agreement and in the decision by each Party to enter into this Agreement.

Section 9.15 Remedies.

Termination of this Agreement and/or suspension of Services shall not be an exclusive remedy for breach of this Agreement and, whether or not termination is affected; all other remedies provided herein will remain available.

Section 9.16 Business Practices.

Each Party covenants that it shall use and employ sound, reasonable business practices and exercise reasonably prudent business judgment in the conduct of its business activities under this Agreement.

Section 9.17 Expenses

Except as otherwise specifically provided in this Agreement, each Party shall bear its own expenses in connection with this Agreement and in connection with all obligations required to be performed by each of them hereunder.

IN WITNESS WHEREOF, the Parties hereto have made and executed this Agreement effective as of the Effective Date:

CLIENT:

By: _____
(Print Name)

(Title)

(Signature)

(Date Signed)

Address for Giving Notices:

City of Sheboygan
828 Center Avenue
Sheboygan, WI 53081
Attn: H R Department

SOLIDARITUS HEALTH, INC.:

By: _____
(Print Name)

(Title)

(Signature)

(Date Signed)

Address for Giving Notices:

SolidaritUS Health Inc.
Suite 907
1025 Connecticut Avenue NW
Washington, DC 20036
Attn: Dr. Michael Kapsa

EXHIBIT A

DESCRIPTION OF FEES AND SERVICES

I. SERVICE START DATE: January 1, 2024

II. FEES & BILLING:

1. Client shall compensate SolidaritUS for provision of the services described in Section III of this Exhibit A in accordance with the provisions in this Section II.

- (a) The Base PMPM fee and minimum number of eligible Members - Client shall compensate Solidaritus Health a base Per Member Per Month (PMPM) fee of in \$15.30 assessed each month of calendar year 2024 on a minimum number of 780 eligible Members, except as provided in subsection (b), below.
- (b) Increase to 2,112 unique Patients (500 greater than in 2022) or more
 - i. If during the course of this agreement, the overall number of unique Patients receiving or registering for care at the health facility increases to a threshold of 2,112 or more, overall, (including employees and covered dependents of Sheboygan County, the Sheboygan Area School District, and the City of Sheboygan medical plans) over any 12-month period, then SolidaritUS shall add an additional .50 FTE advanced provider. If during the course of this Agreement, the overall number of unique Patients receiving or registering for care at the facility should increase yet 400 further to 2,512 or more, overall, over any 12-month period, then SolidaritUS shall add yet another .50 FTE advanced provider.
 - ii. Beginning the month a threshold is reached, respectively of 2,112 or 2,512 unique Patients receiving or registering for care, overall, over any 12-month period, Sheboygan County, the Sheboygan Area School District, and the City of Sheboygan shall collectively pay SolidaritUS PMPM fees assessed on a new minimum number of either 2,112 or 2, 512 unique patients in accordance with the unique Patient threshold

reached. In the event either unique Patient threshold number is reached, Client's share of the additional PMPM fees paid to SolidaritUS shall equal the number of additional unique Patients who are eligible employees or covered dependents of Client's medical plan.

- iii. If the additional .50 FTE advanced provider is a Nurse Practitioner (NP) or a Physicians' Assistant (PA), the PMPM fee shall remain at \$15.30 during calendar year 2024 and shall rise by an amount equal to the most recently available October to October CPI-U in each subsequent year.
- iv. If the additional .50 FTE advanced provider is a physician, (that is, an MD or DO), which shall require the unanimous approval of Sheboygan County, the Sheboygan Area School District, and the City of Sheboygan, the then-current PMPM for each entity shall increase by an average of \$2.62 during calendar year 2024 and shall rise by an amount equal to the most recently available October to October CPI-U in each subsequent year.

2. ADDITIONAL FEES:

- (a) Medical/Pharmacy Data Transmission – Client shall pay assessed costs, if any, for transmission of Client's eligible medical plan participants' medical claims and prescription drug claims data to SolidaritUS' analytics platform, and any cost for translation of such data to a useable format, if necessary.
- (b) Communications Plan – SolidaritUS and client shall agree on a Health Care Communications Plan for the purpose of health and wellness education, dissemination of information to Members, and promotion of Member engagement in care. SolidaritUS shall design such materials for the Health Care Communications plan at no cost to the client. Client shall pay the cost, without markup, for printing and any postage charges for mailing such materials to Client or Members' homes.
- (c) Client shall pay all facilities expenses and service fees consistent with past practice.

III. SERVICES: SolidaritUS shall be responsible for providing, in accordance with the terms and conditions of this Agreement, the marked (☒) services for the associated fee during the term of this Agreement.

1. SolidaritUS Health Programming:

- (a) SolidaritUS Health Staffing shall include the following:
- ☐ Medical Doctor(s)
 - ☒ Nurse Practitioner(s) – starting 2.5 FTE equivalent
 - ☒ Chiropractor(s) – 1
 - ☒ Medical Assistant(s) – 2
 - ☒ Patient Care Coordinator(s) – 1
 - ☐ Collaborating Physician
- i. SolidaritUS may work with the Client to staff the clinic with another comparable provider and/or staff member during scheduled absences such as vacation, continuing education, and sick days.
- ii. Staffing of the clinic may be adjusted to fit the needs of Client’s population; the actual days and times may vary to meet this requirement.
- iii. Advanced health care services provided by the SolidaritUS Health advanced primary care providers shall include:
- Preventive Care
 - Urgent Care
 - Episodic Sick Care
 - Chronic Disease Prevention and Management
 - Medication Management
 - Maintenance of Wellness
 - Range of Treatments and Procedures
 - Healthy Lifestyle & Risk Reduction Coaching
 - Coordination of Appropriate Hospital and Specialist Care
 - Immunizations
 - Lab Tests

Note: Members may access appropriate lab tests from the extensive SolidaritUS panel when they have completed an establishing appointment with a selected SolidaritUS

personal, advanced primary care provider,
and said advanced primary care provider
orders the lab test.

(b) Operational Costs that shall be borne by SolidaritUS:

- ☒ Laboratory services
- ☐ Onsite dispensed medications
- ☒ Medical and administrative supplies
- ☒ Healthcare analytics services
- ☒ Vaccinations listed below:
 - DtaP
 - Flu
 - Hepatitis A (2 shot series)
 - Hepatitis B (3 shot series)
 - HPV (human papilloma virus)
 - HIB
 - Meningococcal
 - MMR (measles, mumps, rubella)
 - Pneumovax (Prevnar)
 - Polio
 - RV
 - TD (tetanus, diphtheria, booster)
 - TdaP (tetanus, diphtheria, pertussis)
 - Varicella (chicken pox)
 - Shingrex (shingles)

Exception to SolidaritUS responsibility for all vaccine expenses: In the future, should a price be required for purchase of COVID vaccines, SolidaritUS staff will administer the COVID vaccines, provided the Client agrees to reimburse SolidaritUS for acquisition cost, without markup, for such COVID vaccines.

- ☒ eClinicalWorks or comparable electronic medical records services
- ☒ Telehealth

(c) Consulting shall include the following at no additional cost to Client:

- ☒ Recruitment of SolidaritUS Health staff (see Section III, 1a)
- ☒ Ongoing management of SolidaritUS Health program and staff will include:
 - Coaching of nurse practitioners and support teams by the SolidaritUS Chief Medical Officer

- Specialist eConsultation for advanced providers
- Administrative support from Regional Manager of SolidaritUS Health Centers
- Virtual meetings via phone or webinar may take place monthly, or as needed

(d) Clinic Reporting shall include the following standard reports:

- ☒ Quarterly Clinic Performance Report
- ☒ Annual Financial Impact Report
- ☒ Annual SolidaritUS Health Disease Management Performance Report

**CITY OF SHEBOYGAN
RESOLUTION 143-23-24**

BY ALDERPERSONS MITCHELL AND FILICKY-PENESKI.

JANUARY 15, 2024.

A RESOLUTION authorizing the appropriate City officials to remove certain uncollected delinquent personal property taxes and uncollected accounts receivable from the City of Sheboygan's general ledger as of December 31, 2023.

WHEREAS, a financial reporting best practice is to remove bad debts from the general ledger in order to ensure an accurate accounts receivable balance; and

WHEREAS, this process is sometimes referred to as "writing off" debts owed to the City; and

WHEREAS, the Finance Department has identified \$49,068.75 of uncollected delinquent personal property taxes and \$89,882.80 of uncollected accounts receivable that are appropriate to write off; and

WHEREAS, the uncollected delinquent personal property taxes are associated with businesses that are closed, inactive, or have such small balances that collection efforts would be more costly than the amount owed; and

WHEREAS, the uncollected accounts receivable amounts have been outstanding for a considerable length of time; and

WHEREAS, additional details regarding these uncollected amounts are found in the spreadsheets attached to this Resolution.

NOW, THEREFORE, BE IT RESOLVED: That the appropriate City officials are authorized to take the steps necessary to remove the \$49,068.75 in uncollected delinquent personal property taxes and \$89,882.80 of uncollected accounts receivable from the City of Sheboygan's general ledger as of December 31, 2023.

PASSED AND ADOPTED BY THE CITY OF SHEBOYGAN COMMON COUNCIL

Presiding Officer

Attest

Ryan Sorenson, Mayor, City of
Sheboygan

Meredith DeBruin, City Clerk, City of
Sheboygan

Tax Year	Invoice	Customer	Name/Address Line 1	Write Off Reason	Billed Amount	Paid Amount	Due Amount	AR Code	AR Description 1
2022	800075	40839	ACME ARMATURE WORKS INC	Closed/Inactive	17.02	0.00	17.02	DLNPP	DELINQUENT PERSONAL PROPERTY
2017	80007517	40839	ACME ARMATURE WORKS INC	Closed/Inactive	4,454.70	0.00	4,454.70	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	80007520	40839	ACME ARMATURE WORKS INC	Closed/Inactive	35.22	0.00	35.22	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	80007521	40839	ACME ARMATURE WORKS INC	Closed/Inactive	24.43	0.00	24.43	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	95026820	58499	ADVANCED PAIN MANAGEMENT SC	Closed/Inactive	1,009.85	0.00	1,009.85	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	95026821	58499	ADVANCED PAIN MANAGEMENT SC	Closed/Inactive	1,200.56	0.00	1,200.56	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	95034821	58501	AMBA GROUPS LLC	Closed/Inactive	219.54	0.00	219.54	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	950782	57972	ASURION UBIF FRNCHS LLC	Closed/Inactive	204.86	0.00	204.86	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	800565	57806	AUTO TIME SERVICES LLC	Closed/Inactive	177.18	0.00	177.18	DLNPP	DELINQUENT PERSONAL PROPERTY
2017	80056517	57806	AUTO TIME SERVICES LLC	Closed/Inactive	688.25	0.00	688.25	DLNPP	DELINQUENT PERSONAL PROPERTY
2018	80056518	57806	AUTO TIME SERVICES LLC	Closed/Inactive	22.86	0.00	22.86	DLNPP	DELINQUENT PERSONAL PROPERTY
2019	80056519	57806	AUTO TIME SERVICES LLC	Closed/Inactive	22.68	0.00	22.68	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	80056520	57806	AUTO TIME SERVICES LLC	Closed/Inactive	71.30	0.00	71.30	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	80056521	57806	AUTO TIME SERVICES LLC	Closed/Inactive	99.02	0.00	99.02	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	800170	49959	BOOST MOBILE	Closed/Inactive	177.18	0.00	177.18	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	80017021	49959	BOOST MOBILE	Closed/Inactive	127.27	0.00	127.27	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	805820	57814	BRENT A NEEVEL FITNESS	Closed/Inactive	448.53	0.00	448.53	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	95034221	47074	CLUB LEON	Closed/Inactive	1,384.98	0.00	1,384.98	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	81001421	500275	COMFORT KEEPERS	Closed/Inactive	270.25	0.00	270.25	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	950761	57968	CONWAY, NICHOLAS & BRANDI MILLIE'S NEW Y	Closed/Inactive	110.71	0.00	110.71	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	950728	57957	EL DURANGO RESTAURANTE LLC	Closed/Inactive	115.83	0.00	115.83	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	950527	57936	GREENHOUSE PARTNERS	Closed/Inactive	376.53	0.00	376.53	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	95052720	57936	GREENHOUSE PARTNERS	Closed/Inactive	356.90	0.00	356.90	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	95052721	57936	GREENHOUSE PARTNERS	Closed/Inactive	423.87	0.00	423.87	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	830752	57823	GREER, DANIEL	Closed/Inactive	376.53	0.00	376.53	DLNPP	DELINQUENT PERSONAL PROPERTY
2017	83075217	57823	GREER, DANIEL	Closed/Inactive	80.80	0.00	80.80	DLNPP	DELINQUENT PERSONAL PROPERTY
2018	83075218	57823	GREER, DANIEL	Closed/Inactive	90.64	0.00	90.64	DLNPP	DELINQUENT PERSONAL PROPERTY
2019	83075219	57823	GREER, DANIEL	Closed/Inactive	131.45	0.00	131.45	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	83075220	57823	GREER, DANIEL	Closed/Inactive	249.91	0.00	249.91	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	83075221	57823	GREER, DANIEL	Closed/Inactive	445.14	0.00	445.14	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	95066721	58516	KELLER WILLIAMS REALTY INC	Closed/Inactive	565.45	0.00	565.45	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	950259	57921	KORTHALS ENTERPRISES	Closed/Inactive	36.10	0.00	36.10	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	950378	25333	MINIT MART	Closed/Inactive	3,112.70	0.00	3,112.70	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	950384	25333	MINIT MART	Closed/Inactive	6,184.88	0.00	6,184.88	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	861188	280	MULLENS, THOMAS E.	Closed/Inactive	3,433.19	0.00	3,433.19	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	865075	57845	NALINI RAJAMANNAN, MD	Closed/Inactive	16.84	0.00	16.84	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	865081	35838	NARCISUS LLC	Closed/Inactive	775.22	0.00	775.22	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	875428	57903	POINT DE VUE COMM INC	Closed/Inactive	11.03	0.00	11.03	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	87542821	57903	POINT DE VUE COMM INC	Closed/Inactive	11.20	0.00	11.20	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	950301	57922	RAYMOND LSG	Closed/Inactive	264.67	0.00	264.67	DLNPP	DELINQUENT PERSONAL PROPERTY
2018	95025418	35239	SUN GRAPHICS MEDIA	Closed/Inactive	127.88	0.00	127.88	DLNPP	DELINQUENT PERSONAL PROPERTY
2019	95025419	35239	SUN GRAPHICS MEDIA	Closed/Inactive	342.76	0.00	342.76	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	95025420	35239	SUN GRAPHICS MEDIA	Closed/Inactive	428.13	0.00	428.13	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	95025421	35239	SUN GRAPHICS MEDIA	Closed/Inactive	508.63	0.00	508.63	DLNPP	DELINQUENT PERSONAL PROPERTY
2017	90053517	57971	T & A FITNESS LLC	Closed/Inactive	2,291.95	0.00	2,291.95	DLNPP	DELINQUENT PERSONAL PROPERTY
2018	90053518	57971	T & A FITNESS LLC	Closed/Inactive	1,829.60	0.00	1,829.60	DLNPP	DELINQUENT PERSONAL PROPERTY
2019	90053519	57971	T & A FITNESS LLC	Closed/Inactive	1,310.40	0.00	1,310.40	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	90053520	57971	T & A FITNESS LLC	Closed/Inactive	1,032.58	0.00	1,032.58	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	950347	57925	TATTOOS BY ADAM LLC	Closed/Inactive	199.35	0.00	199.35	DLNPP	DELINQUENT PERSONAL PROPERTY
2019	95034719	57925	TATTOOS BY ADAM LLC	Closed/Inactive	115.75	0.00	115.75	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	95034720	57925	TATTOOS BY ADAM LLC	Closed/Inactive	178.23	0.00	178.23	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	95034721	57925	TATTOOS BY ADAM LLC	Closed/Inactive	211.94	0.00	211.94	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	905455	34670	TWO GUYS TAXI SERVICE LLC	Closed/Inactive	166.15	0.00	166.15	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	90545521	34670	TWO GUYS TAXI SERVICE LLC	Closed/Inactive	165.20	0.00	165.20	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	950831	40227	UBREAKIFIX	Closed/Inactive	354.36	0.00	354.36	DLNPP	DELINQUENT PERSONAL PROPERTY
2022	950350	57926	VAUGHN, STEVE	Closed/Inactive	132.87	0.00	132.87	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	83602121	58519	HUB INTERNATIONAL MIDWEST LIMITED	Closed/Inactive	900.63	889.26	11.37	DLNPP	DELINQUENT PERSONAL PROPERTY
2020		800170	ALMUGHRAHI, EYAD	Small Amount Due	70.82	70.37	0.45	DLNPP	DELINQUENT PERSONAL PROPERTY
2020		805087	BADGER OPTICAL OF SHEB	Small Amount Due	115.61	110.63	4.98	DLNPP	DELINQUENT PERSONAL PROPERTY
2021		840999	JLK CORPORATION.	Closed/Inactive	926.55	0.00	926.55	DLNPP	DELINQUENT PERSONAL PROPERTY
2020		855492	LMSG OF WI INC	Closed/Inactive	7.79	0.00	7.79	DLNPP	DELINQUENT PERSONAL PROPERTY
2019		855545	LOCATE STAFFING INC	Small Amount Due	134.87	133.65	1.22	DLNPP	DELINQUENT PERSONAL PROPERTY
2021		860706	MERIZON GRP INC	Closed/Inactive	37.75	0.00	37.75	DLNPP	DELINQUENT PERSONAL PROPERTY
2021		860708	MERIZON GRP INC	Closed/Inactive	109.56	0.00	109.56	DLNPP	DELINQUENT PERSONAL PROPERTY
2021		861125	MOSER, JEFFREY L	Closed/Inactive	13.89	0.00	13.89	DLNPP	DELINQUENT PERSONAL PROPERTY
2020		861188	MULLENS, THOMAS & MARY	Closed/Inactive	2362.65	0.00	2,362.65	DLNPP	DELINQUENT PERSONAL PROPERTY
2021		861188	MULLENS, THOMAS & MARY	Closed/Inactive	3187.7	0.00	3,187.70	DLNPP	DELINQUENT PERSONAL PROPERTY
2017		865081	NARCISUS LLC	Closed/Inactive	93.73	0.00	93.73	DLNPP	DELINQUENT PERSONAL PROPERTY
2018		865081	NARCISUS LLC	Closed/Inactive	115.83	0.00	115.83	DLNPP	DELINQUENT PERSONAL PROPERTY
2019		865081	NARCISUS LLC	Closed/Inactive	185.52	0.00	185.52	DLNPP	DELINQUENT PERSONAL PROPERTY
2020		865081	NARCISUS LLC	Closed/Inactive	354.39	0.00	354.39	DLNPP	DELINQUENT PERSONAL PROPERTY
2021		865081	NARCISUS LLC	Closed/Inactive	717.38	0.00	717.38	DLNPP	DELINQUENT PERSONAL PROPERTY
2020		875428	POINT DE VUE COMM INC	Small Amount Due	6.17	0.00	6.17	DLNPP	DELINQUENT PERSONAL PROPERTY
2019		890031	S & D COFFEE INC	Small Amount Due	13.18	12.99	0.19	DLNPP	DELINQUENT PERSONAL PROPERTY
2020		890031	S & D COFFEE INC	Small Amount Due	37.29	36.40	0.89	DLNPP	DELINQUENT PERSONAL PROPERTY
2020		900689	SUNNYSIDE DAY CARE LLC	Small Amount Due	283.81	279.62	4.19	DLNPP	DELINQUENT PERSONAL PROPERTY
2021		905032	TASTY SHEB LLC	Closed/Inactive	274.68	0.00	274.68	DLNPP	DELINQUENT PERSONAL PROPERTY
2018		905378	TRAVELER'S IMPORTS LLC	Small Amount Due	19.9	19.61	0.29	DLNPP	DELINQUENT PERSONAL PROPERTY
2020		910180	URBAN ARTIQUE LLC	Closed/Inactive	35.41	0.00	35.41	DLNPP	DELINQUENT PERSONAL PROPERTY
2021		910180	URBAN ARTIQUE LLC	Closed/Inactive	47.71	0.00	47.71	DLNPP	DELINQUENT PERSONAL PROPERTY
2019		950351	VANHAUS, TIM	Closed/Inactive	487.29	0.00	487.29	DLNPP	DELINQUENT PERSONAL PROPERTY
2020		950351	VANHAUS, TIM	Closed/Inactive	460.36	0.00	460.36	DLNPP	DELINQUENT PERSONAL PROPERTY

2021	950351 VANHAUS, TIM	Closed/Inactive	355.42	0.00	355.42	DLNPP	DELINQUENT PERSONAL PROPERTY
2019	950357 TURK, JAMES & NICOLE	Closed/Inactive	26.87	0.00	26.87	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	950357 TURK, JAMES & NICOLE	Closed/Inactive	111.66	0.00	111.66	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	950372 PINKY'S LLC	Closed/Inactive	637.43	0.00	637.43	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	950520 STEWART, LISA	Closed/Inactive	29.88	0.00	29.88	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	950547 NATL RETAIL PROP, LP	Closed/Inactive	472.43	0.00	472.43	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	950547 NATL RETAIL PROP, LP	Closed/Inactive	637.43	0.00	637.43	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	950567 NICK, RACHEL	Closed/Inactive	14.68	0.00	14.68	DLNPP	DELINQUENT PERSONAL PROPERTY
2021	950657 KITTLER, VERN &	Closed/Inactive	106.15	0.00	106.15	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	991090 MANUFACTURING, EPOWER	Small Amount Due	327.29	322.45	4.84	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	815325 DGTL CINEMA DISTRIBUTION	Small Amount Due	0.44	0.00	0.44	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	825401 FRESH SNAPPED PHOTO LLC	Small Amount Due	0.56	0.00	0.56	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	890888 SECURUS TECH INC	Small Amount Due	0.73	0.00	0.73	DLNPP	DELINQUENT PERSONAL PROPERTY
2019	900543 STENGEL, LISA C	Small Amount Due	0.08	0.00	0.08	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	950358 IBC TECH USA	Small Amount Due	0.47	0.00	0.47	DLNPP	DELINQUENT PERSONAL PROPERTY
2020	950525 GESCHKE, CHRISTY	Small Amount Due	0.69	0.00	0.69	DLNPP	DELINQUENT PERSONAL PROPERTY

