



COMMON COUNCIL MEETING AGENDA

TUESDAY, OCTOBER 06, 2026 AT 7:00 PM

MUNICIPAL BUILDING COUNCIL CHAMBERS – 106 JONES STREET, WATERTOWN, WI 53094

This meeting will be streamed live on YouTube at: <https://www.youtube.com/c/WatertownTV>

1. CALL TO ORDER

2. ROLL CALL

3. PLEDGE OF ALLEGIANCE

4. MINUTES OF COUNCIL MEETING HELD

A. Meeting minutes from September 15, 2026

5. COMMENTS AND SUGGESTIONS FROM CITIZENS PRESENT

Members of the public who wish to address the Council shall register their request in writing with the City Clerk prior to speaking. Speakers shall be permitted up to three minutes for their comments.

6. PUBLIC HEARING

A. Rezone 1200 Wakoka Street from General Industrial (GI) to General Business (GB)

B. Rezone 1202 Wakoka Street from General Business (GB) to General Industrial (GI)

7. REPORTS

A. Joint Review Board minutes from July 15, 2026

B. Housing Authority minutes from July 16, 2026

C. Housing Authority minutes from special meeting on August 18, 2026

D. Finance Committee minutes from August 24, 2026

E. Tourism Commission minutes from September 10, 2026

F. Police and Fire Commission minutes from September 14, 2026

G. Plan Commission minutes from September 14, 2026

H. Site Plan Review minutes from September 14, 2026

I. Finance Committee minutes from September 14, 2026

J. RDA minutes from September 16, 2026

K. Parks, Recreation, and Forestry minutes from September 21, 2026

L. Public Works Commission minutes from September 22, 2026

8. COMMUNICATION & RECOMMENDATIONS

A. Reminder: November 3 Council meeting will be moved to November 2 due to the Election

B. Fire Department: August 2026 Monthly Data Report

9. NEW BUSINESS

A. Review and take action: Appointment of Election Inspectors and Special Voting Deputies for the 2026-2027 election term

B. Convene into closed session per §19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved (OneEnergy Solar Project CUP Approval)

- C. Reconvene into open session
- D. Convene into closed session per §19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved (Claim of Milbrath)
- E. Reconvene into open session
- F. Review and take action: Claim of Milbrath
- G. Convene into closed session per §19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved (Claim of Klempen)
- H. Reconvene into open session
- I. Review and take action: Claim of Klempen

10. MISCELLANEOUS BUSINESS

- A. Payroll Summary - September 02, 2026 through September 15, 2026

11. LICENSES

- A. Review and take action: application for a Temporary Class "B" Beer license from Watertown Humane Society for the Music on Main Event at 1 West Main Street (Town Square) on October 17, 2026 during the hours of 5pm-9pm
- B. Review and take action: application for a Temporary Class "B" Beer license from Watertown Humane Society for the Cruisin for Critters Event at 1907 Market Way on October 18, 2026 during the hours of 11am-4pm

12. ORDINANCES

- A. Ord. 26-28 - Ordinance to create section 410-33(H) Camping Prohibited on City Property of the City of Watertown General Ordinances (Sponsor: Ald. Davis From: Public Safety and Welfare, Second Reading)

13. RESOLUTIONS

- A. Exh. 9893 - Resolution to Approve Elected/Appointed Officials Code of Conduct (Sponsor: Mayor Stocks)
- B. Exh. 9894 - Resolution to Enter into the 2027-2028 Agreement Between the City of Watertown and Local 877 of the International Association of Fire Fighters, AFL-CIO-CLC (Sponsor: Mayor Stocks From: Finance Committee)
- C. Exh. 9895 - Resolution to approve the development and accepting the future donation of a Pickleball Complex at Brand-Quirk Park (Sponsor: Mayor Stocks From: Plan Commission)
- D. Exh. 9896 - Resolution to Enter into a Lease for an Airport Hangar Pad Located at 1828 River Dr. C15 (Sponsor: Mayor Stocks From: Plan Commission)

14. COMMENTS AND SUGGESTIONS FROM CITIZENS PRESENT

Members of the public who wish to address the Council shall register their request in writing with the City Clerk prior to speaking. Speakers shall be permitted up to three minutes and shall confine their comments to agenda items only.

15. ADJOURNMENT

Persons requiring other reasonable accommodations for any of the above meetings, may contact the office of the City Clerk at cityclerk@watertownwi.gov phone 920-262-4000

Any invocation that may be offered before the official start of the Council meeting shall be the voluntary offering of a private citizen, to and for the benefit of the Council. The views or beliefs expressed by the

invocation speaker have not been previously reviewed or approved by the Council, and the Council does not endorse the religious beliefs or views of this, or any other speaker.

CALL TO ORDER

Mayor Stocks called the regular meeting of the City of Watertown Common Council to order at 7:04 p.m. on Tuesday, September 15, 2026. This meeting was open for attendance in the council chambers as well as virtually.

ROLL CALL

Roll call indicated the following Alderpersons present: Ald. Davis, Lampe, Berg, Nitecki, Blanke, Smith, Arnett, Haase, and Moldenhauer (virtual). City staff present were Fire Chief Tanya Reynen (virtual), Police Chief David Brower, City Attorney Ali Panagopoulos, Finance Director Mark Stevens, Streets Superintendent Stacy Winkelman, Public Works Director Andrew Beyer, Assistant Engineer Nathan Williams, Stormwater Manager Maureen McBroom, and City Clerk Megan Dunneisen.

PLEDGE OF ALLEGIANCE

The Council recited the Pledge of Allegiance to the American Flag.

MINUTES OF PRECEDING MEETING

Mayor Stocks inquired if there were additions or corrections to minutes of the Common Council meeting held Tuesday, September 1, 2026. There being none, Ald. Berg moved to approve, seconded by Ald. Davis and carried by unanimous voice vote.

COMMENTS & SUGGESTIONS FROM CITIZENS PRESENT

Eric Schmid of 605 Lafayette St. and Luke Mielke of 213 S. Monroe St. spoke opposing the city use of flock cameras.

Ald. Blanke made motion to amend the agenda and move Licenses, Ord. 26-26, and Ord. 26-27 in front of Communications and recommendations, seconded by Ald. Berg and carried by unanimous voice vote.

REPORTS

(Complete minutes are open for public inspection in the Finance/Clerk Department.)

The following reports were received and filed: Board of Health minutes from August 11, 2026, Airport minutes from August 12, 2026, Licensing Board minutes from August 13, 2026, Library Board of Trustees minutes from August 13, 2026, Site Plan Review minutes from August 24, 2026, Plan Commission minutes from August 24, 2026, Public Works Commission minutes from August 25, 2026, Public Works minutes from September 8, 2026.

Ald. Blanke made a motion to move the Employee Recognition of Kameron Jones to follow reports, seconded by Ald. Arnett and carried by unanimous voice vote.

COMMUNICATIONS & RECOMMENDATIONS

Mayor gave a reminder that the November 3 Council meeting will be moved to November 2 due to the Election. Streets Superintendent Stacy Winkleman gave employee recognition to Kameron Jones with the Streets Department for Five Years. The Fire Department: July 2026 Monthly Data Report was presented. Police Chief Brower provided information and discussion regarding the city's use of Flock cameras.

NEW BUSINESS

Ald. Berg made a motion to approve the committee appointment of Tom Godfroy – serving his first partial term expiring October 2028 (replacing Michelle Brainbridge) the transit Commission, seconded by Ald. Moldenhauer and carried by roll call vote: Yes-9; No-0; Abstain-0.

Ald. Arnett made a motion to combine all three closed session items, seconded by Ald. Berg and carried by unanimous voice vote.

Ald. Lampe made a motion to convene into closed session per §19.85(1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session (potential land acquisition via eminent domain for flood mitigation project), per §19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved (Lower/Upper Dam), and per

§19.85(1)(c) to consider employment, promotion, compensation or performance evaluation of a public employee over which the governmental body has jurisdiction or exercises responsibility; or §19.85(1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session (IGA for Law Enforcement IT Services), seconded by Ald. Arnett and carried by roll call vote: Yes-9; No-0; Abstain-0.

Ald. Blanke made a motion to reconvene into open session, seconded by Ald. Nitecki and carried by unanimous voice vote.

Ald. Arnett made a motion to formally dissolve the IGA for Law Enforcement IT Services, seconded by Ald. Lampe and carried by unanimous voice vote.

MISCELLANEOUS BUSINESS

Payroll Summary - August 19, 2026, through September 1, 2026, Paid Invoices Report, and Cash and Investments - August 31, 2026, were presented.

LICENSES:

Ald. Blanke made a motion to approve the application for a change of agent from Watertown Liquor Depot LLC dba Liquor Depot, 1907 Market Way Suite C, from Courtney Hobbs to Robert Schuett for the licensing year expiring June 30, 2027, conditioned on passed background checks, seconded by Ald. Haase and carried by unanimous voice vote.

ORDINANCES

Ord. 26-26 - Ordinance to amend the adopted Planned Development (PD) Overlay District - General Development Plan (GDP) for The Oxbow at 100 E. Division Street (PIN: 291-0815-0412-029) and 104 E. Division Street (PIN: 291-0915-3343-053) (Sponsor: Mayor Stocks From: Plan Commission, Second Reading). Ald. Berg moved for adoption of ordinance 26-26 on its second reading, seconded by Ald. Smith and carried by roll call vote: Yes-7; No-2 (Arnett, Haase); Abstain-0.