Total Personal Property Write-Off \$ 49,068.75

Bill Year	Bill Number	Bill Category	Due Amount	Customer Name	City	State	Zip
2015	826937	Parking Ticket	25.00	UNKNOWN OWNER	Unknown City	XX	99999
2016	5697	DPW Work Order	2,675.40	DUGGAN, DANIEL L.	MANITOWOC	WI	54220
2016	5698	DPW Work Order	4,894.65	OAKLEY, RENEE A.	SHEBOYGAN	WI	53083
2016	5701	DPW Work Order	2,830.79	OBENSKI, GERALD J.	CLEVELAND	WI	53015
2016	5807	DPW Work Order	1,447.90	SEIBERT, WILLIAM T.	SHEBOYGAN	WI	53081
2016	5632	Police General Billing	100.00	SPRINT	SHEBOYGAN	WI	53081
2016	5696	DPW Work Order	4,090.18	TILLMAN, CURTIS	SHEBOYGAN	WI	53081-5259
2016	835796	Parking Ticket	45.00	OLIVER, TONETTE R.	SHEBOYGAN	WI	53081
2016	835691	Parking Ticket	45.00	MENDOZA, GABRIELLA	CHICAGO	IL	60632-2542
2016	836352	Parking Ticket	45.00	MURALLES, BLANCA	FRANKLIN PARK	IL	60131-2955
2016	836487	Parking Ticket	45.00	NOURSE, DOUGLAS A.	SHEBOYGAN	WI	53081-2642
2016	836760	Parking Ticket	45.00	NOURSE, DOUGLAS A.	SHEBOYGAN	WI	53081-2643
2016	837191	Parking Ticket	45.00	NOURSE, DOUGLAS A.	SHEBOYGAN	WI	53081-2644
2016	837359	Parking Ticket	45.00	NOURSE, DOUGLAS A.	SHEBOYGAN	WI	53081-2645
2017	845283	Parking Ticket	45.00	COLLINS, BEVERLY K.	SHEBOYGAN	WI	53081
2017	846178	Parking Ticket	50.00	COLLINS, BEVERLY K.	SHEBOYGAN	WI	53081
2017	846184	Parking Ticket	50.00	COLLINS, BEVERLY K.	SHEBOYGAN	WI	53081
2017	847297	Parking Ticket	45.00	DAUGHERTY, CHANTZ G.	MADISON	WI	53704-2584
2017	849233	Parking Ticket	50.00	DUGGAN, DANIEL L.	MANITOWOC	WI	54220
2017	849240	Parking Ticket	45.00	DUGGAN, DANIEL L.	MANITOWOC	WI	54221
2017	849248	Parking Ticket	45.00	DUGGAN, DANIEL L.	MANITOWOC	WI	54222
2017	849253	Parking Ticket	50.00	COLLINS, BEVERLY K.	SHEBOYGAN	WI	53081
2016	837050	Parking Ticket	45.00	FREEMAN, JOHN	CHICAGO	IL	60636-3228
2016	836079	Parking Ticket	45.00	LABONTA, ALLEN	CHICAGO	IL	60651
2016	836675	Parking Ticket	45.00	LABONTA, ALLEN	CHICAGO	IL	60651
2016	837892	Parking Ticket	45.00	DICK-SUAREZ, ANA V.	CHICAGO	IL	60639-4503
2016	837012	Parking Ticket	45.00	ROMANOSKI, JARED P.	FISHERS	IN	46037-9524
2016	818149	Parking Ticket	20.00	FABIAN, HEATHER B.	SHEBOYGAN	WI	53081-2731
2016	835733	Parking Ticket	45.00	YANG, XINYU	EAST LANSING	MI	48823-4969
2016	837708	Parking Ticket	45.00	JOCHIMSEN, DUNCAN G.	SHEBOYGAN	WI	53081
2016	832392	Parking Ticket	45.00	TAYLOR, JONAH P.	BATH	NC	27808-9103
2016	836567	Parking Ticket	45.00	TAYLOR, JONAH P.	BATH	NC	27808-9103
2016	837618	Parking Ticket	45.00	TAYLOR, JONAH P.	BATH	NC	27808-9103
2016	835370	Parking Ticket	45.00	BROWN, KYLE C.	LAS VEGAS	NV	89123-1087
2016	835379	Parking Ticket	30.00	UNKNOWN OWNER	Unknown City	XX	99999
2016	837450	Parking Ticket	30.00	JOHNSTON, SARAH	DALLAS	TX	75241
2016	832886	Parking Ticket	20.00	SANCHEZ, ENRIQUE	BROWNSVILLE	TX	78521
2016	833046	Parking Ticket	50.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2016	835734	Parking Ticket	45.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2016	835875	Parking Ticket	45.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2016	836699	Parking Ticket	45.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2016	836975	Parking Ticket	45.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2016	836991	Parking Ticket	45.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2016	837154	Parking Ticket	45.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2016	837526	Parking Ticket	45.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2016	837527	Parking Ticket	45.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2016	836426	Parking Ticket	50.00	POCIAN, NIKKI J.	KIEL	WI	53042-3851
2016	836827	Parking Ticket	50.00	FRITSCH, JOSEPH J.	SHEBOYGAN	WI	53081-2608
2016	837655	Parking Ticket	50.00	GOUDY, JAZELYNN S.	MILWAUKEE	WI	53209
2016	836429	Parking Ticket	45.00	RESOP, RONALD	SHEBOYGAN	WI	53083-4826
2016	836478	Parking Ticket	45.00	RESOP, RONALD	SHEBOYGAN	WI	53083-4826
2016	835400	Parking Ticket	50.00	RUFF, WILSON	SHEBOYGAN	WI	53081-2867
2016	835408	Parking Ticket	45.00	RUFF, WILSON	SHEBOYGAN	WI	53081-2867
2016	835420	Parking Ticket	45.00	RUFF, WILSON	SHEBOYGAN	WI	53081-2867
2016	832374	Parking Ticket	50.00	DELAROSA, ALYSHIA J.	OOSTBURG	WI	53070-1926
2016	837048	Parking Ticket	45.00	DELAROSA, ALYSHIA J.	OOSTBURG	WI	53070-1926
2016	837132	Parking Ticket	50.00	JONES, DELLA D.	SHEBOYGAN	WI	53081-5723
2016	837332	Parking Ticket	45.00	JONES, DELLA D.	SHEBOYGAN	WI	53081-5723
2016	837180	Parking Ticket	45.00	HANEMAN-KLUG, JAMIE A.	SHEBOYGAN	WI	53081-6030
2016	835525	Parking Ticket	25.00	PANKOWSKI, MICHAEL	MILWAUKEE	WI	53204-3824
2016	836483	Parking Ticket	50.00	LUCAS, ALTON S.	SHEBOYGAN	WI	53083-4657
2016	837558	Parking Ticket	45.00	LUCAS, ALTON S.	SHEBOYGAN	WI	53083-4657

2016	837559 Parking Ticket	45.00	LUCAS, ALTON S.	SHEBOYGAN	WI	53083-4657
2016	837787 Parking Ticket	45.00	LUCAS, ALTON S.	SHEBOYGAN	WI	53081-3215
2016	836097 Parking Ticket	50.00	STANGEL, CHRISTINE A.	SHEBOYGAN	WI	53081
2016	835867 Parking Ticket	45.00	HOLFELTZ, SUSAN F.	CASCADE	WI	53011-1611
2016	836100 Parking Ticket	45.00	HOLFELTZ, SUSAN F.	CASCADE	WI	53011-1611
2016	837003 Parking Ticket	50.00	HOLFELTZ, SUSAN F.	CASCADE	WI	53011-1611
2016	837529 Parking Ticket	45.00	HOLFELTZ, SUSAN F.	CASCADE	WI	53011-1611
2016	837530 Parking Ticket	45.00	HOLFELTZ, SUSAN F.	CASCADE	WI	53011-1611
2016	837627 Parking Ticket	45.00	HOLFELTZ, SUSAN F.	CASCADE	WI	53011-1611
2016	837126 Parking Ticket	15.00	HEFLIN, KELLEY L.	SHEBOYGAN	WI	53081-3351
2016	837017 Parking Ticket	50.00	KETTNER, SANTANA R.	SHEBOYGAN	WI	53081-3824
2016	799493 Parking Ticket	45.00	BELL, MIKIA M.	SHEBOYGAN	WI	53081-3223
2016	835517 Parking Ticket	45.00	BELL, MIKIA M.	SHEBOYGAN	WI	53081-3223
2016	835543 Parking Ticket	45.00	BELL, MIKIA M.	SHEBOYGAN	WI	53081-3223
2016	835555 Parking Ticket	45.00	BELL, MIKIA M.	SHEBOYGAN	WI	53081-3223
2016	835592 Parking Ticket	45.00	BELL, MIKIA M.	SHEBOYGAN	WI	53081-3223
2016	835667 Parking Ticket	45.00	BELL, MIKIA M.	SHEBOYGAN	WI	53081-3223
2016	835833 Parking Ticket	45.00	BELL, MIKIA M.	SHEBOYGAN	WI	53081-3223
2016	835762 Parking Ticket	50.00	BRITTON, CURTIS L.	SHEBOYGAN	WI	53081-6859
2016	836700 Parking Ticket	45.00	BRITTON, CURTIS L.	SHEBOYGAN	WI	53081-6859
2016	836983 Parking Ticket	45.00	BRITTON, CURTIS L.	SHEBOYGAN	WI	53081-6859
2016	835871 Parking Ticket	45.00	NELSON, STACEY R.	SHEBOYGAN	WI	53081-5307
2016	835872 Parking Ticket	45.00	NELSON, STACEY R.	SHEBOYGAN	WI	53081-5307
2016	835873 Parking Ticket	45.00	NELSON, STACEY R.	SHEBOYGAN	WI	53081-5307
2016	836871 Parking Ticket	50.00	NELSON, STACEY R.	SHEBOYGAN	WI	53081-5307
2016	837049 Parking Ticket	45.00	NELSON, STACEY R.	SHEBOYGAN	WI	53081-5307
2016	837131 Parking Ticket	45.00	NELSON, STACEY R.	SHEBOYGAN	WI	53081-5307
2016	836872 Parking Ticket	50.00	ZAMORA, SANTOS E.	SHEBOYGAN	WI	53081-7447
2016	835868 Parking Ticket	45.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2016	835869 Parking Ticket	45.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2016	835870 Parking Ticket	45.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2016	836488 Parking Ticket	50.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2016	836762 Parking Ticket	45.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2016	837194 Parking Ticket	45.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2016	837361 Parking Ticket	45.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2016	837376 Parking Ticket	45.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2016	837849 Parking Ticket	45.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2016	838042 Parking Ticket	45.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2016	836812 Parking Ticket	50.00	WILLIAMS, RONALD L.	FOND DU LAC	WI	54935-6131
2016	836996 Parking Ticket	50.00	ESCH, JENI	KENOSHA	WI	53143-4335
2016	837847 Parking Ticket	50.00	GARCIA, LUIS F.	SHEBOYGAN	WI	53083-4805
2016	837667 Parking Ticket	50.00	OWEN, TEARRA M.	SHEBOYGAN	WI	53081-2513
2016	837318 Parking Ticket	50.00	PATTON, LYRIC M.	SHEBOYGAN	WI	53081-3331
2016	836309 Parking Ticket	50.00	BROOKS SERVICES	SHEBOYGAN	WI	53081
2016	836598 Parking Ticket	50.00	MASON, CHRISTINA M.	SHEBOYGAN	WI	53081-2258
2016	835834 Parking Ticket	50.00	KONEN, JAMES C.	SHEBOYGAN	WI	53083-4126
2016	835843 Parking Ticket	45.00	KONEN, JAMES C.	SHEBOYGAN	WI	53083-4126
2016	835846 Parking Ticket	45.00	KONEN, JAMES C.	SHEBOYGAN	WI	53083-4126
2016	835509 Parking Ticket	50.00	THOMPSON, SCOTT J.	SHEBOYGAN	WI	53081-3215
2016	835653 Parking Ticket	45.00	THOMPSON, SCOTT J.	SHEBOYGAN	WI	53081-3215
2016	835801 Parking Ticket	45.00	THOMPSON, SCOTT J.	SHEBOYGAN	WI	53081-3215
2016	836327 Parking Ticket	45.00	THOMPSON, SCOTT J.	SHEBOYGAN	WI	53081-3215
2016	834042 Parking Ticket	45.00	SCHERWINSKI, MICHAEL S.	SHEBOYGAN	WI	53081-3431
2016	835686 Parking Ticket	45.00	SCHERWINSKI, MICHAEL S.	SHEBOYGAN	WI	53081-3431
2016	836677 Parking Ticket	45.00	SCHERWINSKI, MICHAEL S.	SHEBOYGAN	WI	53081-3431
2016	836682 Parking Ticket	45.00	SCHERWINSKI, MICHAEL S.	SHEBOYGAN	WI	53081-3431
2016	837034 Parking Ticket	50.00	RUEGE, KAYLA M.	SHEBOYGAN	WI	53081-6354
2016	837173 Parking Ticket	50.00	SHAW, RYAN A.	SHEBOYGAN	WI	53081-6735
2016	835563 Parking Ticket	45.00	BALES, STEPHANIE A.	SHEBOYGAN	WI	53081-6906
2016	835571 Parking Ticket	45.00	BALES, STEPHANIE A.	SHEBOYGAN	WI	53081-6906
2016	835572 Parking Ticket	45.00	BALES, STEPHANIE A.	SHEBOYGAN	WI	53081-6906
2016	835979 Parking Ticket	45.00	BALES, STEPHANIE A.	SHEBOYGAN	WI	53081-6906
2016	836308 Parking Ticket	45.00	BALES, STEPHANIE A.	SHEBOYGAN	WI	53081-6906

2016	835444 Parking Ticket	45.00	MILLER, AARON J.	SHEBOYGAN	WI	53081-5345
2016	836910 Parking Ticket	50.00	WILLIAMS, SUSAN B.	SHEBOYGAN	WI	53081-5912
2016	837032 Parking Ticket	45.00	BIANCHI, EMILY N.	SHEBOYGAN	WI	53081-6058
2016	834332 Parking Ticket	45.00	PENA, JESSICA L.	SHEBOYGAN	WI	53081-3328
2016	835562 Parking Ticket	45.00	PENA, JESSICA L.	SHEBOYGAN	WI	53081-3328
2016	835599 Parking Ticket	45.00	PENA, JESSICA L.	SHEBOYGAN	WI	53081-3328
2016	837020 Parking Ticket	25.00	KASTEN, DANIELLE A.	HILBERT	WI	54129-9414
2016	835505 Parking Ticket	45.00	DUNBAR, CELESTE J.	GREEN BAY	WI	54303-3341
2016	835512 Parking Ticket	45.00	DUNBAR, CELESTE J.	GREEN BAY	WI	54303-3341
2016	835544 Parking Ticket	50.00	DUNBAR, CELESTE J.	GREEN BAY	WI	54303-3341
2016	835660 Parking Ticket	45.00	DUNBAR, CELESTE J.	GREEN BAY	WI	54303-3341
2016	835576 Parking Ticket	45.00	STRUVE, JONATHAN E.	OOSTBURG	WI	53070-1903
2016	836402 Parking Ticket	50.00	LUCAS, ALTON S.	SHEBOYGAN	WI	53081-3215
2016	832775 Parking Ticket	15.00	HEFLIN, RICKY H.	SHEBOYGAN	WI	53081-3351
2016	837867 Parking Ticket	50.00	HALVERSON, RYAN R.	SHEBOYGAN	WI	53081-2359
2016	836688 Parking Ticket	50.00	ALTHEN, RYAN S.	GLENBEULAH	WI	53023-1506
2016	836980 Parking Ticket	50.00	RAMTHUN, SHAWN F.	SHEBOYGAN	WI	53081-6011
2016	836990 Parking Ticket	45.00	RAMTHUN, SHAWN F.	SHEBOYGAN	WI	53081-6011
2016	835770 Parking Ticket	50.00	SUPREME AUTO SALES	MILWAUKEE	WI	53212-2619
2016	816696 Parking Ticket	45.00	THOMAS, DEVONTE L.	SHEBOYGAN	WI	53081-3419
2016	835475 Parking Ticket	45.00	THOMAS, DEVONTE L.	SHEBOYGAN	WI	53081-3419
2016	832900 Parking Ticket	35.00	UNKNOWN OWNER	Unknown City	XX	99999
2016	837317 Parking Ticket	45.00	TORRES, ROBERT L.	SHEBOYGAN FALLS	WI	53085
2017	5866 DPW General Billing	200.00	ADVANCED DISPOSAL SERVICES	SHEBOYGAN	WI	53081-6428
2017	6239 Wastewater General Billing	2,511.60	ALDRICH CHEMICAL COMPANY INC	ST LOUIS	MO	63178-4508
2017	5977 DPW Work Order	1,545.45	BROCK, KEVIN L.	SHEBOYGAN	WI	53081
2017	6140 DPW Work Order	305.00	BROWN, SHANNON L.	SHEBOYGAN	WI	53081
2017	6119 Police General Billing	50.00	CHECK N GO	SHEBOYGAN	WI	53081
2017	6254 DPW Work Order	4,169.06	CRABTREE, MARK	KENOVA	WV	25530-9775
2017	5979 DPW Work Order	365.00	CRAN, RODNEY K.	GULFPORT	MS	39503
2017	6262 DPW Work Order	130.00	EMMER, JACOB S.	SHEBOYGAN	WI	53081-5008
2017	6261 DPW Work Order	952.90	GARTMAN, KRISTIN M.	SHEBOYGAN	WI	53081
2017	6191 DPW General Billing	57.50	GORDON, ANNE RUTH	SHEBOYGAN	WI	53081
2017	6145 DPW Work Order	9,770.68	KISHKUNAS, JEFFREY R.	OOSTBURG	WI	53070
2017	5923 DPW Work Order	4,551.81	LEWIS, TRICIA N.	SHEBOYGAN	WI	53083-4848
2017	6139 DPW Work Order	557.21	LYNCH, BARBARA	SHEBOYGAN	WI	53081
2017	6263 DPW Work Order	130.00	LYON, BENJAMIN W.	SHEBOYGAN	WI	53081-3328
2017	6186 Police General Billing	1,355.84	MIESFELDS LAKESHORE WEEKEND	SHEBOYGAN	WI	53083
2017	6264 DPW Work Order	130.00	MURPHY, ERNESTINE	SHEBOYGAN	WI	53081
2017	5973 DPW Work Order	7,662.10	OAKLEY, TRAVIS R.	WEST BEND	WI	53095-4909
2017	5972 DPW Work Order	1,400.00	RAMIREZ, ISAAC	CHILTON	WI	53014
2017	5975 DPW Work Order	356.05	SCHMITT, NATALIE E.	MILWAUKEE	WI	53208-1016
2017	6135 DPW Work Order	380.16	STOLPA, SETH A.	SHEBOYGAN	WI	53081
2017	6300 DPW General Billing	80.00	SWEDBERG, KATHERINE	SHEBOYGAN	WI	53083
2017	6136 DPW Work Order	1,267.90	SZALEWSKI, SUNSHINE M.	SHEBOYGAN	WI	53083-4901
2017	6116 Police General Billing	350.00	TAN FASTIQUE SALON	SHEBOYGAN	WI	53081
2017	6247 Fire General Billing	500.00	VAN HORN HYUNDAI INC	PLYMOUTH	WI	53073-0298
2017	6250 DPW Work Order	305.00	WERNER, CHRISTOPHER	SHEBOYGAN	WI	53081
2017	5927 DPW Work Order	7,656.62	YANG, BI	SHEBOYGAN	WI	53081-5109
2017	843534 Parking Ticket	45.00	MILLS, SANDRA L.	BOULDER	CO	80301
2017	839559 Parking Ticket	30.00	HERTZ VEHICLES LLC	DENVER	CO	80249
2017	844026 Parking Ticket	45.00	MENDOZA, PATRICIA G	SOUTH MIAMI	FL	33143-0000
2017	843290 Parking Ticket	45.00	GEHRKE, EMILIE A.	NAPLES	FL	34104-0000
2017	842943 Parking Ticket	45.00	WIBISONO, ANDRA R.	SAVANNAH	GA	31401-5672
2017	843502 Parking Ticket	45.00	WIBISONO, ANDRA R.	SAVANNAH	GA	31401-5672
2017	843776 Parking Ticket	30.00	WIBISONO, ANDRA R.	SAVANNAH	GA	31401-5672
2017	844146 Parking Ticket	30.00	WIBISONO, ANDRA R.	SAVANNAH	GA	31401-5672
2017	844660 Parking Ticket	30.00	WIBISONO, ANDRA R.	SAVANNAH	GA	31401-5672
2017	844669 Parking Ticket	30.00	WIBISONO, ANDRA R.	SAVANNAH	GA	31401-5672
2017	844683 Parking Ticket	45.00	WIBISONO, ANDRA R.	SAVANNAH	GA	31401-5672
2017	844684 Parking Ticket	45.00	WIBISONO, ANDRA R.	SAVANNAH	GA	31401-5672
2017	845545 Parking Ticket	30.00	WIBISONO, ANDRA R.	SAVANNAH	GA	31401-5672
2017	848025 Parking Ticket	30.00	BEADERSTADT, JOHN M	AMES	IA	50014-5537

2017	846232 Parking Ticket	30.00	HARBAUGH, PATRICK D.	CEDAR RAPIDS	IA	52403-3760
2017	841093 Parking Ticket	45.00	STIEFVATER, LYDIA N.	POST FALLS	ID	83854
2017	842489 Parking Ticket	45.00	CWIAKALA, RICHARD R.	PALANTINE	IL	60067-3643
2017	841234 Parking Ticket	45.00	CWIAKALA, RICHARD R.	PALANTINE	IL	60067-3643
2017	841235 Parking Ticket	45.00	CWIAKALA, RICHARD R.	PALANTINE	IL	60067-3643
2017	841559 Parking Ticket	45.00	CWIAKALA, RICHARD R.	PALANTINE	IL	60067-3643
2017	842151 Parking Ticket	45.00	CWIAKALA, RICHARD R.	PALANTINE	IL	60067-3643
2017	842159 Parking Ticket	45.00	CWIAKALA, RICHARD R.	PALANTINE	IL	60067-3643
2017	842714 Parking Ticket	45.00	CWIAKALA, RICHARD R.	PALANTINE	IL	60067-3643
2017	848700 Parking Ticket	45.00	MELTON, GIA	CALUMET	IL	60409
2017	843190 Parking Ticket	45.00	CABRERA, CARMELO	ELMWOOD PARK	IL	60707-1650
2017	837996 Parking Ticket	45.00	MENDOZA, GABRIELLA	CHICAGO	IL	60632-2542
2017	840309 Parking Ticket	45.00	MENDOZA, GABRIELLA	CHICAGO	IL	60632-2542
2017	845211 Parking Ticket	30.00	WELTER, CHRISTOPHER E.	MCHENRY	IL	60050
2017	838428 Parking Ticket	35.00	MURALLES, BLANCA	FRANKLIN PARK	IL	60131-2955
2017	845792 Parking Ticket	30.00	PV HOLDING CORP	CHICAGO	IL	60666
2017	841359 Parking Ticket	45.00	DONNELLY, RUTH J.	CHICAGO	IL	60655
2017	839172 Parking Ticket	45.00	FREEMAN, JOHN	CHICAGO	IL	60636-3228
2017	843189 Parking Ticket	45.00	DELGADO, DENISE	CHICAGO	IL	60639
2017	842663 Parking Ticket	45.00	CWIAKALA, RICHARD R.	PALANTINE	IL	60067-3643
2017	841315 Parking Ticket	45.00	YASIRY, ROLON	CHICAGO	IL	60647
2017	842701 Parking Ticket	45.00	YASIRY, ROLON	CHICAGO	IL	60647
2017	839187 Parking Ticket	45.00	LABONTA, ALLEN	CHICAGO	IL	60651
2017	835911 Parking Ticket	45.00	DICK-SUAREZ, ANA V.	CHICAGO	IL	60639-4503
2017	835919 Parking Ticket	45.00	DICK-SUAREZ, ANA V.	CHICAGO	IL	60639-4503
2017	835948 Parking Ticket	45.00	DICK-SUAREZ, ANA V.	CHICAGO	IL	60639-4503
2017	835953 Parking Ticket	30.00	DICK-SUAREZ, ANA V.	CHICAGO	IL	60639-4503
2017	835964 Parking Ticket	45.00	DICK-SUAREZ, ANA V.	CHICAGO	IL	60639-4503
2017	838834 Parking Ticket	45.00	DICK-SUAREZ, ANA V.	CHICAGO	IL	60639-4503
2017	839267 Parking Ticket	45.00	DICK-SUAREZ, ANA V.	CHICAGO	IL	60639-4503
2017	839739 Parking Ticket	45.00	DICK-SUAREZ, ANA V.	CHICAGO	IL	60639-4503
2017	842944 Parking Ticket	45.00	ANDERSON, CYNTHIA	PEORIA	IL	61615
2017	843504 Parking Ticket	45.00	ANDERSON, CYNTHIA	PEORIA	IL	61615
2017	841954 Parking Ticket	45.00	MOENSSEN, JEFFREY	LAKE BLUFF	IL	60044-1571
2017	844058 Parking Ticket	50.00	HOLLAND, DANIEL	WAUKEGAN	IL	60085
2017	845504 Parking Ticket	45.00	MEDINA, MARIBEL	BELVIDERE	IL	61008
2017	838506 Parking Ticket	10.00	GARCIA, ABIGAYL	ROCKFORD	IL	61102
2017	840078 Parking Ticket	45.00	NINNEMAN, JANETTE V.	GREENWOOD	IN	46142-1679
2017	820996 Parking Ticket	10.00	HARLAN, KEVIN R.	MISSION HILLS	KS	66208-1112
2017	838331 Parking Ticket	45.00	LICKTEIG, RYAN N.	SHEBOYGAN	WI	53081
2017	839829 Parking Ticket	45.00	POTTER, JOHN D.	LENEXA	KS	66220-2676
2017	840778 Parking Ticket	45.00	POTTER, JOHN D.	LENEXA	KS	66220-2676
2017	843164 Parking Ticket	45.00	POTTER, JOHN D.	LENEXA	KS	66220-2676
2017	843114 Parking Ticket	30.00	LAZAREWICZ, MARK A.	ANN ARBOR	MI	48108-1662
2017	846670 Parking Ticket	30.00	WILLIAMS, JOYNETTA S.	CALEDONIA	MI	49316-7943
2017	848137 Parking Ticket	50.00	COLDREN, MICHELLE L.	DAGGETT	MI	49821-8539
2017	845704 Parking Ticket	30.00	HERTZ VEHICLES LLC	ST PAUL	MN	55116-3080
2017	846957 Parking Ticket	20.00	NUGENT-TIMOFEEVA, ALEXANDRA V.	SHEBOYGAN	WI	53083
2017	841349 Parking Ticket	45.00	FIERRO, MARIO I.	VADNAIS HEIGHTS	MN	55127
2017	846772 Parking Ticket	20.00	GASPER, THOMAS C.	EDEN PRAIRIE	MN	55346
2017	840138 Parking Ticket	45.00	MARES-FERRER, INDALECIO	RAYMOND	MN	56282
2017	840917 Parking Ticket	45.00	MARES-FERRER, INDALECIO	RAYMOND	MN	56282
2017	843354 Parking Ticket	25.00	WERNER, KATHLEEN	SHEBOYGAN	WI	53081-
2017	841781 Parking Ticket	45.00	ROBINSON, MARY C.	MCCOMB	MS	39648
2017	835915 Parking Ticket	45.00	TAYLOR, JONAH P.	BATH	NC	27808-9103
2017	835934 Parking Ticket	45.00	TAYLOR, JONAH P.	BATH	NC	27808-9103
2017	835950 Parking Ticket	45.00	TAYLOR, JONAH P.	BATH	NC	27808-9103
2017	838246 Parking Ticket	45.00	TAYLOR, JONAH P.	BATH	NC	27808-9103
2017	838609 Parking Ticket	45.00	TAYLOR, JONAH P.	BATH	NC	27808-9103
2017	841357 Parking Ticket	44.00	CHURCH OF GOD	CHICAGO	IL	60611-0000
2017	843606 Parking Ticket	45.00	CHURCH OF GOD	CHICAGO	IL	60611-0000
2017	841646 Parking Ticket	45.00	JONES, ULYSSA G.	PHILADELPHIA	PA	19143
2017	839232 Parking Ticket	30.00	SACKETT, JEFFREY A.	AIKEN	SC	29801-3243

2017	843209 Parking Ticket	45.00	SACKETT, JEFFREY A.	AIKEN	SC	29801-3243
2017	843210 Parking Ticket	45.00	SACKETT, JEFFREY A.	AIKEN	SC	29801-3243
2017	843211 Parking Ticket	45.00	SACKETT, JEFFREY A.	AIKEN	SC	29801-3243
2017	845286 Parking Ticket	45.00	BRUNETTE, RICK T.	RAPID CITY	SD	57702
2017	846467 Parking Ticket	45.00	KILLINGSWORTH, GREGGORY G.	HUTTO	TX	78634
2017	839333 Parking Ticket	45.00	JOHNSTON, SARAH	DALLAS	TX	75241
2017	840857 Parking Ticket	45.00	TYLER, TIMOTHY	CYPRESS	TX	77429
2017	843812 Parking Ticket	45.00	KISER, MARK L.	FORT HOOD	TX	76544
2017	827524 Parking Ticket	45.00	MORALES, JUAN V.	SAN ANTONIO	TX	78210
2017	843686 Parking Ticket	20.00	SILVA-CORTEZ, JUANITA	SAN ANTONIO	TX	78210
2017	839493 Parking Ticket	45.00	VALDEZ, ANTONIO	MERCEDES	TX	78570
2017	842983 Parking Ticket	45.00	VALDEZ, ANTONIO	MERCEDES	TX	78570
2017	844234 Parking Ticket	45.00	VALDEZ, ANTONIO	MERCEDES	TX	78570
2017	844266 Parking Ticket	45.00	VALDEZ, ANTONIO	MERCEDES	TX	78570
2017	838298 Parking Ticket	45.00	VALDEZ, ANTONIO	MERCEDES	TX	78570
2017	838984 Parking Ticket	45.00	VALDEZ, ANTONIO	MERCEDES	TX	78570
2017	845282 Parking Ticket	45.00	JEFFERIES, PEGGY L.	SHEBOYGAN	WI	53081-3844
2017	845951 Parking Ticket	45.00	JEFFERIES, PEGGY L.	SHEBOYGAN	WI	53081-3844
2017	846248 Parking Ticket	45.00	JEFFERIES, PEGGY L.	SHEBOYGAN	WI	53081-3844
2017	846257 Parking Ticket	45.00	JEFFERIES, PEGGY L.	SHEBOYGAN	WI	53081-3844
2017	845606 Parking Ticket	45.00	VILLEGAS, ESMERALDA	LAREDO	TX	78043
2017	847335 Parking Ticket	30.00	ADERMAN, SHERRIE	ARLINGTON	TX	76015
2017	847762 Parking Ticket	45.00	BROWN, TAKESIYAH T.	GREEN BAY	WI	54301-4821
2017	841076 Parking Ticket	45.00	FROELICH, JAMES L.	WAUKESHA	WI	53189-7706
2017	842176 Parking Ticket	45.00	MASON, CHRISTINA M.	SHEBOYGAN	WI	53081-2258
2017	845614 Parking Ticket	50.00	PERALTA, RAUL	SHEBOYGAN	WI	53081-5471
2017	846287 Parking Ticket	50.00	TURNER, JAZZMAR A.	SHEBOYGAN	WI	53081-2850
2017	843970 Parking Ticket	35.00	VOGEL, JESSICA L.	SHEBOYGAN	WI	53081-5316
2017	837825 Parking Ticket	45.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2017	837984 Parking Ticket	45.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2017	838826 Parking Ticket	45.00	FELIX, RAY B.	SHEBOYGAN	WI	53081-4952
2017	842909 Parking Ticket	50.00	BUCHANAN, JESSICA A.	MARINETTE	WI	54143-2117
2017	844045 Parking Ticket	45.00	GRUESCHOW, ROY E.	DE PERE	WI	54115-8844
2017	846082 Parking Ticket	50.00	GRUESCHOW, ROY E.	DE PERE	WI	54115-8844
2017	848413 Parking Ticket	50.00	LEICHT, ANTHONY	SHEBOYGAN	WI	53081
2017	848486 Parking Ticket	45.00	LEICHT, ANTHONY	SHEBOYGAN	WI	53081
2017	848674 Parking Ticket	45.00	LEICHT, ANTHONY	SHEBOYGAN	WI	53081
2017	848990 Parking Ticket	45.00	LEICHT, ANTHONY	SHEBOYGAN	WI	53081
2017	849235 Parking Ticket	45.00	LEICHT, ANTHONY	SHEBOYGAN	WI	53081
2017	849242 Parking Ticket	45.00	LEICHT, ANTHONY	SHEBOYGAN	WI	53081
2017	849247 Parking Ticket	45.00	LEICHT, ANTHONY	SHEBOYGAN	WI	53081
2017	842054 Parking Ticket	50.00	OAKLEY, TRAVIS R.	WEST BEND	WI	53095-4909
2017	840163 Parking Ticket	50.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	840599 Parking Ticket	45.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	840616 Parking Ticket	45.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	841307 Parking Ticket	45.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	841570 Parking Ticket	45.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	842683 Parking Ticket	45.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	842719 Parking Ticket	45.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	843056 Parking Ticket	45.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	843154 Parking Ticket	45.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	843679 Parking Ticket	45.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	844076 Parking Ticket	45.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	844190 Parking Ticket	45.00	DUFRESNE, AMBER L.	CEDARBURG	WI	53012-9613
2017	840770 Parking Ticket	50.00	WOLF, DANIEL L.	OOSTBURG	WI	53070
2017	846600 Parking Ticket	50.00	TEJADA-MORALES, JESUS I.	MANITOWOC	WI	54220-5127
2017	846987 Parking Ticket	45.00	TEJADA-MORALES, JESUS I.	MANITOWOC	WI	54220-5127
2017	847509 Parking Ticket	45.00	METZ, SCOTT A.	SHEBOYGAN	WI	53081-4645
2017	847524 Parking Ticket	45.00	METZ, SCOTT A.	SHEBOYGAN	WI	53081-4645
2017	847537 Parking Ticket	45.00	METZ, SCOTT A.	SHEBOYGAN	WI	53081-4645
2017	838395 Parking Ticket	50.00	YSQUIERDO, SAMUEL	ROSHOLT	WI	54473-9329
2017	842084 Parking Ticket	50.00	DALTON, CHRISTINE C.	MILWAUKEE	WI	53218-4451
2017	842867 Parking Ticket	45.00	DALTON, CHRISTINE C.	MILWAUKEE	WI	53218-4451

2017	838385 Parking Ticket	45.00	RESOP, RONALD	SHEBOYGAN	WI	53083-4826
2017	821115 Parking Ticket	45.00	SAXON, MARSHALL W.	SHEBOYGAN	WI	53081-7472
2017	838071 Parking Ticket	50.00	SAXON, MARSHALL W.	SHEBOYGAN	WI	53081-7472
2017	848463 Parking Ticket	50.00	HARRIS, DONNIE J.	SHEBOYGAN	WI	53081-4252
2017	837995 Parking Ticket	45.00	KLEBBE, DESIREE R.	SHEBOYGAN	WI	53081-3343
2017	838438 Parking Ticket	45.00	KLEBBE, DESIREE R.	SHEBOYGAN	WI	53081-3343
2017	841961 Parking Ticket	45.00	KLEBBE, DESIREE R.	SHEBOYGAN	WI	53081-3343
2017	842691 Parking Ticket	45.00	KLEBBE, DESIREE R.	SHEBOYGAN	WI	53081-3343
2017	840101 Parking Ticket	50.00	MONTEMAYOR, JONNA B.	SHEBOYGAN	WI	53083-4705
2017	841990 Parking Ticket	45.00	MONTEMAYOR, JONNA B.	SHEBOYGAN	WI	53083-4705
2017	844894 Parking Ticket	45.00	DELAROSA, ALYSHIA J.	OOSTBURG	WI	53070-1926
2017	841185 Parking Ticket	45.00	DELAROSA, ALYSHIA J.	OOSTBURG	WI	53070-1926
2017	844891 Parking Ticket	45.00	DELAROSA, ALYSHIA J.	OOSTBURG	WI	53070-1926
2017	844892 Parking Ticket	45.00	DELAROSA, ALYSHIA J.	OOSTBURG	WI	53070-1926
2017	844899 Parking Ticket	45.00	DELAROSA, ALYSHIA J.	OOSTBURG	WI	53070-1926
2017	844900 Parking Ticket	45.00	DELAROSA, ALYSHIA J.	OOSTBURG	WI	53070-1926
2017	845685 Parking Ticket	30.00	DELAROSA, ALYSHIA J.	OOSTBURG	WI	53070-1926
2017	815885 Parking Ticket	45.00	GREGER, HENRY T.	SHEBOYGAN	WI	53081-2739
2017	845583 Parking Ticket	30.00	GREGER, HENRY T.	SHEBOYGAN	WI	53081-2739
2017	845613 Parking Ticket	50.00	GREGER, HENRY T.	SHEBOYGAN	WI	53081-2739
2017	845616 Parking Ticket	45.00	GREGER, HENRY T.	SHEBOYGAN	WI	53081-2739
2017	845302 Parking Ticket	50.00	MENDEZ, YVONNE	SHEBOYGAN	WI	53081-4000
2017	846701 Parking Ticket	45.00	MENDEZ, YVONNE	SHEBOYGAN	WI	53081-4000
2017	838979 Parking Ticket	30.00	JONES, DELLA D.	SHEBOYGAN	WI	53081-5723
2017	839173 Parking Ticket	45.00	JONES, DELLA D.	SHEBOYGAN	WI	53081-5723
2017	839181 Parking Ticket	45.00	JONES, DELLA D.	SHEBOYGAN	WI	53081-5723
2017	839296 Parking Ticket	45.00	JONES, DELLA D.	SHEBOYGAN	WI	53081-3352
2017	841125 Parking Ticket	45.00	JONES, DELLA D.	SHEBOYGAN	WI	53081-3352
2017	842595 Parking Ticket	45.00	JONES, DELLA D.	SHEBOYGAN	WI	53081-3352
2017	842759 Parking Ticket	45.00	JONES, DELLA D.	SHEBOYGAN	WI	53081-3352
2017	547694 Parking Ticket	50.00	IRBY, ISAIAH B	MILWAUKEE	WI	53223-6211
2017	844041 Parking Ticket	45.00	IRBY, ISAIAH B	MILWAUKEE	WI	53223-6211
2017	844057 Parking Ticket	45.00	IRBY, ISAIAH B	MILWAUKEE	WI	53223-6211
2017	847690 Parking Ticket	45.00	IRBY, ISAIAH B	MILWAUKEE	WI	53223-6211
2017	847927 Parking Ticket	45.00	IRBY, ISAIAH B	MILWAUKEE	WI	53223-6211
2017	845165 Parking Ticket	50.00	SNOEYENBOS-EMMER, JACOB B.	SHEBOYGAN	WI	53081-4763
2017	848713 Parking Ticket	45.00	SNOEYENBOS-EMMER, JACOB B.	SHEBOYGAN	WI	53081-4763
2017	845092 Parking Ticket	10.00	REKOWSKI, BRIANNE N.	SHEBOYGAN	WI	53081-5510
2017	844851 Parking Ticket	50.00	SEGALLE, HEATHER M.	SHEBOYGAN	WI	53081
2017	840681 Parking Ticket	30.00	HANEMAN-KLUG, JAMIE A.	SHEBOYGAN	WI	53081-6030
2017	840782 Parking Ticket	45.00	HANEMAN-KLUG, JAMIE A.	SHEBOYGAN	WI	53081-6030
2017	840974 Parking Ticket	30.00	HANEMAN-KLUG, JAMIE A.	SHEBOYGAN	WI	53081-6030
2017	841070 Parking Ticket	45.00	HANEMAN-KLUG, JAMIE A.	SHEBOYGAN	WI	53081-6030
2017	839468 Parking Ticket	50.00	MEDINA, EMILY M.	SHEBOYGAN	WI	53081-4151
2017	839915 Parking Ticket	45.00	MEDINA, EMILY M.	SHEBOYGAN	WI	53081-4151
2017	841890 Parking Ticket	45.00	MEDINA, EMILY M.	SHEBOYGAN	WI	53081-4151
2017	846298 Parking Ticket	45.00	MEDINA, EMILY M.	SHEBOYGAN	WI	53081-4151
2017	843745 Parking Ticket	45.00	EHLERT, LISA J.	SHEBOYGAN	WI	53083-4823
2017	844887 Parking Ticket	50.00	EHLERT, LISA J.	SHEBOYGAN	WI	53083-4823
2017	838311 Parking Ticket	20.00	PANKOWSKI, MICHAEL	MILWAUKEE	WI	53204-3824
2017	838733 Parking Ticket	45.00	PODHORODENSKI, TOMASZ	SHEBOYGAN	WI	53083-4672
2017	835809 Parking Ticket	50.00	CEVAAL, JACOB A.	SHEBOYGAN	WI	53081-2615
2017	839522 Parking Ticket	45.00	CEVAAL, JACOB A.	SHEBOYGAN	WI	53081-2615
2017	841834 Parking Ticket	45.00	CEVAAL, JACOB A.	SHEBOYGAN	WI	53081-2615
2017	834347 Parking Ticket	45.00	WILLIAMS, SUSAN B.	SHEBOYGAN	WI	53081-5912
2017	834349 Parking Ticket	45.00	WILLIAMS, SUSAN B.	SHEBOYGAN	WI	53081-5912
2017	834350 Parking Ticket	45.00	WILLIAMS, SUSAN B.	SHEBOYGAN	WI	53081-5912
2017	844953 Parking Ticket	50.00	WILLIAMS, SUSAN B.	SHEBOYGAN	WI	53081-5912
2017	844971 Parking Ticket	45.00	WILLIAMS, SUSAN B.	SHEBOYGAN	WI	53081-5912
2017	845136 Parking Ticket	45.00	WILLIAMS, SUSAN B.	SHEBOYGAN	WI	53081-5912
2017	836948 Parking Ticket	45.00	BENSON, KELVENA N.	SHEBOYGAN	WI	53081-5706
2017	846136 Parking Ticket	45.00	BENSON, KELVENA N.	SHEBOYGAN	WI	53081-5706
2017	846137 Parking Ticket	45.00	BENSON, KELVENA N.	SHEBOYGAN	WI	53081-5706