Ord. 26-27 - Ordinance to amend the adopted Planned Development (PD) Overlay District - Precise Implementation Plan (PIP) for The Oxbow at 100 E. Division Street (PIN: 291-0815-0412-029) and 104 E. Division Street (PIN: 291-0915-3343-053) (Sponsor: Mayor Stocks From: Plan Commission, Second Reading). Ald. Berg moved for adoption of ordinance 26-27 on its second reading, seconded by Ald. Smith and carried by roll call vote: Yes-7; No-2 (Arnett, Haase); Abstain-0.

Ord. 26-28 - Ordinance to create section 410-33(H) Camping Prohibited on City Property of the City of Watertown General Ordinances (Sponsor: Ald. Davis From: Public Safety and Welfare, First Reading). Ald. Davis moved for adoption of ordinance 26-28 on its first reading, seconded by Ald. Haase and carried by roll call vote: Yes-9; No-0; Abstain-0.

RESOLUTIONS

Resolutions below are listed in order of the agenda but may not be the order by which they were taken up at the Council meeting.

Exh. 9892 - Resolution to Declare Official Intent to Reimburse Expenditures from Proceeds of Borrowing (Sponsor: Ald. Arnett From: Public Works Commission). Ald. Arnett moved to adopt resolution 9892, seconded by Ald. Moldenhauer and carried by roll call vote: Yes-9; No-0; Abstain-0.

COMMENTS AND SUGGESTIONS FROM CITIZENS PRESENT

No comments were received.

ADJOURNMENT

There being no further business to come before the Council at this time, Ald. Moldenhauer moved to adjourn, seconded by Ald. Nitecki, and carried by unanimous voice vote at 8:56 p.m.

Respectfully Submitted,

Megan Dunneisen, City Clerk

NOTICE OF PUBLIC HEARING

Section 6, Item A.

Pursuant of Section § 62.23(7) of the Wisconsin State Statutes and Section § 550-141 of the City of Watertown Municipal Code, a notice is hereby given by the Common Council of the City of Watertown, Wisconsin, that a public hearing will be held on the 6th day of October, 2026 in the Council Chambers of the Municipal Building, 106 Jones Street, Watertown, Wisconsin at 7:00 P.M., or shortly thereafter, to consider the request of FNB Properties, LLC (owner and applicant) to rezone 1200 Wakoka Street from General Industrial (GI) to General Business (GB); and 1202 Wakoka Street (PIN: 291-0815-0443-015) from General Business (GB) to General Industrial (GI).

1200 Wakoka Street is further described as follows:

Lots 1,4 & 5, Block 26 of A. L. Pritchard's Second Addition to the City of Watertown, Jefferson County, Wisconsin. Also Lot 2 of Certified Survey Map No. 1511 recorded May 5, 1981, in Vol. 5, Pages 4 and 5, as Document No. 776064, being a part of Lots 2 and 3 of said Block 26. (PIN: 291-0815-0443-014)

1202 Wakoka Street is further described as follows:

Lots 8, 9, 12, 13, 16, 17 and 20, Block 26 of A. L. Pritchard's Second Addition, City of Watertown, Jefferson County, Wisconsin (PIN: 291-0815-0443-015)

All persons wishing to be heard are invited to be present. Written comments may be submitted to City Clerk

Megan Dunneisen, 106 Jones Street, Watertown, WI 53094.

CITY OF WATERTOWN

Brian Zirbes
Zoning Administrator

BZ/nmz

PUBLISH: September 22, 2026
and
September 29, 2026
(BLOCK AD)

NOTICE OF PUBLIC HEARING

Section 6, Item B.

Pursuant of Section § 62.23(7) of the Wisconsin State Statutes and Section § 550-141 of the City of Watertown Municipal Code, a notice is hereby given by the Common Council of the City of Watertown, Wisconsin, that a public hearing will be held on the 6th day of October, 2026 in the Council Chambers of the Municipal Building, 106 Jones Street, Watertown, Wisconsin at 7:00 P.M., or shortly thereafter, to consider the request of FNB Properties, LLC (owner and applicant) to rezone 1200 Wakoka Street from General Industrial (GI) to General Business (GB); and 1202 Wakoka Street (PIN: 291-0815-0443-015) from General Business (GB) to General Industrial (GI).

1200 Wakoka Street is further described as follows:

Lots 1,4 & 5, Block 26 of A. L. Pritchard's Second Addition to the City of Watertown, Jefferson County, Wisconsin. Also Lot 2 of Certified Survey Map No. 1511 recorded May 5, 1981, in Vol. 5, Pages 4 and 5, as Document No. 776064, being a part of Lots 2 and 3 of said Block 26. (PIN: 291-0815-0443-014)

1202 Wakoka Street is further described as follows:

Lots 8, 9, 12, 13, 16, 17 and 20, Block 26 of A. L. Pritchard's Second Addition, City of Watertown, Jefferson County, Wisconsin (PIN: 291-0815-0443-015)

All persons wishing to be heard are invited to be present. Written comments may be submitted to City Clerk

Megan Dunneisen, 106 Jones Street, Watertown, WI 53094.

CITY OF WATERTOWN

Brian Zirbes
Zoning Administrator

BZ/nmz

PUBLISH: September 22, 2026
and
September 29, 2026
(BLOCK AD)



JOINT REVIEW BOARD MEETING MINUTES

WEDNESDAY, JULY 15, 2026, AT 3:00 PM

MUNICIPAL BUILDING COUNCIL CHAMBERS – 106 JONES STREET, WATERTOWN, WI 53094

Joint Review Board (JRB) members present: Mayor Stocks (Watertown), Michael Luckey (Jefferson County), Shawna Marquardt (Madison College), Beth Munson (WUSD), Aaron David (member at large), Nathan Thiel (Dodge County)

Others present: Finance Director Mark Stevens, Economic Development Coordinator Deb Sybell, Sonja Kruesel (Vandewalle), Jeff Maloney (Vandewalle)

1. Call to order. Mr. Stevens called the meeting to order and affirmed all taxing entities were represented.
2. Mr. Stevens opened the floor to accept **nominations for chair**. Ms. Marquardt nominated Mayor Stocks, seconded by Mr. David. Approved unanimously.
3. Mayor Stocks moved to appoint Aaron David as a **public member-at-large**, seconded by Mr. Luckey. Approved unanimously.
4. Mr. Stevens reviewed the contents of the **year-in-review packet for TIF Districts 5, 6, 7, 8, and 9**. Each TID report included the term, base and 2025 value, change in equalized value from 2024, 2025 activity highlights, 12/31/25 fund balance, anticipated future revenues and expenditures, and the WI TID Annual Report (PE-300) filed with the WI Dept of Revenue.
5. Mr. Luckey moved, supported by Mr. David, to accept the annual reports for TIF Districts 5, 6, 7, 8, and 9. Approved unanimously.
6. Vandewalle staff introduced the desired addition of another **TIF (#10)**. This would be a mixed-use TID (no more than 35% of housing allowed). The initial map includes 29 parcels located south of Walmart, east of Walmart, and continuing east along Air Park Drive. Parcel #18 (directly east of Walmart) is the only one that has a current anticipated plan for use (\$37M apartment complex with 280 units). Other parcels will be rezoned in the near future.

A draft document will be developed between Vandewalle and city staff and public hearing notices will be published leading up to a **future JRB meeting** (scheduled during this meeting to be **2 pm on 9/28**) to discuss the draft project plan. The JRB meeting will then be followed by a Plan Commission public hearing on the same afternoon where the recommendation of a resolution and submittal to City Council is anticipated. If approved by Council, the JRB must meet to review the public record, planning documents, and the resolution passed by the Council to approve the new TID.

7. Joint Review Board adjournment. Ms. Marquardt moved, seconded by Mr. David, to adjourn the Joint Review Board meeting at 3:38 pm. Carried by unanimous voice vote.

Respectfully submitted,

Mark Stevens, Finance Director

Note: These minutes are uncorrected, and any corrections made thereto will be noted in the proceedings at which these minutes are approved.

MEETING OF THE BOARD OF COMMISSIONERS
OF THE WATERTOWN HOUSING AUTHORITY

The Commissioners of the Watertown Housing Authority (WHA) met in regular session at 201 N. Water St., Watertown WI on Thursday, July 16, 2026.

- Call to Order**
The Vice-Chairman, M. Kujawski called the meeting to order at 4:00 p.m.
Present: M. Kujawski, M. Malmstrom, D. Morstad & E. Fritz. Also, present was Secretary T. Kasten and Property Manager D. Kasten
Absent: J. Braughler
- Agenda Review**
The Commissioners approved the agenda as presented.
- Tenant/Citizen Comments**
M. Malmstrom updated the commissioner on the monthly activities that are scheduled for the tenants at the Johnson Arms building.
- Approval of Minutes**
A motion to accept the minutes of the regular meeting held on Thursday, May 21, 2026, was made by D. Morstad and seconded by E. Fritz. The motion carried.
- Approval of Monthly Expenditures and Financial Report**
A motion to accept the payment of bills which included checks (#23759-23787) and ACH debit transactions from 5/15/2026-7/10/2026 totaling \$112,872.37 was made by D. Morstad and seconded by E. Fritz. The motion carried. May and June 2026 financials were discussed and will be placed on record, subject to audit.
- Resolution #26-01 Review and Possible Action on Amended Personnel Policy**
D. Kasten presented the completed WHA Employee Handbook which included suggested changes received from Commissioners. After a discussion, a motion to approve the presented WHA Employee Handbook was made by D. Morstad and seconded by E. Fritz and on a roll call was adopted with the following vote:

	AYES	NAYS	ABSENT
Braughler			X
Fritz	X		
Kujawski	X		
Malmstrom	X		
Morstad	X		

The motion carried.