2017	846138 Parking Ticket	45.00	BENSON, KELVENA N.	SHEBOYGAN	WI	53081-5706
2017	846160 Parking Ticket	50.00	BENSON, KELVENA N.	SHEBOYGAN	WI	53081-5706
2017	837561 Parking Ticket	45.00	LUCAS, ALTON S.	SHEBOYGAN	WI	53081-3215
2017	838219 Parking Ticket	45.00	LUCAS, ALTON S.	SHEBOYGAN	WI	53081-3215
2017	846519 Parking Ticket	50.00	RIOS, CARLA J.	SHEBOYGAN	WI	53081-2851
2017	846537 Parking Ticket	45.00	RIOS, CARLA J.	SHEBOYGAN	WI	53081-2851
2017	846548 Parking Ticket	45.00	RIOS, CARLA J.	SHEBOYGAN	WI	53081-2851
2017	836950 Parking Ticket	45.00	MEYERS, JAMIE L.	SHEBOYGAN	WI	53081-4105
2017	837222 Parking Ticket	45.00	STANGEL, CHRISTINE A.	SHEBOYGAN	WI	53081
2017	837261 Parking Ticket	45.00	STANGEL, CHRISTINE A.	SHEBOYGAN	WI	53081
2017	839294 Parking Ticket	45.00	STANGEL, CHRISTINE A.	SHEBOYGAN	WI	53081
2017	839979 Parking Ticket	45.00	STANGEL, CHRISTINE A.	SHEBOYGAN	WI	53081
2017	846713 Parking Ticket	50.00	MEYERS, JAMIE L.	SHEBOYGAN	WI	53081-4105
2017	846802 Parking Ticket	45.00	MEYERS, JAMIE L.	SHEBOYGAN	WI	53081-4105
2017	837560 Parking Ticket	45.00	HOLFELTZ, SUSAN F.	CASCADE	WI	53011-1611
2017	838809 Parking Ticket	45.00	HOLFELTZ, SUSAN F.	CASCADE	WI	53011-1611
2017	839192 Parking Ticket	45.00	HOLFELTZ, SUSAN F.	CASCADE	WI	53011-1611
2017	840975 Parking Ticket	50.00	BURNS, CHRISTIAN M.	SHEBOYGAN	WI	53081-6668
2017	842561 Parking Ticket	50.00	STANGEL, CHRISTINE A.	SHEBOYGAN	WI	53081
2017	843299 Parking Ticket	50.00	WILCOX, DAVID J.	SHEBOYGAN	WI	53081-3554
2017	844714 Parking Ticket	35.00	VANHEUKLON, TYLER J.	OSHKOSH	WI	54902-2636
2017	842685 Parking Ticket	50.00	BUTLER, RONDA R.	SHEBOYGAN	WI	53081-5313
2017	847450 Parking Ticket	45.00	BUTLER, RONDA R.	SHEBOYGAN	WI	53081-5313
2017	847455 Parking Ticket	45.00	BUTLER, RONDA R.	SHEBOYGAN	WI	53081-5313
2017	846012 Parking Ticket	50.00	JOHNSON, MICHELLE M.	SHEBOYGAN	WI	53081-4608
2017	848583 Parking Ticket	45.00	JOHNSON, MICHELLE M.	SHEBOYGAN	WI	53081-4608
2017	799495 Parking Ticket	45.00	JOHNSON, HOSIE X.	MILWAUKEE	WI	53218-1022
2017	835250 Parking Ticket	45.00	JOHNSON, HOSIE X.	MILWAUKEE	WI	53218-1022
2017	845762 Parking Ticket	45.00	JOHNSON, HOSIE X.	MILWAUKEE	WI	53218-1022
2017	846758 Parking Ticket	50.00	BOSTWICK-KUNSTMAN, ATHENA M.	SHEBOYGAN	WI	53081-6145
2017	841654 Parking Ticket	25.00	KETTNER, SANTANA R.	SHEBOYGAN	WI	53081-3824
2017	835939 Parking Ticket	30.00	MACIAS, DAMON J.	CEDAR GROVE	WI	53013-1300
2017	838184 Parking Ticket	50.00	MACIAS, DAMON J.	CEDAR GROVE	WI	53013-1300
2017	840150 Parking Ticket	50.00	KEYES, JONATHAN B.	SHEBOYGAN	WI	53081-5079
2017	840494 Parking Ticket	45.00	KEYES, JONATHAN B.	SHEBOYGAN	WI	53081-5079
2017	840695 Parking Ticket	45.00	KEYES, JONATHAN B.	SHEBOYGAN	WI	53081-5079
2017	840758 Parking Ticket	45.00	KEYES, JONATHAN B.	SHEBOYGAN	WI	53081-5079
2017	840962 Parking Ticket	45.00	KEYES, JONATHAN B.	SHEBOYGAN	WI	53081-5079
2017	842994 Parking Ticket	50.00	LOEFFLER, WILLIAM P.	PHILLIPS	WI	54555-7461
2017	847346 Parking Ticket	45.00	LOEFFLER, WILLIAM P.	PHILLIPS	WI	54555-7461
2017	847514 Parking Ticket	45.00	LOEFFLER, WILLIAM P.	PHILLIPS	WI	54555-7461
2017	843709 Parking Ticket	50.00	IQ PRINT MEDIA LLC	PLYMOUTH	WI	53073-1850
2017	844063 Parking Ticket	45.00	IQ PRINT MEDIA LLC	PLYMOUTH	WI	53073-1850
2017	849050 Parking Ticket	45.00	IQ PRINT MEDIA LLC	PLYMOUTH	WI	53073-1850
2017	841020 Parking Ticket	35.00	WILLIAMS, CYRUS L.	SHEBOYGAN	WI	53081-2313
2017	844154 Parking Ticket	30.00	WILLIAMS, CYRUS L.	SHEBOYGAN	WI	53081-2313
2017	736505 Parking Ticket	50.00	BUTLER, SHEMAKA S.	SHEBOYGAN	WI	53081-5826
2017	837266 Parking Ticket	45.00	BUTLER, SHEMAKA S.	SHEBOYGAN	WI	53081-5826
2017	838931 Parking Ticket	45.00	BUTLER, SHEMAKA S.	SHEBOYGAN	WI	53081-5826
2017	839162 Parking Ticket	45.00	BUTLER, SHEMAKA S.	SHEBOYGAN	WI	53081-5826
2017	839463 Parking Ticket	45.00	BUTLER, SHEMAKA S.	SHEBOYGAN	WI	53081-5826
2017	839645 Parking Ticket	45.00	BUTLER, SHEMAKA S.	SHEBOYGAN	WI	53081-5826
2017	839920 Parking Ticket	45.00	BUTLER, SHEMAKA S.	SHEBOYGAN	WI	53081-5826
2017	840276 Parking Ticket	45.00	BUTLER, SHEMAKA S.	SHEBOYGAN	WI	53081-5826
2017	840298 Parking Ticket	45.00	BUTLER, SHEMAKA S.	SHEBOYGAN	WI	53081-5826
2017	840526 Parking Ticket	45.00	BUTLER, SHEMAKA S.	SHEBOYGAN	WI	53081-5826
2017	841885 Parking Ticket	45.00	BUTLER, SHEMAKA S.	SHEBOYGAN	WI	53081-5826
2017	839075 Parking Ticket	50.00	LANGE, ASHLEY M.	SHEBOYGAN	WI	53081-3929
2017	838717 Parking Ticket	50.00	PERALTA, RAUL	SHEBOYGAN	WI	53081-5471
2017	848502 Parking Ticket	50.00	YOUNG, CLAYTON	CHICAGO	IL	60621-1726
2017	847014 Parking Ticket	50.00	CUMMINGS, KEVIN M.	SHEBOYGAN	WI	53081-5620
2017	847025 Parking Ticket	45.00	CUMMINGS, KEVIN M.	SHEBOYGAN	WI	53081-5620
2017	847038 Parking Ticket	45.00	CUMMINGS, KEVIN M.	SHEBOYGAN	WI	53081-5620

2017	840998 Parking Ticket	50.00	VALADEZ, JUAN M.	SHEBOYGAN	WI	53081-2537
2017	841083 Parking Ticket	50.00	RODRIGUEZ, DAVID M.	SHEBOYGAN	WI	53081-4866
2017	843512 Parking Ticket	45.00	RODRIGUEZ, DAVID M.	SHEBOYGAN	WI	53081-4866
2017	843513 Parking Ticket	45.00	RODRIGUEZ, DAVID M.	SHEBOYGAN	WI	53081-4866
2017	843436 Parking Ticket	50.00	GREEN, MONIQUE	SHEBOYGAN	WI	53081-2358
2017	840646 Parking Ticket	25.00	MONTOKA, GENEVA	SHEBOYGAN	WI	53081-5112
2017	821549 Parking Ticket	50.00	DOIRON, GREGORY L.	WAUWATOSA	WI	53213-2052
2017	838223 Parking Ticket	45.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2017	838239 Parking Ticket	45.00	ROBINSON, JASON P.	SHEBOYGAN	WI	53083
2017	838107 Parking Ticket	50.00	WILLIAMS, RONALD L.	FOND DU LAC	WI	54935-6131
2017	838695 Parking Ticket	45.00	OWEN, TEARRA M.	SHEBOYGAN	WI	53081-2513
2017	841413 Parking Ticket	45.00	OWEN, TEARRA M.	SHEBOYGAN	WI	53081-2513
2017	841838 Parking Ticket	45.00	OWEN, TEARRA M.	SHEBOYGAN	WI	53081-2513
2017	848606 Parking Ticket	50.00	TELLEZ, ANTONIO	SHEBOYGAN	WI	53081-4326
2017	846352 Parking Ticket	50.00	FALLE, LESLIE A.	SHEBOYGAN	WI	53081
2017	840572 Parking Ticket	45.00	POPOVICH, SCOTT A.	MANITOWOC	WI	54220-1385
2017	840368 Parking Ticket	50.00	POPOVICH, SCOTT A.	MANITOWOC	WI	54220-1385
2017	840391 Parking Ticket	45.00	POPOVICH, SCOTT A.	MANITOWOC	WI	54220-1385
2017	840397 Parking Ticket	45.00	POPOVICH, SCOTT A.	MANITOWOC	WI	54220-1385
2017	839158 Parking Ticket	50.00	NOGUEZ-CORREA, DEMETRIO	SHEBOYGAN	WI	53081-5750
2017	839462 Parking Ticket	45.00	NOGUEZ-CORREA, DEMETRIO	SHEBOYGAN	WI	53081-5750
2017	837268 Parking Ticket	45.00	NOGUEZ-CORREA, DEMETRIO	SHEBOYGAN	WI	53081-5750
2017	845307 Parking Ticket	50.00	POST, DUANE T.	SHEBOYGAN	WI	53083-2969
2017	845308 Parking Ticket	45.00	POST, DUANE T.	SHEBOYGAN	WI	53083-2969
2017	845310 Parking Ticket	45.00	POST, DUANE T.	SHEBOYGAN	WI	53083-2969
2017	845311 Parking Ticket	45.00	POST, DUANE T.	SHEBOYGAN	WI	53083-2969
2017	843753 Parking Ticket	45.00	OLIVER-GREEN, BRANDI A.	SHEBOYGAN FALLS	WI	53085-1766
2017	848362 Parking Ticket	50.00	OLIVER-GREEN, BRANDI A.	SHEBOYGAN FALLS	WI	53085-1766
2017	843360 Parking Ticket	50.00	HEGMAN, NORMAN L.	SHEBOYGAN	WI	53081-2628
2017	843509 Parking Ticket	45.00	BROOKS SERVICES	SHEBOYGAN	WI	53081
2017	845733 Parking Ticket	45.00	MASON, CHRISTINA M.	SHEBOYGAN	WI	53081-2258
2017	848403 Parking Ticket	45.00	MASON, CHRISTINA M.	SHEBOYGAN	WI	53081-2258
2017	849232 Parking Ticket	45.00	MASON, CHRISTINA M.	SHEBOYGAN	WI	53081-2258
2017	844657 Parking Ticket	50.00	EHNERT, JAMES A.	SHEBOYGAN	WI	53081-6322
2017	844658 Parking Ticket	45.00	EHNERT, JAMES A.	SHEBOYGAN	WI	53081-6322
2017	844681 Parking Ticket	45.00	EHNERT, JAMES A.	SHEBOYGAN	WI	53081-6322
2017	844961 Parking Ticket	45.00	EHNERT, JAMES A.	SHEBOYGAN	WI	53081-6322
2017	844974 Parking Ticket	45.00	EHNERT, JAMES A.	SHEBOYGAN	WI	53081-6322
2017	844993 Parking Ticket	45.00	EHNERT, JAMES A.	SHEBOYGAN	WI	53081-6322
2017	845140 Parking Ticket	45.00	EHNERT, JAMES A.	SHEBOYGAN	WI	53081-6322
2017	838474 Parking Ticket	45.00	BELL, TRAYVON I.	MANITOWOC	WI	54220-1002
2017	839526 Parking Ticket	50.00	BELL, TRAYVON I.	MANITOWOC	WI	54220-1002
2017	842953 Parking Ticket	50.00	THOMAS, SHAWN M.	WEST BEND	WI	53090-1737
2017	836926 Parking Ticket	50.00	JENSTERLE, JODY J.	SHEBOYGAN	WI	53081-2560
2017	836928 Parking Ticket	45.00	JENSTERLE, JODY J.	SHEBOYGAN	WI	53081-2560
2017	840333 Parking Ticket	45.00	JENSTERLE, JODY J.	SHEBOYGAN	WI	53081-2560
2017	836139 Parking Ticket	45.00	COUCH, NICOLE M.	SHEBOYGAN	WI	53083-4514
2017	838120 Parking Ticket	50.00	COUCH, NICOLE M.	SHEBOYGAN	WI	53083-4514
2017	840028 Parking Ticket	45.00	COUCH, NICOLE M.	SHEBOYGAN	WI	53083-4514
2017	837750 Parking Ticket	45.00	RUEGE, KAYLA M.	SHEBOYGAN	WI	53081-6354
2017	838339 Parking Ticket	45.00	RUEGE, KAYLA M.	SHEBOYGAN	WI	53081-6354
2017	840069 Parking Ticket	45.00	RUEGE, KAYLA M.	SHEBOYGAN	WI	53081-6354
2017	841974 Parking Ticket	45.00	RUEGE, KAYLA M.	SHEBOYGAN	WI	53081-6354
2017	845314 Parking Ticket	50.00	BURNS, LIBBY K.	SHEBOYGAN	WI	53083-4450
2017	838436 Parking Ticket	45.00	WILLIAMS, SUSAN B.	SHEBOYGAN	WI	53081-5912
2017	839064 Parking Ticket	45.00	WILLIAMS, SUSAN B.	SHEBOYGAN	WI	53081-5912
2017	785741 Parking Ticket	50.00	SCHAEVE, JESSICA L.	SHEBOYGAN	WI	53081-4440
2017	785742 Parking Ticket	45.00	SCHAEVE, JESSICA L.	SHEBOYGAN	WI	53081-4440
2017	785743 Parking Ticket	45.00	SCHAEVE, JESSICA L.	SHEBOYGAN	WI	53081-4440
2017	841404 Parking Ticket	50.00	EHNERT, JAMES A.	SHEBOYGAN	WI	53081-6322
2017	842959 Parking Ticket	50.00	LUCAS, TRACY L.	MANITOWOC	WI	54220-4943
2017	842962 Parking Ticket	45.00	LUCAS, TRACY L.	MANITOWOC	WI	54220-4943
2017	842963 Parking Ticket	45.00	LUCAS, TRACY L.	MANITOWOC	WI	54220-4943

2017	848224 Parking Ticket	45.00	KAILING, JACOB I.	SHEBOYGAN	WI	53081-5633
2017	848372 Parking Ticket	50.00	KAILING, JACOB I.	SHEBOYGAN	WI	53081-5633
2017	848781 Parking Ticket	45.00	KAILING, JACOB I.	SHEBOYGAN	WI	53081-5633
2017	837292 Parking Ticket	45.00	BIANCHI, EMILY N.	SHEBOYGAN	WI	53081-6058
2017	843409 Parking Ticket	45.00	BIANCHI, EMILY N.	SHEBOYGAN	WI	53081-6058
2017	848684 Parking Ticket	15.00	BUSCHMANN, CAROL M.	SHEBOYGAN	WI	53081-8046
2017	848677 Parking Ticket	50.00	REYNA, YNACIO HERNANDEZ	SHEBOYGAN	WI	53081-4358
2017	848992 Parking Ticket	45.00	REYNA, YNACIO HERNANDEZ	SHEBOYGAN	WI	53081-4358
2017	844893 Parking Ticket	50.00	KEESLER, JEFFERY J.	SHEBOYGAN	WI	53081-4840
2017	844897 Parking Ticket	45.00	KEESLER, JEFFERY J.	SHEBOYGAN	WI	53081-4840
2017	844898 Parking Ticket	45.00	KEESLER, JEFFERY J.	SHEBOYGAN	WI	53081-4840
2017	848177 Parking Ticket	50.00	COLON, JONATHAN A.	SHEBOYGAN	WI	53083-4657
2017	844043 Parking Ticket	50.00	FINES-VARGAS, JORGE	SHEBOYGAN	WI	53081-5862
2017	849040 Parking Ticket	45.00	FINES-VARGAS, JORGE	SHEBOYGAN	WI	53081-5862
2017	846244 Parking Ticket	45.00	SEGALLE, HEATHER M.	SHEBOYGAN	WI	53081
2017	846255 Parking Ticket	45.00	SEGALLE, HEATHER M.	SHEBOYGAN	WI	53081
2017	847032 Parking Ticket	45.00	SEGALLE, HEATHER M.	SHEBOYGAN	WI	53081
2017	847039 Parking Ticket	45.00	SEGALLE, HEATHER M.	SHEBOYGAN	WI	53081
2017	847045 Parking Ticket	50.00	SEGALLE, HEATHER M.	SHEBOYGAN	WI	53081
2017	846125 Parking Ticket	25.00	RIES, CHARLES K.	FOND DU LAC	WI	54935
2017	845281 Parking Ticket	45.00	SEGALLE, HEATHER M.	SHEBOYGAN	WI	53081
2017	846933 Parking Ticket	50.00	RAUTMANN, CARLEY M.	SHEBOYGAN	WI	53083-4738
2017	847238 Parking Ticket	45.00	RAUTMANN, CARLEY M.	SHEBOYGAN	WI	53083-4738
2017	847239 Parking Ticket	45.00	RAUTMANN, CARLEY M.	SHEBOYGAN	WI	53083-4738
2017	847623 Parking Ticket	45.00	TAYLOR, EZIMENA A.	MILWAUKEE	WI	53225-3411
2017	847822 Parking Ticket	50.00	TAYLOR, EZIMENA A.	MILWAUKEE	WI	53225-3411
2017	847833 Parking Ticket	45.00	TAYLOR, EZIMENA A.	MILWAUKEE	WI	53225-3411
2017	847158 Parking Ticket	50.00	BLACKBURN, MADISYN L.	SHEBOYGAN	WI	53081-5905
2017	847175 Parking Ticket	45.00	BLACKBURN, MADISYN L.	SHEBOYGAN	WI	53081-5905
2017	847176 Parking Ticket	45.00	BLACKBURN, MADISYN L.	SHEBOYGAN	WI	53081-5905
2017	846788 Parking Ticket	50.00	RICHTER, NICHOLAS J.	SHEBOYGAN	WI	53083-4644
2017	838859 Parking Ticket	45.00	RICHTER, NICHOLAS J.	SHEBOYGAN	WI	53083-4644
2017	846593 Parking Ticket	35.00	BURNS, LIBBY K.	SHEBOYGAN	WI	53083-4450
2017	846781 Parking Ticket	30.00	BURNS, LIBBY K.	SHEBOYGAN	WI	53083-4450
2017	846783 Parking Ticket	30.00	BURNS, LIBBY K.	SHEBOYGAN	WI	53083-4450
2017	846791 Parking Ticket	30.00	BURNS, LIBBY K.	SHEBOYGAN	WI	53083-4450
2017	847029 Parking Ticket	30.00	BURNS, LIBBY K.	SHEBOYGAN	WI	53083-4450
2017	847135 Parking Ticket	30.00	BURNS, LIBBY K.	SHEBOYGAN	WI	53083-4450
2017	847289 Parking Ticket	30.00	BURNS, LIBBY K.	SHEBOYGAN	WI	53083-4450
2017	847846 Parking Ticket	35.00	BURNS, LIBBY K.	SHEBOYGAN	WI	53083-4450
2017	848043 Parking Ticket	30.00	BURNS, LIBBY K.	SHEBOYGAN	WI	53083-4450
2017	844020 Parking Ticket	50.00	KING, RAYMOND D.	MILWAUKEE	WI	53218-4417
2017	843759 Parking Ticket	50.00	CRESPO-CORONEL, SANDRA	CHICAGO	IL	60625
2017	836927 Parking Ticket	50.00	JENSTERLE, JODY J.	SHEBOYGAN	WI	53081-2560
2017	836929 Parking Ticket	15.00	JENSTERLE, JODY J.	SHEBOYGAN	WI	53081-2560
2017	845095 Parking Ticket	45.00	LANGE, JASON J.	SHEBOYGAN FALLS	WI	53085-3392
2017	845117 Parking Ticket	45.00	LANGE, JASON J.	SHEBOYGAN FALLS	WI	53085-3392
2017	845118 Parking Ticket	45.00	LANGE, JASON J.	SHEBOYGAN FALLS	WI	53085-3392
2017	845403 Parking Ticket	50.00	LANGE, JASON J.	SHEBOYGAN FALLS	WI	53085-3392
2017	845418 Parking Ticket	45.00	LANGE, JASON J.	SHEBOYGAN FALLS	WI	53085-3392
2017	845490 Parking Ticket	45.00	LANGE, JASON J.	SHEBOYGAN FALLS	WI	53085-3392
2017	842136 Parking Ticket	45.00	STRUVE, JONATHAN E.	OOSTBURG	WI	53070-1903
2017	842145 Parking Ticket	45.00	STRUVE, JONATHAN E.	OOSTBURG	WI	53070-1903
2017	842499 Parking Ticket	45.00	STRUVE, JONATHAN E.	OOSTBURG	WI	53070-1903
2017	839797 Parking Ticket	50.00	TORRES, ROBERT L.	SHEBOYGAN FALLS	WI	53085
2017	840670 Parking Ticket	45.00	TORRES, ROBERT L.	SHEBOYGAN FALLS	WI	53085
2017	844541 Parking Ticket	50.00	SCHMIDT, DANE W.	SHEBOYGAN	WI	53081-3902
2017	837924 Parking Ticket	50.00	GOEDEN, RYAN M.	SAUKVILLE	WI	53080-2538
2017	837925 Parking Ticket	45.00	GOEDEN, RYAN M.	SAUKVILLE	WI	53080-2538
2017	837926 Parking Ticket	45.00	GOEDEN, RYAN M.	SAUKVILLE	WI	53080-2538
2017	839406 Parking Ticket	45.00	HALVERSON, RYAN R.	SHEBOYGAN	WI	53081-2359
2017	841593 Parking Ticket	50.00	MORALES, JUAN J.	SHEBOYGAN	WI	53081-3347
2017	843755 Parking Ticket	50.00	GUEVARA, LETICIA	SHEBOYGAN	WI	53081-4918