- Resolution #26-02 Approval of Anticipated Operating Budget 10/1/2026-9/30/2027**
T. Kasten reviewed the anticipated budget with the Commissioners. After a discussion, and approval of the proposed 4% wage increase for the Property Manager and Maintenance Tech, a motion was made by E. Fritz and seconded by D. Morstad and on a roll call was adopted with the following vote:

	AYES	NAYS	ABSENT
Braughler			X
Fritz	X		
Kujawski	X		
Malmstrom	X		
Morstad	X		

The motion carried.

- **Professional Development Assistance Program**

D. Kasten introduced a policy that establishes the formal framework for supporting employee education and professional development. After a discussion, the Commissioners accepted the Professional Development Assistance Program.

- **Succession Planning**

T. Kasten provided data from other housing authorities on how they handle employee vacancies. From an organizational standpoint, the best or common practice is to seek internally for filling vacancies. T. Kasten made a recommendation to appoint the current Property Manager to the Executive Director position upon her retirement. A motion to go into a closed session to discuss succession planning was made by D. Morstad and seconded by E. Fritz. The motion passed and close session started at 4:45pm. The meeting reconvened at 5:00 pm. The Commissioners requested the current Property Manager to provide a formal resume for further consideration of appointment.

- **Executive Director's Report**

Public Housing Overview

- Capital Fund (CF) projects –
 - 2024 CF = \$212,868 – Currently at 96% disbursed. 100% needs to be disbursed by 5/5/2028.
 - 2025 CF = \$215,304 – Currently at 17% obligated-100% by 5/12/2027, disbursed by 5-12-2029. We are working on solicitation for website design, replace closet doors and replace entry system at Johnson Arms.
- Delinquent Water Utility – As of 7/6/2026, 11 tenants have an outstanding balance of \$3,188.77.
- Delinquent Dwelling Rent – To date, there is 1 tenant with outstanding rent of \$503.

Occupancy Update

- **Johnson Arms** – T. Kasten reported 2 units are currently vacant.
 - Average rent is \$424 with 8 at the flat rent of \$650
- **Family Sites** – There are no vacancies at this time.
- The average rent for our family units is:
 - 2-bdrm is \$749 with 4 at the flat rent of \$781
 - 3-bdrm is \$510 with 1 at the flat rent of \$1,059
 - 5-houses are \$841 with 1 at the flat rent of \$1,048 and \$1206

Maintenance/Systems Overview

- Work Orders are completed in a timely manner. There were approximately 17 non-emergency work orders completed since we last met.
- Outsourced Work Items: 0
- After Hour Calls: 3 – All were at the Johnson Arms building, deadbolt lock was not working, a/c unit in Community Room was not working and tenant did not have their key to enter the unit.

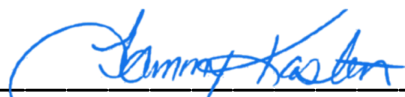
- **Future Possible Agenda Items**

- **Next Meeting Date/Time**

- The Board of Commissioners next regular session will be on Thursday, September 10, 2026 at 4:00 pm.

- **Adjournment**

- Being no further regular meeting business to come before the Board, a motion to adjourn the meeting was made by M. Kujawski and seconded by M. Malmstrom. The motion carried and the meeting was adjourned at 5:10 pm.



Secretary

Chairperson

(DISCLAIMER: These minutes are uncorrected, and any corrections made to them will be noted in the proceedings at which these minutes are approved.)

MEETING OF THE BOARD OF COMMISSIONERS
OF THE WATERTOWN HOUSING AUTHORITY

The Commissioners of the Watertown Housing Authority (WHA) met in **special** session at 201 N. Water St., Watertown WI on Tuesday, August 18, 2026.

- **Call to Order**
The Vice-Chairman, M. Kujawski called the meeting to order at 4:00 p.m.
Present: M. Kujawski, M. Malmstrom, D. Morstad & E. Fritz. Also, present was Secretary T. Kasten, Property Manager D. Kasten & RDA representatives D. Sybell, Executive Director, R. Wagner, Chairman & S. Board, Vice-Chair
Absent: J. Braugher
- **Tenant/Citizen Comments**
None
- **River Walkway Presentation by Redevelopment Authority (RDA)**
After introductions, D. Sybell talked briefly about the RDA organization. Next R. Wagner walked us through the Rock River District Vision and identified the catalytic sites on the site plan. The conversation went on wondering if the Johnson Arms building would be considered a catalytic site to be redeveloped. S. Board then opened the conversation recommending the WHA look into a Rental Assistance Demonstration (RAD). T. Kasten mentioned RAD has been discussed with the housing authority previously. WHA will seek out further consultation on a RAD process.
- **Next Meeting Date/Time**
The Board of Commissioners' next regular session will be on Thursday, September 24, 2026 at 4:00 pm.
- **Adjournment**
Being no further **special** meeting business to come before the Board, a motion to adjourn the meeting was made by D. Morstad and seconded by E. Fritz. The motion carried and the meeting was adjourned at 5:13 pm.



Secretary

Chairperson

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FINANCE COMMITTEE MEETING MINUTES

MONDAY, AUGUST 24, 2026, AT 5:30 PM

MUNICIPAL BUILDING COUNCIL CHAMBERS, 106 JONES STREET, WATERTOWN, WI 53094

Finance Committee members present: Mayor Stocks, Alderpersons Arnett, Blanke, Moldenhauer, Smith
Others present: Finance Director Stevens, Attorney Panalogoulos (video), Deb Sybell, Sonja Kruesel (Vandewalle), Ald. Berg

1. Mayor Stocks called the meeting to order at 5:32 p.m.
2. Ald. Arnett moved, seconded by Ald. Moldenhauer, to approve the **minutes from the August 10** meeting. Unanimously approved.
3. Ms. Kruesel (Vandewalle) provided a review of the **proposed TID #10 boundary map**. TID #10 will be presented as a mixed-use district that includes 29 parcels. Any residential development is limited to no more than 35% of the TID's geographic area. The one parcel (19- 1911 Gateway Dr) integral to tying the contiguous property connections is in the process of development into a residential group of 22 buildings made up of 274 units.
4. Ald. Arnett moved, supported by Ald. Moldenhauer, to convene into **closed session** per §19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved (**Claim of Rupnow**). Unanimously approved via roll call vote.
5. After reconvening into open session, Ald. Arnett, seconded by Ald. Smith, moved to recommend to Council the denial of the **claim of Rupnow**. Unanimously approved.
6. The meeting recessed to take a **tour of the vacated fire station and current police station** within the Municipal Building.
7. Committee member **comments after the tour**:
 - a. Concern continues to exist as to the response time of the fire department. Hesitant to support major structural changes. Disturb as little as possible to potentially dispatch an ambulance from Jones St.
 - b. Work on developing plans limited to potential plumbing leaks over Evidence Room area, placing police officers closer to the garage, creating ADA restrooms on second floor, expanding evidence storage, potential reducing sally port area to one door to repurpose space.
8. Ald. Arnett moved to adjourn the Finance Committee at 6:57 p.m., seconded by Ald. Smith, and the motion was carried by unanimous voice vote.

Respectfully submitted,

Mark Stevens, Finance Director

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Watertown Tourism Commission Meeting Minutes September 10, 2026 8am

The following Tourism Commission members were present at Watertown City Hall: Courtney Krause, Ken Berg, Vick Patel, Steve Board, Melissa Lampe

Tourism Commission member present by phone: Melissa Lampe

Also present: Tourism Director Robin Kaufmann, Watertown Main Street Program Executive Director Stefanie Broere, Resident Margaret Jaberg, Parks and Rec Director Ryan Schmidt

1. The meeting was called to order by Courtney Krause at 8:02 a.m.
2. Review & Approve September Minutes. Motion to approve minutes was made by Ken Berg and seconded by Courtney Krause. Motion passed.
3. Old Business:
 - a. Approve Financial Report: Robin informed the group that they received another invoice for the website malware cleanup, which was not expected. There is a possibility additional work needs to be done to notify two web vendors that site is clean. Robin will learn in advance before any funds are required. Motion to approve was made by Steve Board and seconded by Ken Berg. Motion passed.
 - b. Marketing Plan – review and act on marketing plan.
 1. Visitor Guides – Robin coordinated the second guide distribution. There were only four boxes left to distribute. She is working with the guide designer to get the 2027 guides out earlier if possible. It could be a challenge because advertisers typically don't commit until after the new year.
 2. Ad opportunities – Nothing to present.
 3. Update on billboard commitment – Chamber member JWR committed for eight weeks. Robin didn't realize they were a Johnson Creek business but continued with the commitment since the space was available and they are a Chamber member.
 4. Placer.ai usage updates – The Chamber of Commerce requested a report to determine new hours. The report showed busy times of day and week.
 5. Review and act on mural restoration projects. – There was no update to share.
 - c. Discuss Hotel stay updates: Vick from Best Western provided an update. As of September 9, occupancy is 43.46%, LY was 56.55%. Weekends are sold out the next two weekends. Weekdays are forecasted to be slow. August LY was 66.48% compared to LY 67.29%.
4. New Business
 - a. Discuss and take possible action on WHLA membership – Robin met with the WHLA (Wisconsin Hotel and Lodging Association) to discuss benefits of membership. The WHLA provides advocacy, regulation clarity, legislative updates, access to WHLA events and networking, and marketing opportunities. Melissa Lampe motioned to approve the one-year membership. Courtney Krause seconded the motion. Motion passed.
 - b. Review Manager's report of previous month's tasks – Robin provided the report to the group.

c. Commission Members' report.

a. Discuss upcoming and past events – The Watertown Historical Society will host a new holiday event this year, with self-guided tours available on specific days and times. The museum will be decorated for the holiday and Father Christmas will have a presence. Ken shared an update on the Oxbow development. It passed its first reading at Council and could house 150-300 people. MBU will host a golf tournament on September 23. Calvary will host a pastor's convention with an expected 140 pastors. Park & Rec will host a cookout fundraiser on September 15. Boo Bash will be held at the Bentzin Family Town Square on October 31. 25 vendors have signed up. Make Your Business Tree Decorating Contest will be held again this year with 12 trees available to decorate. The Holiday Tree Lighting will take place November 14, with the CPKC Holiday Train date TBD. Main Street shared that Cherry Pie will play on Saturday, September 12. Pumpkin Palooza will take place on October 31 with business trick-or-treat, wagon rides, and music on Main Street. Witch's Brew BINGO will take place October 22.

Adjournment – Motion to adjourn the meeting at 8:45am was made by Steve Board and seconded by Melissa Lampe. Meeting adjourned.

Agenda items:

A reminder from Robin to have all requests for additions to the next meeting's agenda to her by Tuesday, the week before the meeting.

The next meeting will be at 8 am on October 8, in person at Watertown City Hall

NOTE: These minutes are uncorrected, and any corrections made thereto will be noted in the proceedings at which these minutes are approved.

Submitted by,
Robin Kaufmann, Director of Watertown Tourism

Manager's Report – August 2026

Social Media Report**Facebook: 13,157 followers (Post views 512,087)****Visitwatertownwi.com: 3,109 Users – 1,853 views****Instagram: 1269 followers**

- Regularly created content and posted to social media on Tourism and BFTS
- Attended Watertown Main Street Program Board of Directors meeting
- Represented Tourism at Wake up Watertown
- Continued work on Willkommen Mural Project
- Worked on billboard commitments (including graphic work)
- Coordinated Watertown Tourism grant payouts
- Held The BIG Pop-Up with Main Street Program and Chamber
- Met with Jefferson County Communications Director to discuss county tourism
- Created and submitted several press releases for Watertown events
- Attended Travel Wisconsin Webinar
- Completed Tourism/Main Street/Chamber City Connection page
- With with Park & Rec regarding upcoming event season and promotion needs
- Submitted local businesses for holiday PR opportunities
- Attended Chamber's Business After Hours at Berres Brothers Café
- Met with American Legion to discuss approval of Vietnam Veterans Memorial Wall brochure
- Met with WHLA to discuss membership
- Created and submitted support letter for Legion Baseball AAA 2028 State Tournament
- Visited businesses/events for promotional purposes:
 - Berres Brothers Coffee Roasters
 - Music at the Museum Concert
 - Watertown Farmers Market After Hours
 - The BIG Pop-Up
 - Watertown Autofest
 - Rainbow Valley Rides at Riverside Park

Police and Fire Commission
Regular Meeting Minutes
September 14, 2026 4:00 PM

Present: Brad Kuenzi, Jim Schildbach, Kelly Kwapil and Bill Maron, Mark Kuehl

Also Present: Police Chief Brower, Fire Chief Tanya Reynen

Meeting was called to order at 4:00 PM

Mr. Maron moved to approve the August Minutes second by Mr. Schildbach, motion carried

Police

- Chief Brower gave updates. One Detective has resigned so the Department is down two officers at this time. There are also staff shortages in the dispatch department.
- The process to promote a new detective will begin soon.
- There are currently no candidates or applications for the officer positions.
- Chief has commented that way the WPD pay scale is set up may create challenges as they look to hire new officers and promote to higher positions within the department. The Department will continue to look at more creative ways to attract and encourage promotion from within, but eventually a pay study with comparable departments may be needed for clarity.
- Monthly activity packet was handed out with arrest activity and calls. Including reports from the SRO's. There were no questions at this time
- One Commissioner had a question about Camera use in the city and Chief Brower shared the information he had on the subject.

Fire

- Monthly data report was reviewed.
- Jefferson county is still working to improve EMS services. WFD will be hosting the Jefferson County meeting this month to continue to move the process ahead.
- The new Days on and off schedule that the Department is using currently has caused some glitches within the payroll system. The Department is working with the city and Fire Department Union to correct these issues. This is a new work hour schedule that is being given a trial run.
- Building Fire inspections in the city are progressing very well and the majority have been completed.
- WFD had a training house burn in Dodge County with many local area departments participating.
- Chief Reynen gave an update on staffing and possible future staff additions. She explained how that may look and affect the employees per shift. A hiring process will need to take place; this should begin shortly.

Motion to adjourn was made at 5:15 by Mr. Schildbach, second by Mr. Kuehl, motion carried.

Next Regular meeting is scheduled for October 12, 2026.

NOTE: These minutes are uncorrected and any corrections made thereto will be noted in the proceedings at which these minutes are approved.

Submitted by,
Kelly Kwapil, Secretary

PLAN COMMISSION MINUTES

September 14th, 2026

The Plan Commission met in the council chambers with the following members present: Mayor Robert Stocks, Alderperson Ken Berg, Nick Krueger, Joe Dittmann, Kerry Kneser, City Engineer Andrew Beyer and Zoning Administrator Brian Zirbes

Others in attendance: Ashley Romero, Bill Canfield, Park & Rec Director Ryan Schmidt, John Katisch, Boyd Coleman, Tim Strobel, Rhyannon Bartels, Fred Bachmann, Dave Liekam.

1. CALL TO ORDER

Mayor called the meeting to order at 4:32pm

2. APPROVAL OF MINUTES

A. Review and take action: Site Plan Review Committee minutes dated August 24, 2026

B. Review and take action: Plan Commission minutes dated August 24, 2026

A motion was made by Kneser to approve the above August 24th, 2026 meeting minutes for both committees, seconded by Krueger and approved unanimously.

3. BUSINESS

A. Review and take action: 100 Stimpson Street Conditional Use Permit (CUP) request for proposed commercial animal boarding under Section §550-33B(2)(i) No public comments.

B. Review and take action: 100 Stimpson Street Conditional Use Permit (CUP) request the proposed commercial animal boarding under Section 550-33B(2)(i) Brian stated this was an additional use permit for commercial animal boarding allowing up to 10 dogs with 2 fenced outdoor exercise areas to the rear of this building. He said it meets all the land use criteria for commercial animal boarding. They can day care up to 15 dogs but a limit of 10 for overnight boarding so in theory they could have 15 during day and 10 different dogs for boarding for total of 25 or any variation of that depending on if same dogs or different ones. Brian stated there is need for a 10 ft distance from fence or fences to the existing 15" storm sewer line. Berg made motion for approving this CUP with condition of no more than 10 dogs allowed for overnight boarding and keeping any fences constructed at least 10 ft from the existing storm sewer line, seconded by Dittman and approved unanimously.

C. Review & make recommendation to City Council: Brandt-Quirk Park Pickleball Complexity

Ryan was speaking as director of Park & Rec Dept and also representing the Watertown Active Living Initiative, which is a group of Watertown area residents working with the city to fundraise for a future pickleball complex. They have identified Brandt Quirk Park as best site for a pickleball complex since it is a community park, with restrooms, ample parking and all of infrastructure needed & plenty of distance to residential homes for any noise concerns that may be present. He noted this site was unanimously approved by Park & Rec Commission, It would be located east side of existing tennis courts and would be an 8 court pickleball complex with 2 bays of 4 with an alley way in the middle. Ryan said the fundraising group hopes to install at some point 4 posts with 50 ft candles or less. Berg complimented Ryan for his leadership at helping to make this goal of this local citizen group become possible by offering the city's Brandt Quirk Park and by being instrumental in how it would best be constructed. He also recognized the great work of this group of citizens, spearheaded by Bill Oswald, that raised hundreds of thousands of dollars to make this idea become reality. Ryan noted once this complex is constructed and all the invoices are paid, these pickleball courts will be turned over to the city as an asset to our community. Kneser moved to recommend to our city council for final approval, this proposed future pickleball complex, which was seconded by Berg and approved unanimously.

D. Review and take action: N7731 County Highway X Extraterritorial Certified Survey Map (ET CSM) Brian stated Rosy Lane Holsteins LLC is requesting to create a one lot CSM of 4 acres separate from the 38.69 parent parcel so as to divide the residential from the agricultural land.

The only conditions are to correct the signature page on CSM to include City Extraterritorial Jurisdiction language and signature lines along with language of the Airport Approach Protection Zone allowing a maximum elevation of 999 ft above mean sea level for buildings & vegetation. Beyer moved to approve this CSM with the two above conditions, seconded by Krueger and approved unanimously.

- E. Review and take action: 1828 River Drive Airplane Hangar.** Brian stated that David Leikam is seeking approval of a new airplane hangar lease at 1828 River Drive, within the Watertown Municipal Airport property. Per Wisconsin Statutes it is the role of our Plan Commission to review and recommend approval to the city council any leases pertaining to our local airport. Mr Leikam was present and stated he is the owner and builder of this hangar. His airplane is at another location but he wants to bring it here and store it in this hangar. Berg moved to recommend to city council approval of a hangar lease for Mr Leikam, seconded by Dittman & approved unanimously.
- F. Review and take action: 421 Dayton Street Building Addition** Applicant is proposing to construct a warehouse addition to an existing industrial building. This warehouse would be 7,600 sq ft and include a 960 sq ft connector between the warehouse and manufacturing building. This proposed addition was approved earlier today by Site Plan Review. Krueger moved to approve the site plan for the proposed addition with conditions of obtaining required erosion control and stormwater permits, seconded by Kneser and approved unanimously.
- G. Initial review and schedule public hearing for rezoning at Common Council: 1200 Wakoka Street & 1202 Wakoka Street.** Applicant proposing to change zoning from General Industrial to General Business for the parcel at 1200 Wakoka St to allow a multi tenant commercial building. He also wants his existing building at 1202 Wakoka St to be changed from General Business to General Industrial so as to have his warehouse in compliance with our zoning code. Lastly, he wants a CSM and a Planned Development Overlay Rezoning for this project. To do all of this, he needs a public hearing to move his proposal forward. Mr Bachmann was present to explain his reasons, stating he wants to use both buildings with a service center at the new proposed multi-tenant building for his product line along with 3 other commercial tenants, including an auto repair business. City staff favor doing this so they suggest October 6th, 2026 for the public hearing. Berg moved to recommend the rezoning as proposed above, seconded by Dittman and approved unanimously.