2017	848525 Parking Ticket	50.00	DARRAH, CHARLES E.	SHEBOYGAN FALLS	WI	53085-1547
2017	849020 Parking Ticket	45.00	DARRAH, CHARLES E.	SHEBOYGAN FALLS	WI	53085-1547
2017	848175 Parking Ticket	50.00	BLACKBURN, MADISYN L.	SHEBOYGAN	WI	53081-5905
2017	820999 Parking Ticket	35.00	WILLIAMS, GREGORY M.	SHEBOYGAN	WI	53081
2017	843212 Parking Ticket	45.00	FRANK, DEBRA J.	SHEBOYGAN	WI	53083-2976
2017	844991 Parking Ticket	45.00	SPRADAU, TYSON J.	SHEBOYGAN	WI	53081
2017	845009 Parking Ticket	45.00	SPRADAU, TYSON J.	SHEBOYGAN	WI	53081
2017	839622 Parking Ticket	45.00	KINNEY, MONICA	KIEL	WI	53042-1058
2017	844883 Parking Ticket	50.00	BAUKNECHT, RILEY E.	CLEVELAND	WI	53015-1225
2017	845455 Parking Ticket	50.00	RUEGE, KAYLA	SHEBOYGAN	WI	53081
2017	841079 Parking Ticket	45.00	BORLAND, ADAM P.	SHEBOYGAN	WI	53081-3270
2017	847760 Parking Ticket	50.00	BROWN, TAKESIYAH T.	GREEN BAY	WI	54301-4821
2017	847761 Parking Ticket	45.00	BROWN, TAKESIYAH T.	GREEN BAY	WI	54301-4821
2017	841402 Parking Ticket	50.00	CAPITAL ONE AUTO FINANCE	SACRAMENTO	CA	95866
2017	844966 Parking Ticket	45.00	COUCH, NICOLE M.	JANESVILLE	WI	53546-9523
2017	845021 Parking Ticket	50.00	COUCH, NICOLE M.	SHEBOYGAN	WI	53083-4514
2017	845128 Parking Ticket	45.00	COUCH, NICOLE M.	JANESVILLE	WI	53546-9523
2017	846340 Parking Ticket	50.00	FALLE, LESLIE A.	SHEBOYGAN	WI	53081
2017	846431 Parking Ticket	45.00	FALLE, LESLIE A.	SHEBOYGAN	WI	53081
2017	839156 Parking Ticket	50.00	FROELICH, JAMES L.	SHEBOYGAN FALLS	WI	53085-1616
2017	839276 Parking Ticket	45.00	FROELICH, JAMES L.	SHEBOYGAN FALLS	WI	53085-1616
2017	840164 Parking Ticket	45.00	FROELICH, JAMES L.	WAUKESHA	WI	53189-7706
2017	841105 Parking Ticket	45.00	FROELICH, JAMES L.	WAUKESHA	WI	53189-7706
2017	847697 Parking Ticket	50.00	GOLDER, DAVID B.	JUNEAU	WI	53039-1126
2017	849045 Parking Ticket	50.00	GRUESCHOW, ROY E.	DE PERE	WI	54115-8844
2017	849236 Parking Ticket	45.00	GRUESCHOW, ROY E.	DE PERE	WI	54115-8844
2017	833011 Parking Ticket	50.00	HARPER, DEVON J.	JOLIET	IL	60436-1590
2017	845115 Parking Ticket	50.00	HEIMERMANN, MICHAEL J.	SHEBOYGAN	WI	53081-3363
2017	845116 Parking Ticket	45.00	HEIMERMANN, MICHAEL J.	SHEBOYGAN	WI	53081-3363
2017	845123 Parking Ticket	45.00	HEIMERMANN, MICHAEL J.	SHEBOYGAN	WI	53081-3363
2017	845900 Parking Ticket	45.00	HEIMERMANN, MICHAEL J.	SHEBOYGAN	WI	53081-3363
2017	836167 Parking Ticket	50.00	JAPE, EDWIN	MANITOWOC	WI	54220
2017	833014 Parking Ticket	50.00	KING, CHARLES T.	SHEBOYGAN	WI	53081-4140
2017	839246 Parking Ticket	45.00	KINNEY, MONICA	KIEL	WI	53042-1058
2017	839601 Parking Ticket	50.00	KINNEY, MONICA	KIEL	WI	53042-1058
2017	837921 Parking Ticket	45.00	MARTINEZ, VICENTE M.	SHEBOYGAN	WI	53081-5172
2017	837922 Parking Ticket	45.00	MARTINEZ, VICENTE M.	SHEBOYGAN	WI	53081-5172
2017	837923 Parking Ticket	45.00	MARTINEZ, VICENTE M.	SHEBOYGAN	WI	53081-5172
2017	848659 Parking Ticket	50.00	MASON, CHRISTINA M.	SHEBOYGAN	WI	53081-4421
2017	848980 Parking Ticket	45.00	MASON, CHRISTINA M.	SHEBOYGAN	WI	53081-2258
2017	799499 Parking Ticket	45.00	MEDINA, EMILY M.	SHEBOYGAN	WI	53081-1958
2017	846310 Parking Ticket	50.00	MEDINA, EMILY M.	SHEBOYGAN	WI	53081-4151
2017	844976 Parking Ticket	45.00	NORRIS, MARY JANE	SHEBOYGAN	WI	53081-5918
2017	845032 Parking Ticket	50.00	NORRIS, MARY JANE	SHEBOYGAN	WI	53081-5918
2017	845037 Parking Ticket	45.00	NORRIS, MARY JANE	SHEBOYGAN	WI	53081-5918
2017	840275 Parking Ticket	50.00	OWEN, TEARRA M.	SHEBOYGAN	WI	53081-2513
2017	844599 Parking Ticket	45.00	OWEN, TEARRA M.	SHEBOYGAN	WI	53081-2513
2017	844634 Parking Ticket	45.00	OWEN, TEARRA M.	SHEBOYGAN	WI	53081-2513
2017	844642 Parking Ticket	45.00	OWEN, TEARRA M.	SHEBOYGAN	WI	53081-2513
2017	815886 Parking Ticket	45.00	PERALTA, RAUL	SHEBOYGAN	WI	53081-5471
2017	845623 Parking Ticket	45.00	PERALTA, RAUL	SHEBOYGAN	WI	53081-5471
2017	834113 Parking Ticket	45.00	RESOP, RONALD	SHEBOYGAN	WI	53083-4826
2017	843697 Parking Ticket	50.00	RESOP, RONALD	SHEBOYGAN	WI	53083-4826
2017	847457 Parking Ticket	45.00	RESOP, RONALD	SHEBOYGAN	WI	53083-4826
2017	847467 Parking Ticket	45.00	RESOP, RONALD	SHEBOYGAN	WI	53083-4826
2017	836947 Parking Ticket	45.00	SAXON, MARSHALL W.	SHEBOYGAN	WI	53081-5263
2017	845278 Parking Ticket	50.00	SAXON, MARSHALL W.	SHEBOYGAN	WI	53081-5263
2017	846167 Parking Ticket	45.00	SAXON, MARSHALL W.	SHEBOYGAN	WI	53081-5263
2017	838989 Parking Ticket	50.00	SEEFELDT, SAMUEL J.	SHEBOYGAN	WI	53081
2017	840354 Parking Ticket	45.00	SEEFELDT, SAMUEL J.	SHEBOYGAN	WI	53081
2017	840447 Parking Ticket	45.00	SEEFELDT, SAMUEL J.	SHEBOYGAN	WI	53081
2017	841732 Parking Ticket	45.00	SEEFELDT, SAMUEL J.	SHEBOYGAN	WI	53081
2017	841733 Parking Ticket	45.00	SEEFELDT, SAMUEL J.	SHEBOYGAN	WI	53081

2017	841948 Parking Ticket	45.00	SEEFELDT, SAMUEL J.	SHEBOYGAN	WI	53081
2017	841957 Parking Ticket	45.00	SEEFELDT, SAMUEL J.	SHEBOYGAN	WI	53081
2017	838181 Parking Ticket	40.00	SMITH, LYDIA G.	SHEBOYGAN	WI	53081
2017	841427 Parking Ticket	50.00	SMITH, LYDIA G.	SHEBOYGAN	WI	53081
2017	838468 Parking Ticket	45.00	TORRES, ROBERT L.	SHEBOYGAN FALLS	WI	53085
2017	841474 Parking Ticket	45.00	TURNER, JAZZMAR A.	SHEBOYGAN	WI	53081-2850
2017	844059 Parking Ticket	25.00	UNKNOWN OWNER	Unknown City	XX	99999
2017	848942 Parking Ticket	45.00	UNKNOWN OWNER	Unknown City	XX	99999
2017	840985 Parking Ticket	45.00	VALADEZ, JUAN M.	SHEBOYGAN	WI	53081-2537
2017	842226 Parking Ticket	50.00	VALADEZ, JUAN M.	SHEBOYGAN	WI	53081-2537
2017	841065 Parking Ticket	50.00	VERA, ALFREDO	MILWAUKEE	WI	53215-1933
2017	842424 Parking Ticket	25.00	UNKNOWN OWNER	Unknown City	XX	99999
2017	843051 Parking Ticket	45.00	ISELL, PHILLIP H.	SHERIDAN	WY	82801
2017	843151 Parking Ticket	45.00	ISELL, PHILLIP H.	SHERIDAN	WY	82801

Total Write-Off
89,882.80

**CITY OF SHEBOYGAN
DIRECT REFERRAL RESOLUTION 145-23-24
TO FINANCE AND PERSONNEL COMMITTEE**

BY ALDERPERSONS MITCHELL AND FILICKY-PENESKI.

JANUARY 22, 2024.

A RESOLUTION authorizing the appropriate City officials to sign the January 1, 2023 - December 31, 2025 Contract between the City of Sheboygan and Amalgamated Transit Union Local 998.

WHEREAS, representatives from City of Sheboygan management and the Amalgamated Transit Union Local 998 met to negotiate a renewal to the collective bargaining agreement between them and entered into a Tentative Agreement that set forth the agreed upon terms and changes in the agreement.

NOW, THEREFORE, BE IT RESOLVED: That the Common Council hereby authorizes the appropriate City officials to sign the January 1, 2023 - December 31, 2025 Contract between the City of Sheboygan and Amalgamated Transit Union Local 998, a copy of which is attached hereto and incorporated herein.

PASSED AND ADOPTED BY THE CITY OF SHEBOYGAN COMMON COUNCIL

Presiding Officer

Attest

Ryan Sorenson, Mayor, City of
Sheboygan

Meredith DeBruin, City Clerk, City of
Sheboygan

**FINAL LABOR AGREEMENT
Between**

CITY OF SHEBOYGAN

-and-

**AMALGAMATED
TRANSIT UNION
Local 998**

January 1, 2023

to

December 31, 2025

Resolution XX-XX-XX approved by the Sheboygan Transit Commission on January 16, 2024 and the Sheboygan Common Council on February 5, 2024 authorizes appropriate City officials to sign the final offer reached by the City of Sheboygan and the Amalgamated Transit Union, Local 998. The final agreement with agreed upon terms are incorporated within this labor agreement.

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AGREEMENT

This Agreement made and entered into at Sheboygan, Wisconsin by and between the City of Sheboygan as municipal employer herein after referred to as the Employer or City, and Local 998 of the Amalgamated Transit Union herein after referred to as Union.

WITNESSETH:

WHEREAS, Both of the parties to this Agreement are desirous of reaching an amicable understanding with respect to the employer-employee relationship which exists between them and to enter into a complete Agreement covering rates of pay, hours of work, and conditions of employment; and

WHEREAS, The parties do hereby acknowledge that this Agreement is the result of the unlimited right and opportunity afforded to each of the parties to make any and all demands and proposals with respect to the subject of rates of pay, hours of work, and conditions of employment, and incidental matters respecting thereto; and,

WHEREAS, it is intended by the provisions of the Agreement that there be no abrogation of the duties, obligations, or responsibilities of any agency or department of City government which is now expressly provided for respectively by: Federal laws and regulations, State statutes, charter ordinances, and ordinances of the City of Sheboygan except as expressly limited herein; and,

WHEREAS, the welfare of the members of the Union is dependent upon the continued efficient operation of the bus lines.

NOW THEREFORE, in consideration of the mutual conveniences herein set forth, it is mutually agreed as follows:

ARTICLE I -- CONDITION AND DURATION

Section 1.

This agreement reached as a result of collective bargaining represents the full and complete agreement between the parties and supersedes all previous agreements between the parties. It is agreed that all matters relating to the current contract term, whether or not referred to in this agreement, shall not be open for negotiations. The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject as provided by Wisconsin Statute 111.70 and the agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

This agreement shall be effective upon execution to be not later than the (10) days after ratification by both parties, and shall remain in full force and effect from January 1st, 2023 until its expiration date December 31, 2025.

ARTICLE II -- RECOGNITION AND SCOPE

Section 1.

Local 998 of the Amalgamated Transit Union shall be the sole representative for collective bargaining of all the City's bus operating and maintenance employees who have completed 30

days of their probationary period and whose occupations are listed in the wage schedules attached to this Agreement.

The Union agrees that it will not include or retain as members supervisory, professional or clerical employees. Supervisory employees are recognized to be;

- A. Those who have the right to employ and discharge or whose recommendation is relied upon by a superior in employing or discharging.
- B. Those who assign.
- C. Those that administer discipline or recommend administering discipline.

All benefit provisions of this agreement apply only to regular full-time employees as defined unless expressly provided otherwise.

Except as otherwise noted, all non-benefit sections of the current labor agreement will apply to any para-transit operators who may be hired by the City of Sheboygan.

Section 2.

The names of the duly chosen representatives of the bargaining unit and negotiating committee shall be submitted to the proper City officials. The negotiating committee shall consist of no more than five (5) representatives.

Reasonable attempts shall be made to conduct negotiations outside of the regularly scheduled work hours of designated Union representatives insofar as is practicable. When negotiations are conducted during the regularly scheduled work hours of the members of the Union's negotiating committee, the parties shall alternate responsibility (starting with the Employer) for paying an amount representing what the employees would have earned during their regularly scheduled work hours for that period of time such Union representatives are present at such meetings, including a reasonable period of time occasioned by their leaving and returning to their place of employment, not to exceed four (4) such representatives when it is the City's turn. When negotiations are scheduled, Union committee members will not be required to work unless otherwise agreed to, irrespective of whether their regular work hours may be different or otherwise not concurrent with the negotiations.

ARTICLE III -- CHECK OFF & UNION SECURITY

Section 1.

The employer agrees to deduct each month from the wages of each employee who signs a check-off authorization and assignment, the amount of his current monthly Union dues set forth by the By-Laws of the Union and twice a month, as close as possible to the 15th (fifteenth) and 30th (thirtieth) of each month remit the total of such deductions, together with a list of deductions to the Financial Secretary of the Union. It is understood that such check-off authorizations are revocable in the manner stipulated therein. A copy of such check-off authorization is attached hereto marked Exhibit "A", and is part of this Agreement (see Addendum #1). Union dues will be deducted bi-weekly.

The City agrees to also deduct, at the employee's written request, initiation fees, Committee on Political Education (COPE) and group auto insurance premiums. All deductions are to be taken as a single Union deduction and separated at the Union office when submitted. Changes in the amount to be deducted shall be by written notification from the employee to the Finance Department at least 60 days before the effective date of any change.

Section 2.

The Union accepts full responsibility for obtaining check-off authorizations from its members and delivering such authorizations to the Employer. Check-off authorizations must be delivered fifteen (15) days before the dues payday of the month. It is understood that payroll deductions made under this arrangement will be one (1) month in advance.

Section 3.

All employees must become members of Local Union ATU 998 after thirty (30) days of employment and shall remain members in continuous good standing in the Union as a condition of continued employment with the City provided, however, that such condition of employment shall not apply with respect to employees to whom membership is not available upon the same terms and conditions as are generally applicable to any other member or with respect to employees to whom membership was or is denied or terminated for any reason other than the failure of the employee to tender the periodic dues, initiation fees and assessments uniformly required as a condition of acquiring or retaining membership.

ARTICLE IV -- UNION ACTIVITY**Section 1.**

The City agrees to provide space for a Union bulletin board. No materials shall be posted thereon except notices of Union meetings, information regarding Union business, and social affairs. Notices or announcements shall not contain anything political or anything reflecting adversely upon the City, any of its employees, or any labor organization among its employees; and no material, notices, or announcements which violate the provisions of this section shall be posted. Any Union authorized violations of this section shall entitle the City to cancel immediately the provisions of this section. Locked case to be paid for and provided by the Union.

Section 2.

No Union member or officer shall conduct any Union business on City time except as expressly provided in this Agreement. No Union meetings shall be held on City time or property.

Section 3.

No Union member shall be denied union representation.

Management agrees that it will not assign bargaining unit work to supervisory employees that would exceed twenty percent 20% of their time. Said bargaining unit work will primarily be in the areas of training and instructing employees, performing work in emergencies or due to extenuating circumstances, and filling in for absences when other qualified employees are not readily available.

ARTICLE V --MANAGEMENT RIGHTS**Section 1.**

The Union recognizes the prerogative of the City to operate and manage its affairs in all respects in accordance with its responsibilities, and the powers or authority which the City has not officially abridged, delegated, or modified by this Agreement are retained by the City. The Union recognizes the exclusive right of the City to establish reasonable work rules. The Manager will notify the Union President of any new or changed work rule that affects working conditions before it is posted.

All new employees shall be furnished with a copy of the present rules and regulations upon employment.

Any proposed change in the rules and regulations shall be posted on the bulletin board of the Shoreline Metro System one calendar week before the effective date of the rule.

The reasonableness of any rule or regulation shall not be challenged unless a conference is asked within one calendar week of the time it is posted on the bulletin board of the Shoreline Metro System.

The City agrees to supply a copy of the contract to each new employee upon hire. The cost of printing copies of the labor agreement shall be shared equally between Union and Management.

Section 2.

The City has the right to schedule overtime as required.

Extra unscheduled transportation work will be offered first to part-time drivers with less than 40 hours scheduled for the week, before being offered to full-time drivers.

When circumstances create an opening on any run, such as sudden illness or injury, if no extra board operator is available, said position shall be filled on a rotating seniority basis from the list of those available tripper drivers who have demonstrated interest in such work.

All over-time will be offered by seniority with full-time drivers getting preference. It shall be first rotated completely through the full-time seniority list. If no worker is found, the overtime will then be rotated through the part-time seniority list.

Office personnel will leave a message on an answering machine if there is one - the message being that the operator is considered unavailable if they do not answer. All personnel are required to have operating phone service.

The rotation will begin with the person immediately below the last full-time worker to work overtime and who indicated their interest to work overtime at the time of the quarterly assignment pick. The City shall maintain a quarterly sign up list for those requesting to work overtime.

Employees who are excused for good cause (e.g., sickness, injury, or verifiable appointments), or are unavailable for overtime or extra work shall be skipped until their next turn in rotation. Skipped turns are treated as though worked and will not be made up.

Section 3.

The City reserves the right to layoff for lack of work or funds, or the occurrence of conditions beyond the control of the City or where such continuation of work would be wasteful and unproductive. The City shall have the right to determine reasonable schedules of work and to establish the methods and processes by which such work is performed including contracting for matters relating to municipal operations. The right of contracting or subcontracting is vested in the City.

Section 4.

The management and operation of the buses including, but not limited to, the direction of all employees, the determination of necessary minimum qualifications for any job, the appraisal of the qualifications of any individuals for a particular job, and the establishment of hours to be worked are reserved by and shall be vested exclusively in the City.

Section 5.

The City may utilize personnel provided under grants, juvenile restitution programs, and welfare programs to perform temporary, seasonal work and clean up and repair vandalism.

ARTICLE VI -- GRIEVANCE PROCEDURE

Section 1.

A grievance under this Agreement is a written complaint arising under and during the term of this Agreement filed by either an authorized representative of, or an employee in, the bargaining unit involving the interpretation or application of express provisions of this Agreement. The parties, recognizing that an orderly grievance procedure is desirable, agree that each step must be adhered to as set forth herein or the grievance is forfeited. The time limits set forth in this Article shall exclude Saturdays, Sundays and Holidays. During the first thirty (30) days of probation, the employees shall not have access to the grievance procedure. During the remaining sixty (60) days, employees shall have access to the first two (2) steps of the grievance procedure. At no time during the ninety (90) day probationary period shall the employee have access to the arbitration procedure.

All grievances must be filed within seven (7) working days after occurrence of the circumstances giving rise to the grievance, otherwise the right to file a grievance is forfeited and no grievance shall be deemed to exist.

Any grievance involving discharge shall be initiated in writing by the employee/union, at Step 2 of the grievance procedure within seven (7) working days of the discharge.

Section 2.

Any employee having a complaint shall first take up the matter with his immediate supervisor. If no satisfactory answer or disposition is received within seven (7) working days, the complaint shall be processed as follows:

Step 1: The complaint shall be written and submitted to the supervisor within 7 working days. The supervisor shall, within 7 working days of receiving the complaint, record his/her disposition.

Step 2: Failing to resolve the grievance in the first step, the steward shall within seven (7) working days of receipt of the supervisor's disposition present an appeal in writing and take up the matter with the department manager or his designated representative. The manager or his designated representative shall, within seven (7) working days of receipt of the grievance, record his disposition.

Step 3: Failing to resolve the grievance in the second step, the steward shall within seven (7) working days of receipt of the department manager's disposition present an appeal in writing and take up the matter with the Human Resources Director or his/her designated

representative. The Director or his designated representative shall, within seven (7) working days of receipt of the grievance, record his disposition. If the parties in this step are unable to resolve the grievance the matter may be submitted to arbitration within fifteen (15) days as herein after provided for in this Agreement.

Section 3.

Any and all grievances resolved at any step of the grievance procedure as contained in this Agreement shall be final and binding on the City, the Union, and any and all unit employees involved in the particular grievance.

Section 4.

The City shall not be required to pay back wages for periods prior to the time a written grievance is filed; provided, that in the case of a pay shortage, of which the employee had not been aware before receiving his pay, any adjustments made shall be retroactive to the beginning of this pay period providing the employee files his grievance within seven (7) working days after receipt of such pay.

Section 5.

All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned, less any unemployment compensation or compensation for extraordinary personal services that he/she has received during the back pay period.

Section 6.

The right to discipline belongs to and rests exclusively with the City. Nevertheless, any employee covered by this Agreement shall have the right to be heard by the proper officials of the City and to produce witnesses or officers of the Union in his/her behalf as to the truth of the charges preferred against him/her; and finally, if the charges are not sustained, shall have his/her record cleared of such charges and in the case of any loss of wages shall receive reimbursement for such loss. Discipline which involves the discharge or suspension of an employee for more than one (1) day may be submitted to arbitration in accordance with Article VII. If any discipline beyond a one (1) day suspension is arbitrated according to this Agreement, the arbitrator shall be empowered to consider the previous one (1) day suspension. Said appeal to arbitration shall be made within fifteen (15) days of said suspension or discharge.

Charges against any employee shall be specific and shall be called to the employee's attention within five (5) working days after notice of the alleged offense has been brought to the attention of the department head concerned whenever possible.

No discipline by suspension shall be administered to any member who will impair his seniority rights.

Electronic vehicle tracking/surveillance equipment will not be the sole source of disciplinary action.

Audio and/or video shall be heard/viewed when an incident(s) (public complaint, accident, passenger incident, driver (Union) need of documentation) occurs. The time(s) of above said utilization shall be limited to the time(s) of alleged incident (plus or minus 30 minutes).

ARTICLE VII -- ARBITRATION PROCEDURE

Section 1.

Arbitration may be resorted to in the event of failure to meet a mutually satisfactory adjustment of any grievance relating to interpretation, application, or enforcement of the provisions of this Agreement; except, however, that the following situations shall not be submitted nor subject to arbitration;

1. Any Pension matter.
2. Provisions of this Agreement which relate to or in any manner affect the obligations of the City as expressed or intended by provisions of the Wisconsin Statutes or City ordinances.
3. The statutory or charter obligations which by law devolve upon the Common Council.
4. Elimination or discontinuance of any job.
5. Discipline and/or termination of any probationary employee.

Section 2.

The Arbitration Board shall consist of three (3) persons, one (1) to be chosen by the City, one (1) to be chosen by the Union, and the two thus selected shall meet to select a third. In the event they have not agreed upon such third arbitrator within fifteen (15) days after their appointment, the Federal Mediation and Conciliation Board shall be asked to submit a panel of five (5) arbitrators. The Union shall have the right to strike one (1) name from the panel, then the City, each in alternate strikes with the remaining one (1) person becoming the Chairman of the Arbitration Board.

Section 3.

During the arbitration appeal procedure, there shall be no strike, work stoppage, slowdown, or lockout. Either party desiring to arbitrate any case must notify the other party in writing and the failure of either party to appoint its arbitrator within seven (7) working days after the receipt of such notice shall forfeit its case.

Section 4.

The arbitrators shall have initial authority to determine whether or not the dispute is arbitrable under the express terms of this Agreement. Once it is determined that the dispute is arbitrable, the arbitrators shall proceed in accordance with this article to determine the merits of the dispute submitted to arbitration.

Section 5.

The arbitrators shall neither add to, detract from, or modify the language of this Agreement in arriving at a determination of any issue presented to them for arbitration within the limitations expressed herein. The arbitrators shall have no authority to grant wage increases or wage decreases. The arbitrators shall expressly confine themselves to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to them, or to submit observations or declarations of opinion which are not directly essential in reaching the determination.

Section 6.

The arbitration award shall be reduced to writing within forty-five (45) days after the hearing unless otherwise mutually agreed upon by the parties. The decision of the arbitrator shall be final and binding on the City, the Union, and the employee.

Section 7.

Each party shall share the expenses of its own arbitrator and all expenses incurred in connection with the preparation and presentation of its own case. Any joint expenses including expenses of the third arbitrator incurred in conducting the arbitration shall be jointly shared.

ARTICLE VIII -- HIRING PRACTICES AND SENIORITY

Section 1.

For the sake of benefit distribution there shall be three (3) employment classifications. No operator shall be purposely limited in hours as a means of circumventing the payment of benefits per these classifications.

The five (5) classifications shall be as follows:

- A. **Class A (full-time) employees** -- shall mean a regular employee who is employed on a year round basis where employment is on a full shift basis and who has satisfactorily completed his/her probationary period. Full-time operators are required to pick regular city runs during the school year and participate in the full-time pick during the summer.
- B. **Class B employees** -- shall be all employees who are not qualified to move to full-time benefit status who work an average of 20 hours per week or more. Such employees shall be eligible for prorated benefits as specified in this agreement including the option of partial payment by the employer of a given percentage of the lowest cost health plan as specified in the state health plan currently in place. That health insurance payment for Class B employees shall be further differentiated based on average hours per Article XVII, Sec.4.
- C. **Class C employees** -- shall be all employees who average less than 20 hours per week. Such employees shall receive some prorated benefits as specified in this agreement.
- D. **Class D (full-time) employees** -- shall mean a regular Metro Connection employee who is employed on a year round basis where employment is on a full shift basis and who has satisfactorily completed his/her probationary period.
- E. **Class E employees** -- shall be part-time Metro Connection employees who are not qualified to move to full-time benefit status.

Employees in the Collective Bargaining Unit who do not average 700 hours per year, based on the previous year's calculations as defined in Article XIV, Section 4 will not be entitled to holiday pay, vacation pay, medical and dental insurance, short term disability, retiree insurance credit allowance.

(It is agreed that the part-time employee to full-time employee ratio shall be no greater than 1.75 to 1.)

Section 2.

- A. All new employees shall serve a probationary period of ninety (90) days uninterrupted by any type of service break, during which time they will be termed "Probationary Employees". By mutual agreement between the City and the Union, the probationary period can be extended for an additional thirty (30) day period. The probationary period

for all new employees covered under this agreement shall begin on the first day of employment.

If Shoreline Metro rehires a Shoreline Metro retiree within 180 days of his/her retirement, the rehired retiree will be paid at the same grade and step in effect on date of his/her retirement.

Part-time employees who become full-time employees shall serve an additional 30-day probationary period after being made full-time. In the event that a part-time employee goes to a full-time job and fails to pass the additional 30-day probationary period, the employee may return to his/her part-time job without loss of seniority or benefits.

- B. Probationary employee's service with the Employer may be terminated at any time by the Employer and no such matter shall be the subject of arbitration.
- C. During the probationary period an employee shall not be eligible for employee benefits unless expressly provided otherwise in this Agreement.
- D. After an employee has satisfactorily completed his probationary period, he shall not have his qualifications for the particular position which he holds questioned without cause. However, this provision shall not apply in the event the bonding company refuses or cancels the surety bond covering an employee or in the event the employee's commercial driver's license is revoked, nor shall it apply in the event an employee has been convicted of larceny or other statutory or criminal offense, and no such matter shall be the subject of arbitration.
- E. Employees who are transferred or promoted to any other position with the company not covered by this agreement shall automatically be dropped from their respective seniority lists at the end of six (6) months from the date of transfer.

Section 3.

When new employees are to be hired in any group under the jurisdiction of the Union, regular employees from any of these groups who have been laid off due to lack of work within the previous twenty-four (24) months shall be given preference over outside applicants if they are qualified for the position.

Nothing herein contained shall take away the City's recognized right to specify standards of health and physical fitness required of its employees for the safe operation of its services to the public or its right to require physical examinations from time to time in order to maintain such standards.

When mutually agreed by Union and Management, preference for employment will be given to existing or laid-off employees who cannot or could not perform his/her job due to disability.

Section 4.

When a job vacancy is to be filled or an opening is created by a new job, notice of such vacancy or opening, with the job description and rate applicable thereto, will, within three (3) workdays after such vacancy or opening occurs, be posted on the bulletin board of all Seniority Units for a

period of not less than ten (10) workdays; Saturdays, Sundays and holidays excluded. If a job vacancy is not to be filled, a notice will, within three (3) workdays after such vacancy occurs, be posted on the bulletin boards within the Seniority Unit affected, to the effect that the job is being abandoned and the reason for such abandonment. Any employee desiring to bid on a posted job must submit his/her bid in writing within said ten (10) workdays. It is understood that the City will utilize a written test to determine an employee's qualifications for a posted job. Tests to determine the qualifications for assignment to a posted job, and/or a trial period, shall be the same for all employees and test results shall be made available to the employee involved and a Union Executive Board member.

The bidder with the greatest company seniority (total length of service with the employer), who is qualified, will be assigned to the job as soon as possible. At the discretion of management, ability and merit being sufficient, seniority shall prevail in determining those eligible for a trial period.

Bid sheets will be posted on appropriate bulletin boards and when an employee turns in a bid sheet the designated City employee will issue the employee a receipt for the bid sheet at that time.

Job dispositions will be posted within seven (7) days (Saturdays, Sundays, and holidays excluded) after the date that the bids are closed and/or test results are known if testing is needed.

The union will be furnished a copy of all jobs posted for bid.

Employees will not be encouraged or discouraged in bidding or not bidding on a job by any representative of the Employer or Union.

In the event that the successful bidder for a job is required to transfer from one seniority unit or job classification to another, he/she will be placed on the bottom of the seniority list of the department transferring to for picking vacation, vacation days, floating holidays, runs/shift preferences, but shall have his/her full use of seniority (length of service with the employer) for length of vacation and all other benefits.

Represented employees shall have the opportunity to demonstrate their interest in new or vacant non-represented positions through use of a sign-up sheet.

Promotion to full-time status shall be made by seniority from a pool of qualified candidates demonstrating their interest in the position by signing a posting on the Company bulletin board. There will be individual postings for each available position. Such posting shall remain on the board for a total of ten (10) working days.

All employees who work less than 500 actual hours according to previous year's calculations as defined in Article XIV, Section 4 (approved leave counts towards hours worked) shall be credited with one-half year of seniority for that calendar year for the purposes of promotion to full-time status.

In order to qualify for such promotion a driver must have at least twelve (12) months of seniority and must not have had more than 16 demerit points charged against his/her record in the last 18 months of active service, or 21 demerit points in the last 24 months of active service.

Demerit points shall be charged against a driver according to the following schedule:

- Preventable (5 points)
- Disciplinary Action:
 - 3 points Group 1 violations
 - 4 points Group 2 violations

The intent of the parties is that the above change is for promotion purposes only.

Section 5.

An employee's seniority and employment shall terminate if:

- A. The employee quits, or
- B. The employee is discharged, or
- C. The employee fails to give notice of his intent to return to work within three (3) working days and/or fails to report for work within ten (10) calendar days after issuance of the Employer's notice of recall by certified mail to the last known address of such employee as shown by the Employer's records. It shall be the responsibility of the employee to provide the City with a current address, or
- D. The employee is absent from work for three (3) consecutive working days without advising the Employer of a reason acceptable to the Employer for such absence, or
- E. The employee overstays a leave of absence without advising the Employer of a reason acceptable to the Employer, or
- F. The employee gives a false reason in requesting a leave of absence, or engages in other employment during such leave of absence, or
- G. A settlement with the employee has been made for total disability, or
- H. The employee is retired, or
- I. The employee is laid off or has not for any reason worked for the Employer, except in cases of losing CDL as provided in Art. XII, for a continuous period exceeding the length of his employment or twenty-four (24) calendar months, whichever occurs sooner, or
- J. The employee willfully falsified any information on his/her application for employment, or
- K. The employee participates in any strike, sit-down, stay-in, slowdown, curtailment of work, restriction of projection, and interference with the operation of the municipality.

Section 6.

- A. In case of layoff the following procedures shall apply:
 - 1) Probationary employees shall be laid off first.
 - 2) Part-time employees will be laid off before full-time employees and there will be no guarantees of filling vacant full-time positions.
 - 3) Further layoffs will be by seniority.
 - 4) This provision shall not apply to lay-offs of 3 weeks or less in duration caused by natural disasters and equipment breakdowns. The 3 week period may be extended by mutual agreement between union and management.
 - 5) The company will continue to provide intact insurance coverage for 30 days from the time of lay-off under the provisions of the labor agreement and according to the guidelines in the existing state insurance plan. After that 30 days if the employee is willing to pay the premium he/she may then choose to do so under provisions in existing state law. Such coverage will terminate when a laid-off employee is covered by a group plan of another employer or has coverage as a spouse or dependent.

- 6) Seniority in any classification shall continue until (but not exceed) the period of time that the employee has been with the company or 24 calendar months, whichever comes first.

B. Transfers to avoid lay-off shall take place under the following provisions:

- 1) Open positions will be posted;
- 2) Qualifications for the job must be met by the transferee;
- 3) In case of more than one qualified transferee meeting the qualifications, seniority shall prevail.

C. Layoff and Recall: The City recognizes the principle of seniority for full-time employees and regular part-time employees. In the event of layoff, seniority within each job classification shall prevail; and in recall, the employees shall be returned to work in reverse order in which they were laid off providing the employee is capable of performing the job as it is then constituted can pass the regular pre-employment physical examination, and has a valid Wisconsin commercial driver's license in good standing. No new employee shall be hired until all furloughed employees in their respective classifications and in accordance with their seniority shall have been notified by the City of the vacancy by registered mail at the address as it appears on the City's records.

The furloughed employee shall be given ten (10) calendar days to return to work after said notification provided, however, that the furloughed employee notifies the City in writing postmarked within three (3) calendar days of the time of delivery of the notification of his/her intent to return to work. The City shall send the Union a copy of all such communications.

Failure to accept recall shall void further recall rights. Upon recall unused benefits are to be reinstated equal to the level at time of lay-off if recalled to equivalent position. No benefit service time added for lay-off period and no prior benefit service time lost due to lay-off period.

In case of a reduction of a full time driver position, when a full time pick is not available, the displaced full time driver shall have first pick of any part time driver assignment regardless of seniority. Upon the availability of an open full time driver assignment, the displaced driver shall have first pick of that open driver assignment.

ARTICLE IX -- WORKING CONDITIONS & HOURS

Section 1.

Employees off duty, due to illness or injury, shall notify the City official in charge before noon of their desire to be marked on duty for the following day.

An employee who is to be absent from duty shall report the reason therefore to his/her supervisor prior to the date of absence when possible but in no case less than two (2) hours prior for shifts starting after 7:00AM and one (1) hour for shifts starting on or before 7:00AM. All unauthorized and unreported absences shall be considered absence without leave and deduction of pay shall be made for the period of absence. Such absence may be made the grounds for disciplinary action.

It is the intent of the City of Sheboygan not to lay off Local 998, ATU, bargaining unit members for the life of the agreement.

The normal work week for full-time driver positions will be 40 hours but this is not construed to mean a guarantee of minimum hours of work or a limitation of the number of hours an employee may be required to work. The City agrees to maximize the number of full-time driver positions available to employees. For picking purposes only, full-time seniority shall begin with date the employee becomes full-time.

The spread of duty of a regularly scheduled run shall not exceed a total of twelve (12) hours, and the City agrees to make the schedule of runs as nearly satisfactory to the drivers as they conveniently can without the creation of additional overtime. Wherever possible, shop runs (shop runs are defined as those runs to industries and other organizations) and tripper runs are to be combined to make regular runs.

Each full-time operator and regular part-time operator who is assigned a transit run shall be paid 15 minutes check-in time for each regular shift and a total of 30 minutes for each split shift for taking a bus out of the garage. In addition, tripper drivers whose tripper runs exceed two hours shall be paid 15 minute check-in time.

Upon notification to the company that a driver with a run (not extra board) is to be unavailable for work for 30 days or more, the City will post a notice of re-pick, and where it will start from on the seniority list. The re-pick will start 24 hours after the notice has been posted and each driver will have a maximum of one (1) hour to complete their pick upon personal notification. If an employee has been out on a leave at the time of a re-pick, his/her place will be skipped.

For a re-pick in which a driver is out for 30 days or more, the run thus open will be offered to the next lowest senior driver and so on down the seniority list until the run is picked or has been offered, but declined, by all remaining active drivers on the seniority list. Likewise, runs that become open by virtue of the re-pick will also be offered to the next lowest senior driver from that/those point(s) until picked or offered to all remaining active drivers on the seniority list in seniority order. The re-pick concludes when an open run is picked by an extra board driver or has been offered, but declined by all remaining active drivers on the seniority list.

The pick must be completed within three (3) days (excluding Saturdays, Sundays and national holidays) from the start of the pick, that is, four (4) days (excluding Saturdays, Sundays and national holidays) from receiving notification from the employee that he/she will be unavailable for work. The work assignments thus selected in the re-pick will take effect on the first Sunday after the re-pick is completed.

Upon notification of his/her return to work, the driver will take the pick they held at the beginning of the general pick period. If the driver was passed over during the general pick, then he/she will pick from any run that would have been available to him/her based on seniority at the time of the general pick. Only the employee that loses their pick as a result of this return to work re-pick will then have an opportunity to pick from the remaining runs that were open to them at the time of the last general pick. Employees will not have the chance to switch routes when an employee returns to work unless he/she has been bumped from their pick by a driver with more seniority.

No change in pick assignments on a re-pick unless mutually approved by the Union and the City.

This procedure does not apply when there are less than 15 days left in the driver assignment pick period.

Said change or changes will remain in effect for the duration of the run pick or until the employee who was out 30 days or more notifies the company in a timely fashion (allowing for the notification of all parties involved) that they will return to work. At such time all runs shall revert back to the original designations. No variations for individual employee situations shall be allowed under this provision.

In so far as is practical, all operators shall be entitled to eight (8) hours off duty before being subject to recall. This rule may be waived by any individual operator by written notice to the manager.

Employee's seniority shall be determined by the length of his present continuous service.

A general selection of full-time runs shall take place approximately every three (3) months, or when there is a major change of schedule, or at any other time by mutual agreement between the Company and the Union. Runs selection will be based on seniority and held within their respective occupational group. An extra board pick will be made after the full-time pick. Said pick to be made by seniority.

A pick of Metro Connection runs shall be in concurrence with the General Pick of Shoreline Metro runs. In the event a Metro Connection driver is out of work due to, but not limited to, illness/injury, Metro Connection will hold a pick/return to work procedure in accordance with the procedures set above for Shoreline Metro drivers.

The general selection will start ten (10) days after the notice and run schedule has been posted for operator review. Each operator will have a maximum of one (1) hour to complete their pick upon personal notification. Where attempts to contact an operator are unsuccessful for twenty-four (24) hours, the operators personal notification shall be given to the union steward (or designee in the union steward's absence) who will have a maximum of one (1) hour to complete the pick for the absent operator.

When use of a bathroom is required by an operator in route the dispatcher is to be noticed by radio immediately before leaving the coach and immediately upon returning to the coach.