4. **ADJOURNMENT**

A motion to adjourn at 5pm was made by Beyer, seconded by Krueger & approved unanimously.

Respectfully submitted,

Alderperson Ken Berg

All materials discussed at this meeting can be found at: https://files-backend.assets.thrillshare.com/documents/asset/uploaded_file/5330/Cow/730dabb0-3916-49bc-9467-2b8bc422cc6d/September-14%2C-2026-Plan-Commission-Meeting-Packet.pdf?disposition=inline.

SITE PLAN REVIEW COMMITTEE

September 14, 2026

The Site Plan Review Committee met on the above date at 1:30 P.M. in the Council Chambers on the second floor of City Hall. The following members were present: Mayor Robert Stocks, Brian Zirbes – Zoning, Mike Jacek – Building Inspection, Andrew Beyer and Nathan Williams – Engineering, Maureen McBroom – Stormwater, Tim Hayden – Water/Wastewater, Laura Bohlman – Police, Don Dishno – Fire Department, Stacy Winkelman – Streets & Solid Waste, Ryan Schmidt – Parks & Rec., and Manager of Economic Development and Strategic Initiatives Deb Sybell.

Also in attendance were Kristian Yanez of 4th Dimension Real Estate, Boyd Coleman of StrucRite, Inc., Alex Jerome of Grothman & Associates, Fred Bachmann of FNB Properties, LLC, Bill Canfield of Canfield Custom Buildings, and Nikki Zimmerman.

1. Call to Order

The meeting was called to order by Chairperson Brian Zirbes.

2. Approval of Minutes

A. Review and take action: Site Plan Review Minutes Dated August 24, 2026

Motion was made and seconded to approve the minutes as submitted. Unanimously approved.

3. Business

A. Review and Take Action: 1310 Memorial Drive proposed 24-unit multifamily residential development

Kristian Yanez of 4th Dimension Real Estate was present to explain the project. The project is for a potential of two 12-unit residential buildings.

The following was presented by staff:

Fire:	A full set of plans will be needed for the Fire Department to review. Both buildings would need a Knox Box.
Building:	State approval of the plans will be needed along with a building permit from the Building Safety & Zoning Department once the state review is completed.
Police:	No concerns.
Mayor:	No concerns.
Stormwater:	A stormwater and erosion control permit will be required. The lots feed into an existing stormwater basin. When more detailed plans are created, further discussions can be completed.
Engineering:	A written statement from the Wisconsin DOT will need to be submitted to the Engineering Department regarding the right of way area.
Zoning:	The frontage road access area will require a written statement from the DOT; a Conditional Use Permit (CUP) would be needed for a Group Development; a Certified Survey Map (CSM) would have to be completed; a complete landscape plan needs to be submitted; and a complete lighting/photometric plan needs to be submitted.
Parks & Rec:	No concerns.
Water/Wastewater:	There is a sanitary lateral off the frontage road that should be adequate to be used for this project. The water line appears that it would run under the buildings. Items may need to be shifted. More detailed plans will be required to review this further.
Streets/Solid Waste:	Garbage and recycling will have to be handled through a private service.
Econ. Development:	No concerns.

Motion was made and seconded to recommend this item return to the Site Plan Review Committee when the following is completed:

1. A written statement from Wisconsin DOT regarding the DOT's direction on the frontage road access area.
2. More detailed plans that clearly show water laterals, stormwater plans, landscaping plans, lighting/photometric plans.

Unanimously approved.

B. Review and take action: 1828 River Drive airplane hangar

Bill Canfield of Canfield Custom Buildings was present. This item is for a proposed airplane hangar 62' wide x 60' deep x 18' high which will be heated.

The following was presented by staff:

Fire:	Address numbers and the taxiway designation needs to be clearly posted on the exterior of the building.
Building:	State approval of the plans will be needed along with a building permit from the Building Safety & Zoning Department once the state review is completed.
Police:	No concerns.
Mayor:	No concerns.
Stormwater:	No concerns.
Engineering:	No concerns.
Zoning:	No concerns.
Parks & Rec:	No concerns.
Water/Wastewater:	No concerns.
Streets/Solid Waste:	No concerns.
Econ. Development:	No concerns.

Motion was made and seconded to present this item with a positive recommendation to the Plan Commission contingent upon:

1. Address numbers and taxiway designation being clearly posted on the exterior of the building.
2. State approval of the plans will be needed along with a building permit from the Building Safety & Zoning Department once the state review is completed.

Unanimously approved.

C. Review and take action: 421 Dayton Street building addition

Boyd Coleman was present. The applicant is proposing to construct a warehouse addition attached to an existing industrial building. The warehouse addition will be 7,600 SF (80x95) and include a 960 SF (32x30) connector building between the warehouse and the existing manufacturing building. The new additions would be used for the storage of materials and shipping and receiving functions.

The following was presented by staff:

Fire:	A full set of plans will be needed for the Fire Department to review following the NFPA1 Fire Codes.
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Building:	State approval of the plans will be needed along with a building permit from the Building Safety & Zoning Department once the state review is completed.
Police:	No concerns.
Mayor:	No concerns.
Stormwater:	An Erosion Control and Stormwater Permit will be required. There is a sump discharge that seems to be going to the east. Further details will be needed on this to discuss where an appropriate discharge area would be.
Engineering:	All off-street parking must meet city and ADA requirements.
Zoning:	No concerns.
Parks & Rec:	No concerns.
Water/Wastewater:	No concerns.
Streets/Solid Waste:	No concerns.
Econ. Development:	No concerns.

Motion was made and seconded to present this item with a positive recommendation to the Plan Commission contingent upon:

1. A full set of plans will be needed for the Fire Department to review following the NFPA1 Fire Codes.
2. State approval of the plans will be needed along with a building permit from the Building Safety & Zoning Department once the state review is completed.
3. Submittal and approval of an Erosion Control and Stormwater Permit.
4. All off-street parking meeting city and ADA requirements.

Unanimously approved.

D. Initial review and take action: 1200 Wakoka Street and 1202 Wakoka Street site plan review

Fred Bachmann of FNB Properties, LLC was present. The applicant is proposing to construct a multi-tenant commercial building which will house the Bachmann Pools and Spas Service Center, an auto repair business, and two other future tenant spaces.

The following was presented by staff:

Fire:	A full set of plans will be needed for the Fire Department to review, including the mezzanine area and the building would need a Knox Box.
Building:	State approval of the plans will be needed along with a building permit from the Building Safety & Zoning Department once the state review is completed.
Police:	No concerns.
Mayor:	No concerns.
Stormwater:	An Erosion Control and Stormwater Permit will be required. Note that the Street Opening permits are not issued from November 15 – April 15.
Engineering:	The proposed apron on Wakoka Street is 104' which exceeds the allowable city width. This will need special approval.
Zoning:	A color rendering is needed as well as an update on the materials that will be used for the building's exterior.

Parks & Rec:	On the plans there is a proposed oak tree in the northwest portion on Hart Street that will need to be moved slightly since there is already a tree in that location.
Water/Wastewater:	The sanitary lateral currently goes into the manhole. This will need to be tied into the main instead.
Streets/Solid Waste:	Reinstated the street opening permits will be unavailable from November 15 – April 15. Curb Cut permits are completed through the Engineering Department.
Econ. Development:	No concerns.

Motion was made and seconded to present this item with a positive recommendation to the Plan Commission contingent upon:

1. A full set of plans submitted to the Fire Department including the mezzanine area.
2. Installation of a Knox Box.
3. State approval of the plans will be needed along with a building permit from the Building Safety & Zoning Department once the state review is completed.
4. Submittal and approval of an Erosion Control and Stormwater Permit.
5. Discuss the width of the apron on Wakoka Street with the Engineering Department regarding the 104' width.
6. Submittal of a color rendering.
7. Clarification on the materials being used on the exterior of the building.

Unanimously approved.

E. Review and take action: Brandt-Quirk Park Pickleball Complex

Ryan Schmidt was present. Watertown Active Living Initiative and the City of Watertown Park and Rec are proposing an eight-court pickleball complex at Brandt-Quirk Park to the east of the existing tennis complex.

The following was presented by staff:

Fire:	No concerns.
Building:	No concerns.
Police:	No concerns.
Mayor:	No concerns.
Stormwater:	An Erosion Control and maybe post construction stormwater will be required.
Engineering:	No concerns.
Zoning:	No concerns.
Parks & Rec:	Recused himself for this item.
Water/Wastewater:	No concerns.
Streets/Solid Waste:	No concerns.
Econ. Development:	No concerns.

Motion was made and seconded to present this item with a positive recommendation to the Plan Commission contingent upon Submittal and approval of an Erosion Control and Stormwater Permit.

Unanimously approved.

4. Adjournment

Motion was made and seconded to adjourn. Unanimously approved.

Respectfully submitted,
Nikki Zimmerman, Recording Secretary

Note: These minutes are uncorrected, and any corrections made thereto will be noted in the proceedings at which these minutes are approved.