If an operator or his family has been notified of contamination by head lice the company is to be notified and the operator will be booked off and not allowed to return to work without documentation that the operator has been inspected and found to not be contaminated by the parasites. Written clearance can be from a doctor, the City Health Department, a hospital emergency room or an emergency clinic. The employer will pick up actual costs of required medical clearance if not already covered by insurance.

Drivers working in a fill-in dispatch capacity will be selected, assigned and paid as follows:

1. SELECTION. Interested drivers may sign up for the fill-in dispatch opportunity posting. Those drivers qualified for fill-in dispatch opportunities after January 2007, will have a minimum

of one (1) year experience as a driver and no greater than three (3) demerits in the past twelve (12) months as demerits are defined in Art. VIII, Sec. 4. Of those drivers so qualified, a selection will be made by the Director after an interview of the qualified applicants.

Of those interviewed, selection will be based on the criteria of the applicant's dependability, diplomacy, job knowledge, judgment, honesty, tact, self-confidence and work availability. If two (2) or more candidates in all other aspects are substantially equal for selection purposes, seniority will prevail in the determination of the candidate selected.

2. ASSIGNMENT. Full-time and part-time drivers trained for fill-in dispatch work will be used on an availability basis. No hours are guaranteed to drivers as fill-in dispatchers on either a daily or weekly basis.

3. PAY. Top driver rate with top longevity plus \$1.25/hour.

4. A list of fill-in dispatchers for Metro Connection will be compiled using the guidelines set forth in the guidelines included above.

Section 2. Garage Employees

The mechanics' regular hours shall be consecutive. Regular shifts shall be Monday through Friday. Saturdays shall be rotated. These shifts will be chosen by seniority. A pick for garage shifts shall be held once a year in December for the following year, or when there is a vacancy.

Mechanics will receive a total of two (2) hours pay when on call Saturday PM. Mechanics will be paid 1 hour 20 minutes when hours worked for the week are equal to or greater than 40 hours. Mechanics will be paid two (2) hours when hours paid for the week are equal to 40 hours as a result of vacation, holiday or other paid leave. Failure to respond while on call will negate this provision and could result in disciplinary action.

Any employee temporarily transferred to a position paying a lower rate shall receive his regular rate of pay while holding such position.

When employees are transferred from one occupation to another of one week or more because of curtailment of work in their regular occupation, or if for other reasons transfers are made to accommodate employees, such employees shall be paid the wage applicable to the new occupation.

Employees returning to their former occupation after temporary transfer shall receive their former rate of pay immediately. Anytime there is a shift change for the mechanics, there shall be a re-pick for all mechanic shifts.

In the event there are more than three mechanics employed, the following language will apply. In the event a mechanic is either off for 30 days or it is known that the mechanic will be off for more than 30 days, there shall be a re-pick for mechanic shifts starting with the first person below the mechanic to be off work.

1. PAY. Maintenance Foreman will receive 10% over top pay and top longevity.

Section 3. Class D Employees

Class D employees including fill-in dispatchers may be assigned other duties as necessary to include, but not limited to, minor cleaning such as sweeping, packaging coins or folding schedules (for example).

Section 4. Parking Utility and Maintenance Agreement

Mechanics shall retain first right-of-refusal on performing maintenance on Parking Utility vehicles and equipment. Such work shall be charged to the Parking Utility. The Parking Utility shall maintain the grounds and landscaping at the transit facilities. Such work shall be charged to transit. All other transit related work performed by the Parking Utility shall be at the discretion and approval of the Maintenance Foreman with all work being charged to transit.

ARTICLE X -- OVERTIME

Section 1.

Time and one-half will be paid in accordance with state and federal laws. Employees performing work on Sundays when such day is not a regular work day shall be compensated for such work at the rate of two (2) times their regular rate.

All holiday's count as time worked for overtime calculations. Floating holidays or all other paid time off does not count as time worked for overtime calculations.

Call-in for Sunday work will be done by seniority in rotating order. Pay to be at 2 times employee's hourly rate only when called in on Sunday for same day's work. If employee is not available for any reason after the first call to the last phone number on record with the City, employee's place in that rotation will be forfeited.

Employees performing work on specified holidays shall be compensated for such work at the rate of two (2) times their regular rate plus holiday pay.

Section 2.

There shall be no duplication, pyramiding, or compounding of time paid; that is, no time on time, nor time on time and one-half, nor time and one-half on time and one-half.

Section 3.

It is agreed policy of the parties hereto, that when it is necessary for the City to require overtime to be worked because of absence, that the first opportunity for the overtime work shall be given to employees in the same job title as that of the employee whose job is being filled. In the interest of safety and good operation, however, the City may determine whether any individual employee is eligible for additional overtime. If the City denies the employee the right to overtime because of these reasons, the employee has the right to question the ruling as a grievance. If requested to work overtime, an employee shall be expected to work unless he is excused for good cause.

Section 4.

When a shop employee is requested or permitted to change his regular working hours, which will change the starting and ending time, he or she will be expected to work a full shift before the overtime rule shall apply.

ARTICLE XI -- CALL-IN & REPORTING PAY

Section 1.

Any employee called back to work after completing his/her scheduled hours of work or permitted to come to work without having been notified that there will be no work, and who is physically capable of performing his regular work, or the work assigned, shall receive a minimum of two (2) hours work or pay at his regular hourly rate except in cases of labor disputes, acts of God, unforeseen circumstances or conditions beyond the control of the City.

Section 2.

The City may assign employees to any work available during such two (2) hour period.

Section 3.

Employees are expected to respond to a call back to work under conditions of Management declared emergency made known to the employee, provided the employee is given reasonable notice.

Floating Holidays or any part thereof may be used at the employee's discretion when the employee does not work due to a management-declared snow emergency or other emergency.

ARTICLE XII -- LEAVES

Section 1. Military Leave

All State or Federal laws pertaining to service in the Armed Forces by an employee on temporary leave of absence for such military service is hereby made a part of this Agreement by reference.

All leaves of absence for military service will be without pay. No City payment of health insurance premium, dental insurance premium, and short-term disability insurance premium will be made for absences of thirty (30) consecutive days or more due to military service.

Section 2. General Leaves of Absence

A. (Restrictions on Granting.) Applications for leave of absence shall be made in writing. Leaves of absence shall not be granted to any employee to accept another position or engage in a business venture or to practice a profession or occupation. A leave of absence which has been granted for any other reason shall automatically be terminated should it be found that the employee on such leave has accepted another position or has engaged in a full-time business venture, profession, or occupation. These restrictions shall not apply, however, in any of the following situations:

1. If the employee affected has been elected to a full-time office in the service of the City of Sheboygan, County of Sheboygan, State of Wisconsin, or United States.
2. If the employee is appointed or elected to a full-time position in the service of the Amalgamated Transit Union or the AFL-CIO.
3. If the employee in question has been inducted into the Armed Forces of the United States.
4. The City will provide training to those employees required to pass the Commercial Driver's License exam. In the event an employee is not successful in passing the

Commercial Driver's License Exam, or loses the license, or loses a required license endorsement, the employee will be placed on a leave of absence for a period of up to sixty (60) calendar days and will be returned to his/her former position if the license is obtained during that time. If after sixty (60) days the employee still does not have their CDL, the leave of absence will continue for up to one (1) year or until the endorsement is restored as a result of a legal appeal; however, the employee will have to wait for the next available opening to return to their position. Leaves of absence for CDL exceeding thirty days shall result in adjustment of the length of service date beginning on the first day of the leave of absence.

5. When an employee requests an unpaid partial day, full day or multiple days off because of an unforeseen urgent situation or personal emergency, the City will make attempts to grant this request if said work assignment can be filled at straight rate pay. Such an unpaid time off request will not be granted any sooner than five (5) days prior to the beginning of the period requested off. Employees making such a request must use benefit days if they hold more than five (5) unscheduled floating holidays or any unscheduled vacations days at the time of the time-off request.

6. City shall adhere to all State/Federal laws concerning FMLA. Current forms agreed to by the City and Union will be used. Any changes to this form shall be mutually agreed to by the City/Union. Form to be attached to this contract as an exhibit.

B. Failure to return or revocation of leave. Failure to report at the expiration of a leave of absence or if a leave has been disapproved or revoked shall be cause for separation from the service unless a justifiable reason is submitted within ten days after said expiration, disapproval or revocation, which is acceptable to the granting authority concerned.

ARTICLE XIII -- SAFETY

Section 1.

Safety meetings will be held by the employer periodically. They shall be posted at least 7 days in advance. Each unexcused absence from more than two (2) properly posted safety meetings within a twelve-month period can be counted as an unexcused absence.

Section 2.

Any accident in any way involving the operation of the City's buses, however apparently insignificant, and all disturbances and ejections require immediate notification to dispatcher on duty and shall be fully, properly, and completely documented by employees concerned upon report blanks supplied by the City. Such reports shall be made and delivered during the day of such accident or other occurrence, and shall be prepared in conformity with the rules. Employees will be paid for accident and/or incident documentation provided reports are done at the police station or transit office.

- A. When accidents are deemed necessary for review, they shall be subject to an initial review by the designated Safety Coordinator for Shoreline Metro and the Union Steward for preventability and proper corrective action including coaching and discipline.
- B. In the event the Safety Coordinator and Union Steward cannot agree on the preventability or corrective action for a particular accident, the report shall be reviewed by an Accident Review

Board. The Accident Review Board shall consist of one (1) Shoreline Metro Supervisor, one (1) Union Representative (other than the Union Steward) and the Director of Transit. The Accident Review Board's decision shall remain final for both preventability and recommended corrective action.

- C. Accidents will be reviewed within the first thirty (30) calendar days of any given month, of accidents that occurred in the previous month, in so far as practicable.
- D. Drivers involved in an accident have the right to state their case (at their own expense) in person on the first review. All photographs, reports, statements, etc. shall be provided to the third party.
- E. Accidents where the other party is convicted of a moving violation and the employee is not at-fault, shall be classified non-preventable. Accidents where the employee is convicted of a moving violation shall be preventable. Nothing contained in the above 2 paragraphs will prevent the accident review committee from acting in a timely manner.

ARTICLE XIV -- VACATION

Section 1.

Anniversary date shall be used for determining vacations.

Full time employees to receive 40 hours of pay at their prevailing wage rate per week of vacation earned.

Regular part-time and part-time employees shall receive vacation pay on a prorated basis after qualifying for vacation benefits.

Part-time employees promoted to full-time status prior to October 1 of a calendar year shall receive vacation as a full-time employee, less any vacation used.

Section 2.

Class A Employees:

Full-time vacation credit shall be applied on the following basis:

- 1 full year of continuous service = 80 hours
- 5 full years of continuous service = 120 hours
- 15 full years of continuous service = 160 hours
- 22 full years of continuous service = 168 hours (170 hours for 10-hour employees)
- 25 full years of continuous service = 200 hours

Class B/C Employees:

Regular part-time and part-time vacation credit shall be applied on the following basis:

- 1 year of continuous service = 40 hours
- 5 years of continuous service = 80 hours
- 10 years of continuous service = 120 hours
- 15 years of continuous service = 160 hours

Class D Employees:

Full-time vacation credit shall be applied on the following basis:

1 year of continuous service = 80 hours

5 years of continuous service = 120 hours

Class E Employees:

Not eligible for vacation.

Drivers must be employed by the City of Sheboygan on January 1st of the current year to be eligible for vacation either as a payout or as earned time off to be used during the current year.

Vacation is use-or-lose and will not be permitted to be carried over from year to year.

- 1) For drivers that are employed by the City on January 1st of the current year and qualify to receive vacation AND remain employed with the City during the duration of the current year will be given an earned balance to be used during that calendar year.
- 2) For drivers that are employed by the City on January 1st of the current year and qualify to receive vacation AND terminate employment with the City during the current year, a payout of the earned vacation will be made to the driver minus any vacation already used up to the point of termination. No additional vacation will be issued to any other drivers not receiving vacation to replace the driver that has terminated employment.
- 3) For drivers that are employed by the City on January 1st of the current year and qualify to receive vacation AND transfer employment from Metro Connection to any other area of operations during the current year will receive vacation based on current contract language minus any vacation already used when employed as a Metro Connection driver.
- 4) For employees transferring from other areas of operations to Metro Connection as a driver will be permitted to use their vacation already earned as vacation as a Metro Connection driver through the end of the current calendar year. If the driver remains employed on January 1st of the next calendar year, he/she would be eligible for vacation under the first three points (if qualified).

Section 3.

If a holiday falls during an employee's vacation period, he/she shall receive holiday pay in lieu of using a vacation day. Said vacation day may be used at a later date.

Section 4.

The amount of vacation received per week of vacation shall be prorated according to the actual time paid between October 1 of the year prior through September 30 of the current year for part-time employees. Calculations would be used for the next calendar year.

Section 5.

Vacation shall be granted according to seniority each year in weekly periods mutually agreed upon by the employee and Employer. Said vacation periods may be taken off at any time during the entire calendar year. After the agreed upon time has been posted, the City shall not have the

right to change said time unless agreed to by the Union. A combination of vacation and holiday for a full week will be considered a full week for vacation assignment purposes.

Each part time/full time employee entitled to vacation shall notify the City in writing prior to December 1 of the year prior of his/her vacation period request, and the City shall respond prior to December 15. If more part time/full time employees have timely requested vacation during a specific period than can be granted, the part time/full time employees with the most seniority shall have preference. Those part time/full time employees who have timely requested their vacation and have all or part of it denied shall have the opportunity to reapply prior to March 1, still recognizing seniority. Those part time/full time employees who do not apply by February 1 deadline will have their requests granted on a first-come, first served basis after April 1. The City agrees to make every reasonable effort to grant vacation times requested. The City, after making any necessary adjustments to vacation requests, will issue the vacation schedule for all part time/full time employees by March 15. Approved vacation time off will not thereafter be canceled or changed without consent of the part time/full time employee. Non-peak service weeks and major holiday weeks with less need for drivers will generally allow for three (3) full-time and two (2) part-time drivers off, or a total of five (5) drivers. Two (2) Class D drivers will be allowed off on any given day, unless it would result in cancelling service, and more if the schedule allows. Management shall allow more based on availability and service needs. School weeks will allow a minimum of three (3) drivers off. No more than one (1) mechanic and one (1) hostler and one (1) cleaner may be off on vacation at any one time. Management shall allow more based on availability and maintenance needs.

Vacation may be taken as single days and they are not required to be taken as a full week, but vacations thus taken will be given preference during the annual vacation pick by seniority after full weeks have been assigned. After the single day vacation pick has been offered to the entire seniority list, all remaining unused vacation days will be granted on a first come, first served basis. On non-peak service weeks and major holiday weeks no more than five (5) drivers off for vacation on any given day unless allowed based on availability and service needs. School weeks will allow for a minimum of three (3) drivers off. Vacations may be taken as one-half (1/2) of a day (four [4] hours full-time or one-half [1/2] pro-rated hours part-time). Maintenance staff may use vacation in two (2) hour increments as staffing permits.

Section 6.

As a general principle, vacations must be taken in the year they are earned. In the event that vacations are not scheduled by September 15, a posting will be made of the available vacation times and those affected employees will select available vacation by seniority for all their remaining vacation. Each employee shall have one working day (Monday through Friday) to pick during the September vacation pick. All employees who have not selected vacation times by October 15 will have their vacation assigned by Management. The City will respond to all vacation requests within ten (10) calendar days.

Section 7.

Vacation will be paid at the current straight time rate in effect.

Section 8.

The Manager may, where he deems that the circumstances warrant, allow employees to credit absences due to serious illness, National Guard, military reserve duty or leaves of absence to vacation time.

Section 9.

Employees who leave for military service or who leave employment under any circumstances shall be granted a prorated vacation allowance earned for the time put in during the year up to the time they leave for military service.

Section 10.

Wages covering any part of the vacation period shall not be paid in advance. Such wages shall be paid on the regular payday.

ARTICLE XV -- HOLIDAYS**Section 1.**

The following days shall be paid eight (8) hours at the straight time hourly rate and classified as paid holidays: New Year's Day, Memorial Day, Independence Day (observed), Labor Day, Thanksgiving, and Christmas Day.

When a designated paid holiday falls on the regularly scheduled work day of an employee with a ten (10) hour work assignment, that employee shall be paid ten (10) hours of holiday pay at the straight time hourly rate as long as all other conditions of Article XV have been met with respect to qualifying for holiday pay. When the designated paid holiday falls on the full time employee's regularly scheduled day off work, that employee will be paid eight (8) hours of holiday pay as long as all other conditions of Article XV have been met with respect to qualifying for holiday pay. When a part-time driver has been moved up to a full-time assignment by virtue of a re-pick as stated in Article IX, Section 1, Paragraph 6, that driver will be paid the amount of holiday hours that are equal to the run they have picked, or their prorated hours, whichever is greater.

These provisions only apply to Transit's six (6) designated holidays.

All part-time employees who have completed a full year of service shall be eligible for the above holidays on a prorated basis based on hours paid in the preceding calendar year.

Section 2.

All eligible employees shall receive seven (7) floating holidays.

Floating Holidays requested during the vacation pick will be granted as are single vacation days.

Floating Holidays or any part thereof may be used at the employee's discretion when the employee does not work due to a management-declared snow emergency or other emergency. Payroll stubs will reflect floating holidays remaining in any calendar year. Up to three (3) floating holidays not used by the end of the calendar year shall be paid out to the employee the first full pay period of the following year. However, under no circumstances will floating holidays be carried over from year to year.

The employer will pay a full shift of work when the employee does not work as the result of a Management declared snow emergency or other emergency if the employee is already at work and if it is past check-in time. Employees thus paid may be required to perform other duties while on the clock.

Section 3.

Employees who work on any of the six paid observed Holidays (excluding floating Holidays) shall be paid at the rate of double time for all hours worked in addition to Holiday pay.

If New Year's Day, Independence Day, and/or Christmas Day fall on a Sunday, Monday will be the officially observed holiday. All work performed on that Monday shall be paid at double time.

Service may be offered at a reduced level on these particular occasions.

Section 4.

To be eligible for holiday pay, the full-time/part-time employee must work the Employer's regularly scheduled straight time work day prior to the Holiday, or have scheduled vacation prior to the Holiday, and work the Employer's regularly scheduled straight time work day subsequent to the Holiday or have scheduled vacation subsequent to the Holiday.

All employees who do not work the employer's regularly scheduled straight time work day prior to and subsequent to the holiday due to illness shall be considered eligible for holiday pay provided all of the following conditions are met:

1. The employee is an eligible, active employee who has worked for the department within the past thirty days.
2. The employee must be under the care of a physician for a non-occupational illness or injury. The City may require that the employee submit documentation from a physician certifying that the employee was unable to work on said day or days, or the City in lieu of said documentation may choose to visit the employee at his/her place of residence to verify his/her inability to work.
3. The employee is not eligible for any other insurance, disability, or retirement benefits.
4. The employee is otherwise eligible for and meets all the requirements for holiday pay pursuant to Article XV.

The above stated conditions for holiday pay when an employee does not work the days immediately preceding and following the holiday do not apply if in conflict with State or Federal law.

ARTICLE XVI -- TRANSPORTATION

Free bus transportation will be provided upon request to all employees and to the dependents of full-time employees upon hire. Part-time employees who have completed one (1) year of service will be eligible for free bus transportation for dependents upon request. An employee pass will be provided upon request to employees who retire and the proper use of said pass shall be evaluated annually. This benefit shall be for the fixed route service only.

Dependent passes to be honored for students enrolled in and attending high school through completion of high school regardless of age.

ARTICLE XVII -- SICK & ACCIDENT BENEFITS & HEALTH INSURANCE**Section 1.**

Employee may purchase a Voluntary Short-Term Disability Plan through an employer sponsored Group Plan. See Addendum A.

Section 2.

For each employee in the full time benefit classification, the employer will obtain, at company expense, a sickness and accident insurance (Addendum A).

Section 3.

The City shall provide a group health insurance program available to eligible employees covered by this agreement.

The City shall provide a Flexible Spending Account (FSA). The FSA shall cover medical and child care expenses. The plan shall be subject to the limits and constraints set by the Federal Government (IRS).

Effective January 1, 2016, employees will be on the City's High Deductible Health Insurance Plan. The plan includes a Health Savings Account (HSA).

Effective January 1, 2023 the City agrees to contribute the same HSA amount to represented employees as it does for non-represented employees on the City's Health Plan.

All future opt-out incentives, spousal surcharges, premium contributions, etc. associated with the City's Health Insurance Plan is at the discretion of the City.

Plan details are available through the City's Human Resources Department.

Section 4

Part-Time Employees

A. Part time employees hired prior to 1/1/2014 may be eligible for health and dental insurance through this agreement. The following is a list of percent premium coverage, eligible employees and eligibility:

80% Premium Coverage – Class B

Employees whose average hours per week (based on the previous year) are 30 hours or more and elect coverage.

70% Premium Coverage – Class B

Employees whose average hours per week (based on the previous year) is 25 hours to under 30 hours and elect coverage.

50% Premium Coverage – All Class B Employees

Employees whose average hours per week (based on the previous year) are under 25 hours and elect coverage.

25% Premium Coverage – Class C

Employees in this category that elect coverage.

B. Part time employees hired after 1/1/2014 may be eligible for health and dental insurance through this agreement after 1 year of continuous service. The following is a list of percent premium coverage, eligible employees and eligibility:

50% Premium Coverage – All Part-Time Employees

Employees hired after 1/1/2014 who work between 20-39 hours per week will pay 50% of the monthly premium amount for medical and dental insurance, or the lowest amount in accordance with the Affordable Care Act with regards to the affordability with those work 30 hours or more per week.

Class B employees who miss one of the above classification cut offs by less than one hour will qualify to have their average weekly hours computed using only peak service weeks to determine classification. Peak service weeks are "School-year" weeks when all regularly scheduled trips are operated.

The City is self-insured for health insurance and agrees to comply with all State of Wisconsin insurance mandates.

All benefits shall be subject to the standard provisions set forth in the policy or policies, including "other coverage" and "subrogation" amendments. The City's obligation under this Agreement to provide insurance benefits to members of the Association cease when the member is laid off, discharged, or quits.

The City shall not be obligated to provide double coverage; and to escape such double payments, the City may be permitted to cancel benefits or policies which shall duplicate in whole or in part compulsory governmental insurance.

The City agrees that there will be a one-time open enrollment for medical and dental insurance as soon as possible after ratification. This open enrollment applies to all classifications of employees. The City notes that it remains true that employees may also opt to change from family to single at any time and that employees may initiate insurance coverage or opt to change from single to family coverage upon the occurrence of an event changing the employee's insurance status (example [by way of example, but not limited to example] spouse loses insurance coverage from spouse's employer due to a plant shutdown).

Section 5.

Retiree Health Insurance.

- 1) The term "retire" or "retirement" as used in this article shall mean the member must have reached retirement age as determined for annuity computation purposes and is receiving said annuity payments.
- 2) Retirees are part of the City health insurance group. Retirees shall have the same benefit level as active employees. Retirees' premium rates shall be the same as active employees. Employees hired on or after January 1, 2013: Upon retirement or other termination of employment will be eligible for 18 months of COBRA coverage.
- 3) An employee may select either a family or single plan at retirement. Said retiree shall be allowed to switch from single to family or from family to single as his/her personal circumstances change. The retiree must notify the City of a change at least thirty (30) days prior to implementation. This provision is subject to availability of this option by the City's carrier and that change from single to family is limited to one (1) per retiree

and only in the event his/her spouse loses outside coverage. (See attached Letter of Intent)

- 4) A surviving spouse is eligible to remain in the City plan. A surviving spouse shall receive all retiree health insurance benefits and credits earned by his/her spouse (surviving spouse shall be treated as if he/she were the former employee).
- 5) Upon eligibility for Medicare, Medicare benefits will be integrated. The retiree premium rate will be reduced to reflect this integrated program.
- 6) A retiree shall be defined as any City employee who is eligible for, or is receiving, benefits from programs covered by Chapter 40 of the WI State Statutes. (See letter of Tentative Approval dated Nov. 27, 2001)
- 7) A surviving spouse of a deceased employee with fifteen (15) or more years of continuous service in the Transit Department may participate at his or her own expense in any City hospitalization plan covered by this Agreement provided he or she meets the following conditions:
 1. Marriage to the employee must have been for at least a five (5) year period.
 2. The surviving spouse remains unmarried.
 3. The surviving spouse is not eligible for other group insurance.
 4. The surviving spouse is not eligible for government-sponsored medical insurance.
- 8) Participation in the City's medical insurance program will be allowed for persons who are again employed by the City after their previous City service ended effective November 1, 2001. It is the policy of the City regarding retired employees returning to City employment in Local 998 such that those employees will have the same rights and premium arrangements as other active employees.

Letter of Intent

The following wording regarding the ability of a retired employee to change from a single plan to a family plan was placed in the contract January 1, 2001:

"An employee may select either a family or single plan at retirement. Said retiree shall be allowed to switch from single to family or from family to single as his/her personal circumstances change. The retiree must notify the City of a change at least thirty (30) days prior to implementation. This provision is subject to availability of this option by the City's carrier and that change from single to family is limited to one (1) per retiree and only in the event his/her spouse loses outside coverage."

This Letter of Intent is to clarify that wording.

- A.** This provision will take effect on January 1, 2001. As of that date, this wording shall cover all current retirees and future retirees.
- B.** The option to change from a single to family plan can only be implemented once.

C. If a retiree's spouse has a loss of outside medical coverage from his/her place of employment, the retiree can change his/her City plan from single to family.

1. The spouse can enter unconditionally upon completion of his/her COBRA rights with the previous employer, or
2. The spouse may enter prior to the completion of COBRA with proof of insurability.
3. Should a retiree marry, he/she can change from a single plan to family if:
 - a. He/she has not already used the one-time single to family provisions previously.
 - b. The spouse is not eligible for employer-sponsored health insurance.
 - c. The spouse is not eligible for COBRA health insurance through a previous employer. (Unless he/she provides proof of insurability (see #C.2.).

D. Definitions.

1. **Loss of outside medical coverage of an employee's spouse:** Circumstance which leaves spouse without health insurance. Retirement, voluntary termination, involuntary termination, layoff are examples of loss of outside medical coverage.
2. **COBRA.** The current law in effect which requires an employer to offer availability of continued medical insurance in their plan following discontinuation of employment.
3. **Proof of insurability.** A medical examination to assure that there are not existing medical conditions that would be exorbitantly expensive to the City Plan.

Section 6.

The City will provide a group dental program for eligible employees for which the employees will pay 15% of the premium per month for single and family coverage during the term of this agreement. The schedule of benefits shall follow the City's current dental plan.

Section 7.

Health Insurance Portability and Accountability Act (HIPAA). As long as HIPAA remains in effect, the City shall not opt out of HIPAA.

The City will confer with the Union if there is a change under consideration. To clarify from last negotiations that the City will confer with the union if any change of network(s) is considered.

ARTICLE XVIII -- LIFE INSURANCE

The City agrees to continue the present Wisconsin Employee Group Life Insurance Plan in accordance with the Wisconsin State Statutes or comparable coverage for eligible employees in the bargaining unit who have satisfactorily completed six (6) months service and who voluntarily choose to participate in said plan. In addition, full-time employees will have their group life insurance premium paid for by the City.

ARTICLE XIX -- WISCONSIN RETIREMENT PLAN

Section 1.

It is agreed that the City will contribute the statutory required amount to the Wisconsin Retirement Fund for all eligible employees covered by this agreement.

Effective with the first full payroll in 2014, all employees agree to pay 5.9% of the employee's share of the contribution with the City agreeing to pay the remaining percentage of the employee's share and all of the City's share of the contribution.

Effective with the first full payroll in 2015, all employees agree to pay 100% of the employee's share (50% of the stated mandated rate).

Section 2.

It is agreed that WRF contributions normally due to employees off of work while conducting union business, shall be made on their part by the Company and reimbursed by the Union as allowed under WRF policy. Time off for Union business for full-time employees will be counted as hours worked for the purpose of overtime. The Union agrees to reimburse the City for all lost wages, FICA and State pension including the scheduled overtime pay.

ARTICLE XX -- CLOTHING ALLOWANCE AND TOOL ALLOWANCE

All Class A drivers shall receive \$260 per year in clothing allowance. All Class B part-time drivers, who have completed probation, shall receive \$220 per year. All Class C part-time drivers, who have completed probation, shall receive \$170 per year. Class D and E drivers do not receive a clothing allowance. New hires shall receive a prorated amount for the year of hire at the end of their probationary period. The clothing allowance year runs January 1 to December 31. All earned clothing allowances will be paid out in a lump sum on the first full payroll of the year. Employees that leave during the year will be required to pay back a percentage of the allowance based on hours paid. The City and its supplier will work to provide the availability and encourage the purchase of Union Made in the United States of America products whenever possible.

NEW EMPLOYEES

Employees that begin employment or transfer from one area of operation to another will be credited with uniform, tool and/or shoe allowance once he/she has successfully completed training and the probationary period. This will be calculated based on weeks or months of service for the remainder of the year. For example, if an employee is hired in January and trains through the month of February and then completes the probationary period (fixed route – 90 days), the employee would be credited with beginning regular work on June 1. Therefore, the employee will receive 7/12 or 58.3% of the allowance to purchase uniforms, tools and/or shoes.

EMPLOYEES THAT TERMINATE EMPLOYMENT

Employees will be required to pay back a prorated portion of these payouts when employment terminates with the City. This will be calculated based on weeks of service during the year in which employment terminates. Employees will be credited only for weeks or months worked and will be required to repay for time not worked in the calendar year. For example, if an employee terminates at the end of March, he/she will be credited with working 3/12 or 1/4 (25%). The employee will then be required to pay back 75% of the paid out uniform, tool and/or shoe allowance that was paid out at the beginning of the year.

Management will enforce a dress code, to include the type of uniform and shoes to be worn.

Optional Union patches or emblems will be allowed on the uniform.

Union-supplied Union labels to be put on the bus. Size and placement location to be approved by the City.

A Union-supplied locked and secured suggestion box will be allowed.

A form tree provided by the Union will be allowed to be put in the drivers' room under or near the bulletin board.

It is agreed that operators, after completing their probation period, will wear prescribed uniforms at all times while operating coaches. New employees are required to wear something close to required uniform. Required uniform is not enforced until completion of probationary period.

Uniform shall consist of jackets, slacks, sweaters, belts and shoes.

Drivers must wear a clean uniform and may not wear colored t-shirts or turtlenecks that show out under the uniform shirt or blouse.

If approved by management, either a maroon or dark blue button-down sweater, V-neck sweater, or vest will be allowed as part of the uniform.

Drivers may wear brown or black shoes or boots. Sandals, gym shoes and/or any other type of athletic shoe will NOT be worn as part of the uniform.

A management-approved dark blue baseball cap will be considered an optional part of the uniform. Said cap must be worn with the brim forward at all times.

Shirts without tails do not have to be tucked in.

Uniforms shall not be worn off-duty.

Effective January 1, 2023, mechanics shall be paid \$600 per year for replacement or purchase of authorized tools. Part-time tool allowance to equal 50% of full-time mechanic. Mechanics and maintenance assistants shall be paid \$150 per year for steel-toed safety shoes/ boots or management approved seasonal jacket to be worn at work. All earned tool and safety shoe allowances will be paid out in a lump sum on the first full payroll of each year for the duration of this agreement.

ARTICLE XXI -- BEREAVEMENT PAY

Section 1.

When death occurs in an employee's immediate family, i.e., spouse, parent, parent of current spouse, child, brother or sister, legally adopted child, or dependent children of spouse residing in the employee's household, the employee, upon request, will be excused for three (3) consecutive scheduled work days, if scheduled, otherwise three (3) consecutive calendar days, to attend the funeral.

For death of a natural grandparent, grand-child, brother-in-law or sister-in-law, the employee, upon request, will be excused for one (1) day to attend the funeral.

Effective June 1, 1992 prorated bereavement pay shall be extended to Class B and C employees.

Effective January 1, 2010, the bereavement benefit shall be extended to Class D employees by their respective classification to a total of two (2) days annually.

Section 2.

An employee excused from work under this article shall, after making application, receive the amount of wages, exclusive of shift or any other premium, that he/she would have earned by working during straight time hours on such scheduled days of work for which he/she was excused. Time thus paid will not be counted as hours worked for purposes of overtime.

If a paid day of bereavement leave falls during an employee's vacation period, he/she shall receive bereavement pay in lieu of using a vacation day. Said vacation day may be used at a later date in the same year.

ARTICLE XXII -- JURY DUTY

All classifications of employees who are subpoenaed and serve on jury duty or are absent due to a subpoena relating to Company business on any days which are scheduled work days for them shall be excused for the time spent in jury service and shall receive their regular rate of pay for said time served on jury duty, not to exceed twenty (20) days per calendar year, subject to the following provisions:

- A. The employee must present proof of jury duty service stating the dates and hours per day served on jury duty.
- B. The employee shall immediately endorse his/her check for such jury service over to the Finance Director/Treasurer for deposit into the proper fund.
- C. When the employee is excused from jury service, either temporarily or permanently, the employee shall report back to work within one (1) hour to complete his/her shift. The total of hours on jury duty and actually worked shall not exceed the number of hours in the employee's regularly scheduled shift.
- D. Time paid for jury duty shall be counted as hours worked for purposes of overtime.

ARTICLE XXIII -- GENERAL COMMITMENT OF UNION

Section 1.

It is agreed by the City and the Union that, in consideration of the mutual covenants herein contained, the members of the Union will be courteous to passengers and the general public at work at all times to the best interest of the City. They further agree that they will at all times comply with the rules of the Utility, Federal laws and regulations, State Laws, and City Ordinances, and use every effort to prevent injury to property and person of the City and the traveling public.

Section 2.

The Union shall neither cause nor counsel its members, or any of them to strike, nor shall it in any manner cause them either directly or indirectly to commit any concerted acts of work stoppage, slowdown, or refusal to perform any customarily assigned duties for the Municipal Employer, namely the City. However, whether or not the Union is liable for such acts or actions, any employee who commits any of the acts prohibited in this section may be subject to the following penalties:

- A. Discharge as provided for by law.
- B. Other disciplinary action as may be applicable to such employee.

C. Loss of all compensation, vacation benefits, and holiday pay as determined by the City.

Upon notification in writing by the City to the Union that certain of its members are engaged in a wildcat strike, the Union shall immediately, in writing, order such members to return to work immediately, provide the City with a copy of such an order, and a responsible official of the Union shall publicly order them to return to work. Such characterization of the strike by the City shall not establish the nature of the strike. Such notification by the Union shall not constitute an admission by it that a wildcat strike is in progress or has taken place or that any particular member is or has engaged in a wildcat strike. The notification shall be made solely on the representations of the City. In the event that a wildcat strike occurs, the Union agrees to take all reasonable effective and affirmative action to secure the members return to work as promptly as possible. Failure of the Union to issue such order and/or take such action shall be considered in determining whether or not the Union caused or authorized, directly or indirectly, the strike.

ARTICLE XXIV -- BASE PAY

Section 1.

The pay scale of employees shall be on the basis of the hourly rates as prescribed herein for the respective positions.

For all new employees in all classifications, the rate during the probationary period shall be 100% of base rate.

Mechanics will be evaluated after six (6) months and either be retained as a mechanic or let go in the case of an incompetent new hire or transferred back to the earlier position in the case of a transferee.

Section 2.

The department head must recommend in writing the advancement in salary of each employee in his department who has met the requirements for compensation advancement, the recommendation shall include a certification that the employee's service has been satisfactory in all respects for a minimum of two (2) months prior to the effective date of the recommended advancement in salary.

Section 3.

Top base pay effective January 1, 2023 pay rates are as follows:

Driver Class A/B/C	\$24.66
Driver Class D/E	\$17.42
Maintenance Foreman	\$35.09
Mechanic	\$29.26
Maintenance Assistant	\$21.42

Top base pay effective January 1, 2024 pay rates are as follows:

Driver Class A/B/C	\$25.52
Driver Class D/E	\$18.38
Maintenance Foreman	\$36.31
Mechanic	\$30.28
Maintenance Assistant	\$22.17

Top base pay effective **January 1, 2025** pay rates are as follows:

Driver Class A/B/C	\$26.29
Driver Class D/E	\$18.93
Maintenance Foreman	\$37.40
Mechanic	\$28.14
Maintenance Assistant	\$22.83

Section 4.

A bus operator will receive an additional dollar (\$1.00) per hour for training new operators. The company reserves the right to assign the training driver to any route for the purpose of training new employees. No employee shall lose wages as part of this agreement.

Effective January 1, 2014, all new employees hired shall receive a longevity bonus as follows:

- After 5 years of continuous employment a \$300 lump sum will be paid annually in December of that year.
- After 10 years of continuous employment a \$600 lump sum will be paid annually in December of that year.
- After 15 years of continuous employment a \$900 lump sum will be paid annually in December of that year.
- After 20 years of continuous employment a \$1,200 lump sum will be paid annually in December of that year.

Longevity payments will be credited based upon date of hire. Employees hired prior to January 1, 2014 will receive longevity based upon date of hire. Rates of pay will be as follows:

01/01/2023 – 4.0%

	<u>UNDER 5 YRS</u>	<u>5 YRS</u>	<u>10 YRS</u>	<u>15 YRS</u>	<u>20 YRS</u>
CLASS A/B/C DRIVER	24.66	25.27	25.89	26.50	26.87
MECHANIC	29.26	30.00	30.73	31.46	31.90
MAINTENANCE ASST.	21.42	21.96	22.49	23.03	23.35

	<u>BASE</u>	<u>HIRED BEFORE 7/1/21</u>
CLASS D/E DRIVER	17.42	18.46

01/01/2024 – 3.5%

	<u>UNDER 5 YRS</u>	<u>5 YRS</u>	<u>10 YRS</u>	<u>15 YRS</u>	<u>20 YRS</u>
CLASS A/B/C DRIVER	25.52	26.16	26.80	27.44	27.82
MECHANIC	30.28	31.04	31.80	32.56	33.01
MAINTENANCE ASST.	22.17	22.72	23.28	23.83	24.16

	<u>BASE</u>	<u>HIRED BEFORE 7/1/21</u>
CLASS D/E DRIVER*	18.38	19.48

*Additional 2% increase for 2024

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	<u>UNDER 5 YRS</u>	<u>5 YRS</u>	<u>10 YRS</u>	<u>15 YRS</u>	<u>20 YRS</u>
CLASS A/B/C DRIVER	26.29	26.95	27.60	28.26	28.65
MECHANIC	31.19	31.97	32.75	33.53	34.00
MAINTENANCE ASST.	22.83	23.41	23.98	24.55	24.89
	<u>BASE</u>	<u>HIRED BEFORE 7/1/21</u>			
CLASS D/E DRIVER	18.93	20.06			

Section 5.

All commissions received from vending machines on site shall be collected and recorded by the company. Said funds shall be used for employee social functions as agreed upon by Union and Management.

Section 6.

Direct deposit of wages, in bank of employee's choice will take effect for all employees as soon as possible after mutual ratification of this agreement. The City agrees to put hours on pay check stubs of all classifications of employees if it can be done.

ARTICLE XXV -- MISCELLANEOUS

Section 1.

The City agrees to implement a flexible spending program effective July 1, 2001, to provide pre-tax payment of medical, childcare, and parking expenses up to plan limits. Effective January 1, 2008, Class D/Paratransit employees are eligible to participate in the flexible spending program.

Section 2.

Except as otherwise stated, benefits are effective the first payroll following receipt of a signed contract and will be made only to those employees on the payroll as of the date the Transit Commission approves the contract and to employees who retired or died on and after January 1, 2003, up to and including the date the Transit Commission approves the contract.

PRESIDENT, ATU LOCAL 998

DATE _____

UNION STEWARD, ATU LOCAL 998

DATE _____

TRANSIT DIRECTOR, CITY OF SHEBOYGAN

DATE _____

HUMAN RESOURCES & LABOR RELATIONS
DIRECTOR, CITY OF SHEBOYGAN

DATE _____

ADDENDUM A SHORT-TERM DISABILITY INSURANCE



SHORT-TERM DISABILITY INSURANCE

Proposal for: City of Sheboygan
Alternate: 2.00

The following Short-Term Disability plan is being proposed on a fully-insured basis effective 01/01/24. This proposal assumes this coverage is underwritten by United of Omaha Life Insurance Company. For additional information about Mutual of Omaha's products and services, visit mutualofomaha.com.

ELIGIBILITY

CLASS DEFINITION(S)	Class 1: All Eligible Transit Employees
ELIGIBILITY REQUIREMENT	This proposal provides coverage for all actively at work employees on the policy effective date working the minimum number of hours shown below in the United States, unless otherwise approved by Mutual of Omaha. Certain requirements apply.
MINIMUM WORK HOURS	Class 1: 30 or more hours each week

BENEFIT SUMMARY

	Class 1
BENEFIT PERCENTAGE	66 2/3%
MAXIMUM BENEFIT	\$800
ACCIDENT ELIMINATION PERIOD	0 days
SICKNESS ELIMINATION PERIOD	7 days
ZERO DAY RESIDUAL	Included
OWN JOB DEFINITION	Loss of duties and earnings
BENEFIT DURATION	52 weeks
INTEGRATION	Yes
SS INTEGRATION METHOD	Family
SALARY CONT.	Full
STATE DISABILITY PLAN	Yes
OFFSET	Yes
PFL OFFSET	Yes
MINIMUM BENEFIT	None

PARTIAL DISABILITY

	Class 1
EARNINGS TEST %	99% (Mutually Progressive Partial)
PARTIAL DISABILITY FORMULA	Mutually Progressive Partial

PARTICIPATION AND COST SUMMARY

PARTICIPATION ASSUMPTIONS	Minimum Participation	Number of Eligible Employees	Contribution Structure
	100%	31	Non-Contributory

ADDITIONAL BENEFITS

DEFINITION OF WEEKLY EARNINGS	Earnings Just Prior to Disability, Annual Salary
VOC REHAB INCENTIVE	5%
REASONABLE ACCOMMODATION BENEFIT	100%, up to \$1,000
LAYOFF/FURLOUGH/ LEAVE	<ul style="list-style-type: none"> ▪ Temporary Layoff - Not Included ▪ Furlough - Not Included ▪ Personal Leave - Not Included
CONTINUATION FOR FEDERAL AND STATE LAWS	Included – The federal Family and Medical Leave Act (FMLA) and Uniformed Services Employment and Reemployment Rights Act (USERRA) and any amendments thereto, as well as other applicable federal or state laws, may allow continuation of insurance in certain instances for leaves of absence, layoff or termination. Insurance may be continued for the time period allowed by the applicable law, for the employee/member. This provision applies to employer and union groups only, subject to certain conditions.
FICA PAYMENT	The employer will deposit their portion of any applicable FICA tax with the IRS.
W-2 PREPARATION	Mutual of Omaha will prepare IRS Form W-2 for each employee who receives benefits under the policy.