FINANCE COMMITTEE MEETING MINUTES

MONDAY, SEPTEMBER 14, 2026, AT 5:30 PM

MUNICIPAL BUILDING COUNCIL CHAMBERS, 106 JONES STREET, WATERTOWN, WI 53094

Finance Committee members present: Mayor Stocks, Alderpersons Arnett, Blanke, Smith

Others present: Finance Director Stevens

1. Mayor Stocks called the meeting to order at 5:33 p.m.
2. Ald. Blanke moved, seconded by Ald. Smith, to approve the **minutes from the August 24** meeting. Unanimously approved.
3. Ald. Arnett made a presentation of the city's infrastructure history that was recently shared with the Public Works Committee. Over the decades, a backlog of infrastructural needs has accumulated. An estimate of the greatest needs is more than \$150 million. Other necessary projects total an additional \$90 million.
4. Ald. Blanke moved, supported by Ald. Smith, to convene into **closed session** per §19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and per §19.85(1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session (**IGA for Law Enforcement IT Services**). Unanimously approved via roll call vote.
5. After reconvening into open session, Ald. Arnett, seconded by Ald. Smith, moved to recommend to Council that the City give appropriate notice to Jefferson County regarding the IGA for Law Enforcement IT Services. Unanimously approved.
6. Ald. Blanke moved to adjourn the Finance Committee at 6:13 p.m., seconded by Ald. Arnett, and the motion was carried by unanimous voice vote.

Respectfully submitted,

Mark Stevens, Finance Director

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Redevelopment Authority for the City of Watertown

Turning Opportunity into Results

Wednesday, September 16, 2026, 6:00 pm

In-PERSON/VIRTUAL MEETING

Room 2044, City Hall

1. Pledge of Allegiance
2. Roll Call
 - A. Present: Ryan Wagner, Steve Board, Ald. Tony Arnett, Ald. Rita Haase, Todd Huhn, and Deb Sybell
 - B. Virtual: Jacob Maas
 - C. Absent: Bob Smith

Other attendees: John Kadish

3. Determination of Quorum and Call to Order at 6:08 pm.
4. Approval of meeting minutes
 - A. Regular board minutes 8.19.26.
Board motioned to approve
Huhn seconded. Motion carried unanimously.
5. Public Comment
 - A. None
6. Business
 - A. For discussion: RDA roles and responsibilities
 Mayor Stocks presented, sharing statutorily defined roles of the RDA with Common Council oversight as described in a distributed memo from City Legal Counsel
 - B. Discuss and take action: Beltz grant application from City of Watertown Parks, Rec & Forestry Dept (Holiday Tree Lighting event)
Board motioned to approve
Huhn seconded. Motion carried unanimously.
 - C. Review and discuss: Priority work teams
 - i. Business continuity funding
 Wagner reported that action would need to be taken by Finance and Common Council before next steps. Board committed to addressing concerns raised about ease of application and administration of the proposed loan program.
 - ii. Ease of starting a business

RDA STRATEGIC PRIORITIES

- 1) Strengthen and diversify RDA Revolving Loan Fund, both in size and scope
- 2) Exploring options for Business Continuity Funding for downtown businesses in preparation for 2028 Main Street Reconstruction project
- 3) Simplifying the process of starting or expanding a business in Watertown

Huhn shared an organizational structure for navigating the process. Ald. Haase continues to work with the City's Communications team on website changes.

iii. Strengthen and diversity revolving loan fund

Wagner reported work on this priority is on hold.

7. Updates

A. RiverWalk

Wagner reported that the City is focused on maintenance of existing structures.

8. Reports

A. Social media report

9. Adjournment at 6:50 pm

Ald. Haase motioned to adjourn

Board seconded. Motion carried unanimously. Meeting adjourned.

PARKS, RECREATION & FORESTRY COMMISSION**Monday, September 21, 2026 at 4:30 p.m.**

The Parks, Recreation & Forestry Commission met on the above date and time at 514 S. First Street, Conley Hall. The following members were present: Julie Chapman, Dana Davis, Rick Schultz, Kyle Krueger, Brad Clark, and Jennifer Clayton, as well as Ryan Schmidt, Hunter Karnitz, and Andrea Draeger.

1. Call to Order

The meeting was called to order at 4:39 p.m.

2. Review and Approval of Minutes

Rick Schultz moved to approve the Parks, Recreation & Forestry Commission minutes from August 17, 2026 and Senior & Community Center Advisory Board minutes from August 18, 2026 as presented, seconded by Brad Clark, and carried by unanimous voice vote.

3. Review and Approval of Financial Reports

Dana Davis moved to approve the financial reports as presented, seconded by Rick Schultz, and carried by unanimous voice vote.

4. Citizens to be Heard

There were no citizens to be heard.

5. Business**A. Review and take action: Riverfest Location 2027**

Ryan Schmidt provided background on the proposed 2027 Riverfest location and explained that Aaron Zimmerman had approached City departments to discuss the feasibility of moving the event to Brandt-Quirk Park.

Aaron Zimmerman, a Watertown resident and member of the Watertown Riverfest Committee, provided information regarding the committee's consideration of alternative locations. He discussed concerns with the existing Riverside Park location, including bandshell capabilities, electrical capacity, drainage, future parking lot construction, the island bridge, safety, event logistics, emergency access, stage requirements, fireworks, neighborhood impacts, security, bussing, ADA parking, and the potential to accommodate additional event components and tournaments at Brandt-Quirk Park.

Zimmerman noted that the Riverfest Committee is aware of the potential impact on the Brandt-Quirk fields and indicated that the committee would work to address restoration needs if necessary. Ryan Schmidt also noted that staff would work with neighboring residents if plans for the event continued.

Several members of the public spoke regarding the proposal. Concerns included potential damage to soccer fields, the ability to restore the fields before the fall soccer season, drainage, electrical capacity, parking, traffic, security, neighborhood impacts, garbage, impacts to the disc golf course and trails, and the timing of the event in relation to youth sports programming. Several speakers expressed support for keeping Brandt-Quirk Park a family park and sports complex and Riverfest at Riverside Park and making improvements to that location.

Other speakers, including members of the Riverfest Committee, expressed a desire to work collaboratively with the soccer club and other community groups to address concerns and develop a successful event.

Brad Clark shared his thoughts with the Riverfest Committee regarding the challenges involved in planning the event and noted that Riverfest has developed in part because of its setting at Riverside Park. Clark also stated that he was not aware the Riverside Park bandshell was in as poor a condition as it currently is.

Dana Davis noted that the Parks, Recreation & Forestry Commission is responsible for making decisions regarding the proposal but acknowledged that funding is limited and improvements cannot always be completed immediately. She questioned whether a decision on the proposed location was necessary at this meeting.

Commission discussion focused on the importance of both Riverfest and the youth sports programs at Brandt-Quirk Park. Kyle Krueger expressed support for Riverfest while noting the need to better understand potential field damage and the importance of finding a solution for Riverside Park. Brad Clark indicated that he would like to see staff work toward a plan that would allow Riverfest to remain at Riverside Park, potentially at a smaller scale, while keeping Brandt-Quirk Park primarily as a sports complex.

Aaron Zimmerman offered to meet with Ryan Schmidt and his planning team to discuss additional options.

Dana Davis expressed the view that the proposal should be denied at this time so that the City Council and Finance Committee could consider potential funding for improvements at Riverside Park during the budget process. Discussion also included potential improvements to the Riverside Park bandshell and electrical infrastructure.

Dana Davis motioned to decline the proposal to move Riverfest to Brandt-Quirk Park, seconded by Kyle Krueger. Rick Schultz abstained. During discussion, Davis proposed amending the motion to include development of a park plan for Riverside Park. The motion was subsequently withdrawn. An amended motion included the original decline of the proposal to move Riverfest to Brandt-Quirk Park and a request for the Parks, Recreation, and Forestry director to obtain a quote for bandshell restoration/removal of bandshell and update for electrical at Riverside Park, and carried by unanimous voice vote.

B. Review and take possible action: Documentary Screening and Partnership Opportunity

Andrea Draeger presented a request regarding a documentary screening for Wine, Women, and Dementia to be held at the Towne Cinema, and sponsored by Rainbow Community Care, and partnership opportunity available in order to serve wine. The Commission reviewed the information provided in the memo.

Rick Schultz moved to approve continued action for the documentary screening plans, seconded by Julie Chapman, and carried by unanimous voice vote.

C. Review and take action: 2027 Fees & Charges Schedule

Ryan Schmidt reviewed the proposed 2027 fees and charges schedule, including potential additions, omissions, and changes. Discussion included parking permits and security deposit updates.

Dana Davis moved to approve the 2027 Fees & Charges Schedule, seconded by Rick Schultz, and carried by unanimous voice vote.

D. Review and take action: 2027 Park Reservation Policies and Reservation Application

Andrea Draeger and Ryan Schmidt reviewed the proposed 2027 park reservation policies and reservation application. Staff discussed changes related to special events and the integration of information for Bentzin Family Town Square rentals into the reservation process.

The proposed changes generally maintain the existing policies while requesting additional information for events with unique features. Brad Clark raised concerns regarding how requests to waive fees, such as Meridian barrier fees, would be addressed. Dana Davis discussed the possibility of establishing criteria or triggers for future road closures and potential ordinance changes.

Ryan Schmidt will continue working on rental classifications for the October meeting. Dana Davis indicated that she was comfortable with the current language while acknowledging that additional work remains.

Dana Davis moved to approve the 2027 Park Reservation Policies and Reservation Application, seconded by Kyle Krueger, and carried by unanimous voice vote.

E. Review and take action: 2027 Park Permits

Ryan Schmidt reviewed the proposed 2027 park permits. Changes discussed included a concession permit checkbox, limitations on driving permits to five permits with only one free permit, and a banner application specifying tennis courts.

Brad Clark moved to approve the 2027 park permits, seconded by Rick Schultz and carried by unanimous voice vote.

F. Review and take action: 2027 Facility Use Contract and Condition of Facility Use Agreement

Andrea Draeger and Ryan Schmidt reviewed the proposed 2027 Facility Use Contract and Condition of Facility Use Agreement and explained the changes. Discussion included the future requirement of monetary donations rather than in-kind donations to be designated towards field improvements.

Rick Schultz moved to approve the 2027 facility use contract and condition of facility use agreement, seconded by Julie Chapman and carried by unanimous voice vote.

G. Review and take action: 2027 Senior & Community Center Policies, Room Rental Application, and Membership Application

Andrea Draeger reviewed the proposed 2027 Senior & Community Center policies, room rental application, and membership application with the Commission.

Dana Davis moved to approve the 2027 Senior & Community Center Policies, Room Rental Application, and Membership Application seconded by Brad Clark and carried by unanimous voice vote.

H. Review and take action: 2027 Aquatic Pass Application

Ryan Schmidt reviewed the proposed 2027 Aquatic Pass Application.

Julie Chapman moved to approve the 2027 aquatic pass application, seconded by Kyle Krueger and carried by unanimous voice vote.

I. Donations

Andrea Draeger reported a \$250 quarterly birthday party sponsorship from The Heritage for the second half of the year.

Ryan Schmidt reported a \$1,500 donation from Ixonia Bank for Boo Bash.

Andrea Draeger reported that Kwik Trip donated food valued at \$50 toward the Senior & Community Center cookout, Glenn's Market provided food at cost and waived the cooking fee, and individuals donated approximately \$200 toward meat, cheese, and other food items.

6. Director's Report

A. 2026 Aquatic Center Annual Report

Ryan Schmidt reviewed the 2026 Watertown Aquatic Center season and recommendations for the upcoming year. The Aquatic Center had approximately 21,000 attendees and sold 330 passes during the season.

Recommendations for 2027 were included in the report, including the possibility of opening the Aquatic Center earlier in the season.

B. Parks and Forestry Project and Program Updates

Staff provided the following parks and forestry updates:

- The bucket truck is undergoing its 10-year inspection, with approximately \$10,000 in repairs anticipated this year as the leveling inspection and upper boom life cylinder failed the drift test.
- Tree inspections are currently underway.
- The Rooted in Watertown tree planting program registration deadline is October 1.
- Staff submitted a DNR urban forestry grant application.
- Staff completed seeding the area from the Chamberland pillars and install of swale to the drains at BQ softball.
- Union Park Diamond will be removed and the area reseeded.
- Tennis court bulb replacement is anticipated to cost approximately \$3,500–\$5,000 and anticipated repair at the end of September.
- End-of-season pool shutdown and repairs are underway.
- Brandt-Quirk tennis court work has been completed.
- Pickleball court plans are expected to go to the City Council in the coming weeks.

C. Recreation Programming and Program Updates

Fall recreation programming is underway. Current programs include men's softball, flag football, youth soccer, and youth gymnastics. Youth gymnastics had 93 of 96 spots filled, and wrestling registration was already full. Dance and ballet began the previous week.

Fitness programming, including yoga, senior fitness, aquatic fitness, Zumba, and barre, is scheduled to begin or continue in the coming month. Adult volleyball is also scheduled to begin in the coming weeks.

D. Senior & Community Center and Program Updates

Staff reported that the Senior & Community Center front entrance door project is scheduled to begin the following week. No new updates for the elevator modernization timeline.

The Grill & Chill Cookout on September 18th raised \$1,200 for the Center.

7. Adjournment

Rick Schultz moved to adjourn, seconded by Jennifer Clayton, and carried by unanimous voice vote at 6:39pm.

Next meeting date: October 19, 2026.

Respectfully submitted,

Andrea Draeger

Senior Center, Enrichment, and Office Manager

Note: These minutes are uncorrected, and any corrections made thereto will be noted in the proceedings at which these minutes are approved.

PUBLIC WORKS COMMISSION

Tuesday, September 22, 2026

5:30 p.m.

The Public Works Commission met at the above date and time. The following members were present: Alderpersons Myron Moldenhauer, Ken Berg, Tony Arnett (remote), Gina Nitecki (remote), Citizen member Pete Thompson. Also present: City Staff Andrew Beyer, Maureen McBroom, Ali Panagopoulos.

1. **Call to order.** Chairperson Arnett called the meeting to order at 5:30 p.m.
2. **Comments and Suggestions from Citizens Present.** - Kerry Kneser of 208 W. Haven Drive and Jane Chen of 210 W Haven Dr both spoke concerning the West Haven subdivision pond, requesting the City step in to perform the necessary maintenance.
3. **Review and take possible action. Minutes of PWC meeting of September 8th, 2026.** Mr. Berg moved to approve the minutes, seconded by Mr. Moldenhauer. Motion carried by unanimous voice vote.
4. **Update, no action required: Draft Municipal Separate Storm Sewer System (MS4) Permit –** Stormwater Project Manager Maureen McBroom provided an update on the State's progress on drafting the update for the MS4 permit requirements. The State's draft is currently in a 30-day public comment period.
5. **Update, no action required: MS4 Permit Audit –** The State will be performing a standard audit for our current MS4 permit. This includes documentation and field inspections. This is done every 5 years.
6. **Update, no action required: West Haven Subdivision Pond –** Director of Public Works Andrew Beyer reviewed a memo detailing the history regarding the privately owned West Haven subdivision pond, recent efforts to get maintenance performed on it, and the pond ownership dispute raised by the subdivision residents. Commission members asked what role the City had in ownership of the pond. City Attorney Ali Panagopoulos reiterated this is a dispute between private parties (the former developer MSA and the subdivision residents) and the City does not play a role in determining ownership. Mr. Berg proposed the City perform some level of temporary maintenance to provide time for the subdivision residents to pursue resolution of the ownership issue. This will be an agenda item at the next Commission meeting.
7. **Update, no action required: Wisconsin Stormwater Week –** Maureen McBroom provided information about activities related to Wisconsin Stormwater Week.
8. **Review and discuss: Capital Improvement Program (CIP) Update –** Andrew Beyer provided an update on a few changes to the priority of a few streets in the CIP. This will be reflected in the 2027 budget request. Mr. Thompson noted these changes were a sign of good planning.
9. **Adjournment.** Mr. Moldenhauer moved to adjourn, seconded by Ms. Nitecki. Motion carried by unanimous voice vote at 6:25 p.m.

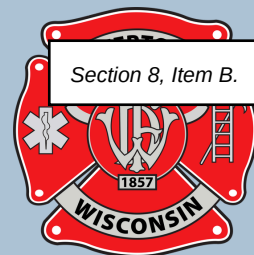
Respectfully submitted,

Tony Arnett, Chairperson

WATERTOWN FIRE DEPARTMENT

Monthly Report / August 2026

Compassion, Dedication,
Integrity, Accountability,
Trust



Greetings!

As we move into fall and begin another budget season, August provides a good opportunity to reflect on the progress we have made in stabilizing our staffing. Considerable effort has gone into recruiting, hiring, and training employees over the past year, and we are beginning to see the benefit of that work. August overtime was noticeably lower than many previous months, demonstrating the value of filling vacancies, completing training, and having a more stable workforce available to meet our daily needs.

At the same time, being fully staffed as a department does not mean all nine personnel assigned to a shift are working each day. Vacation, sick leave, FMLA, training, and other absences impact daily staffing. In August, our average daily staffing was 7 personnel, our minimum staffing level. At seven, we can staff an engine, one ambulance, and a Battalion Chief. Everyone has an assignment, leaving little flexibility when additional resources are needed.

That flexibility is important when looking at the demands placed on our crews. In August, the department responded to 242 incidents, with EMS continuing to account for the majority of our workload. Twenty percent of August incidents involved simultaneous calls, meaning another emergency occurred while crews were already committed to a call. These overlapping incidents are not unusual; they are part of the daily reality our personnel must be prepared to manage.

As we look toward 2027, our focus is on maintaining the stability we have worked hard to achieve. Adequate staffing helps control overtime, keeps more resources available when calls overlap, and provides a safer and more sustainable workload for our personnel. Our staffing also supports much more than the incident numbers reflected in this report—it provides the capacity for training, fire prevention, mutual aid, community engagement, and the readiness necessary for the next emergency, even when another call is already underway. The progress we are seeing is encouraging, and maintaining a stable, trained workforce will remain an important part of providing reliable service to our community while being responsible with the resources entrusted to us.

Chief Tanya Reynen



Operational Statistics

Incident Count Statistics

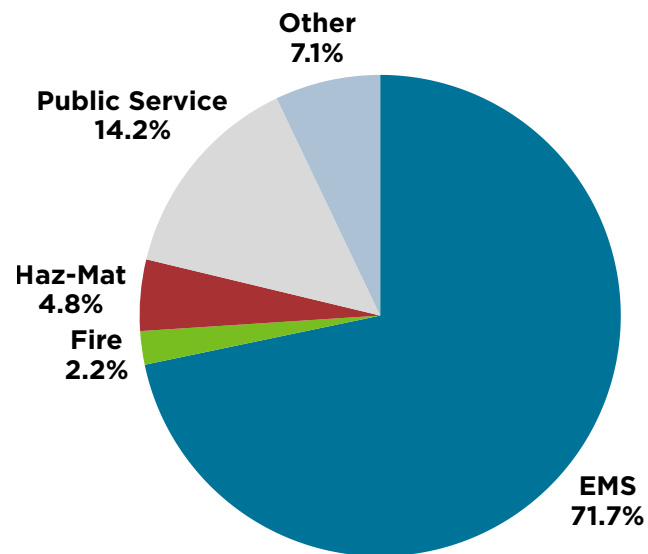
August 2026 Calls:

EMS	Fire	Haz-Mat	Public Service	Other
183	5	15	21	18

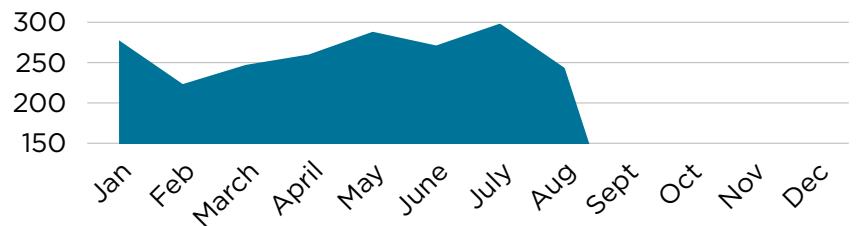
August Incidents by Year

2023	2024	2025	2026
265	229	250	242

Incident Percentages Year to Date

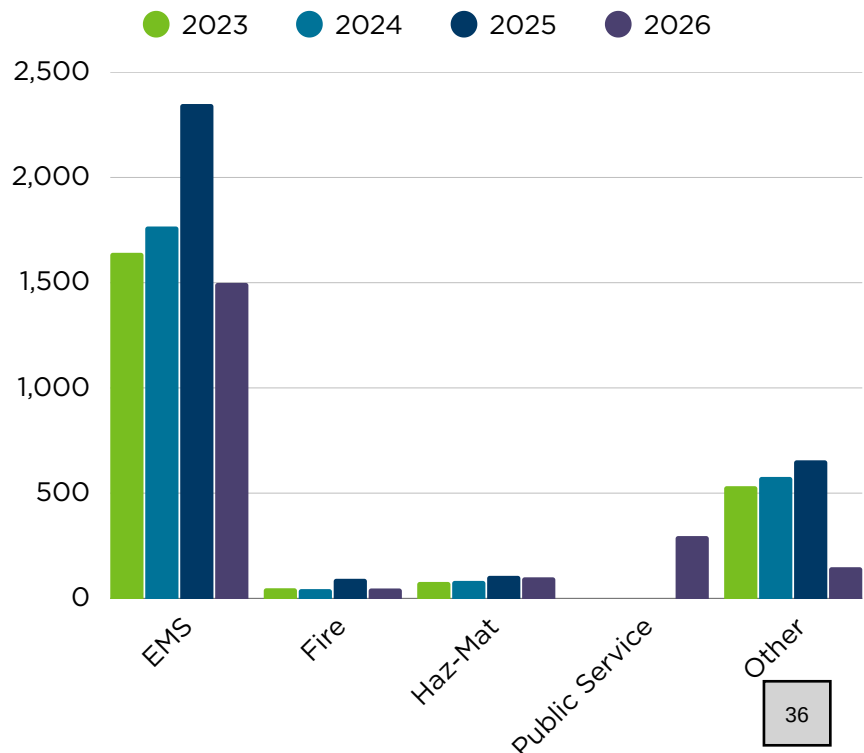


Incident count by Month



**2026
Year-to-Date
Incident Count:
2090**

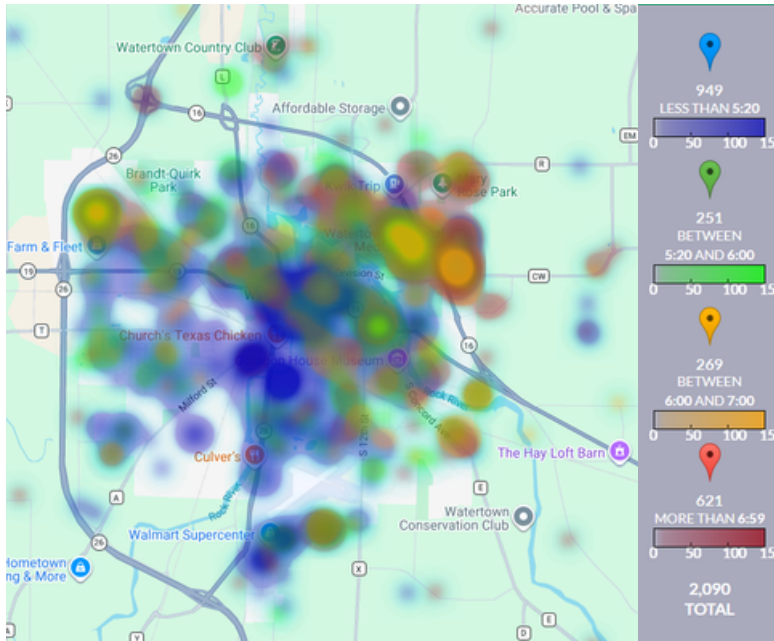
Year-to-Date Incidents by year and type



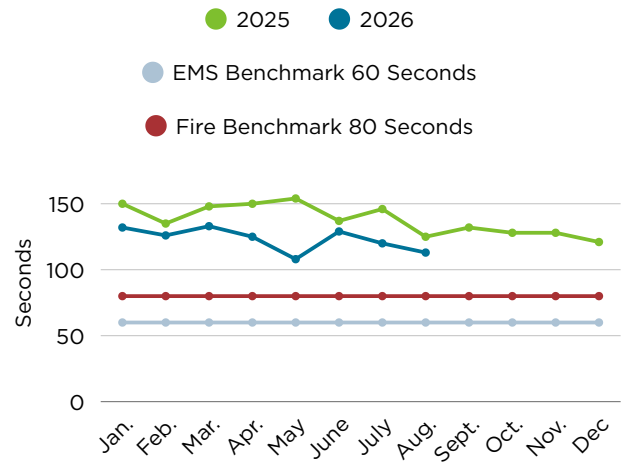
Public Service
The category Public Service is for incidents such as Lift Assist, CO and Smoke Detector alarm malfunctions

Other
Consists of Standby, Canceled calls, smoke in area, no patient found, controlled burn etc.

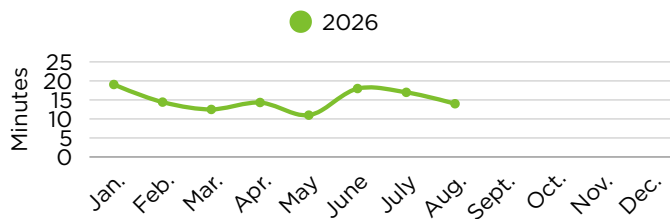
Year-to-Date Response Time Heat Map



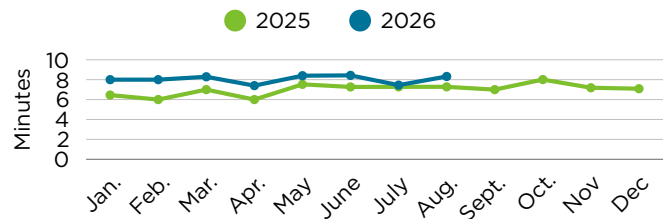
90th Percentile ALL ZONE TURNOUT TIME (Alarm>EnRoute)



90th Percentile TOWNSHIPS RESPONSE TIME (Alarm>First Unit Arrival)



90th Percentile CITY ZONE RESPONSE TIME (Alarm>First Unit Arrival)



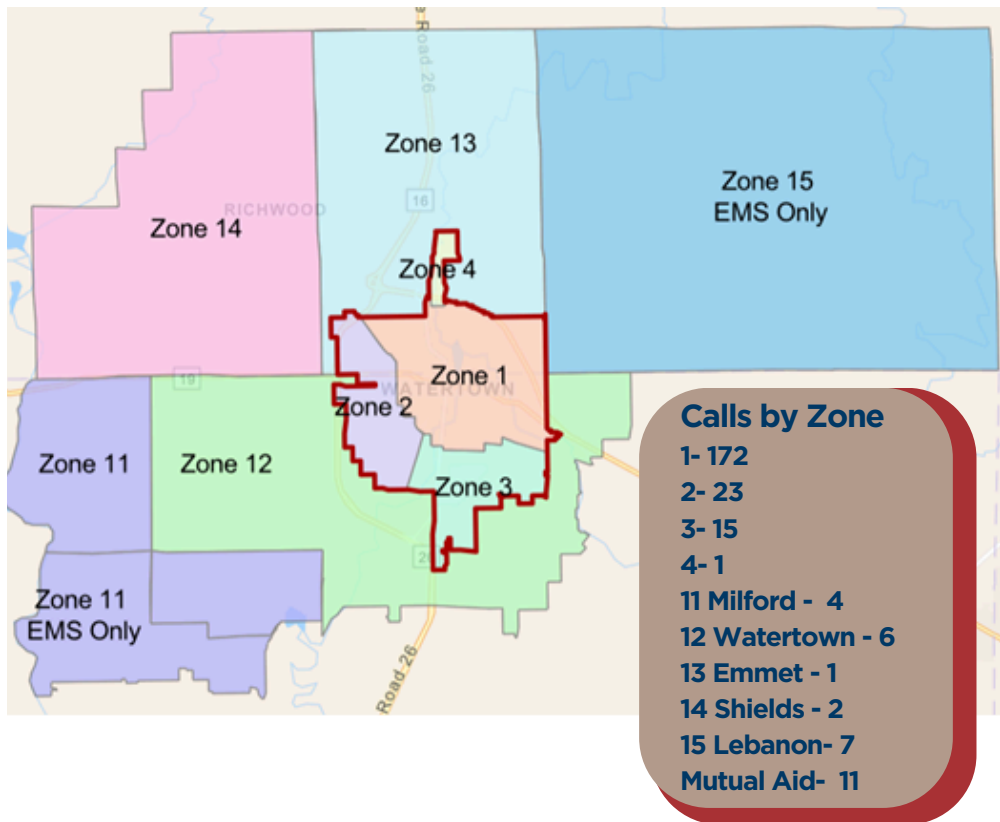
Simultaneous Calls by Month- Year to Year

This means that the crew is out on more than one call at the same time.

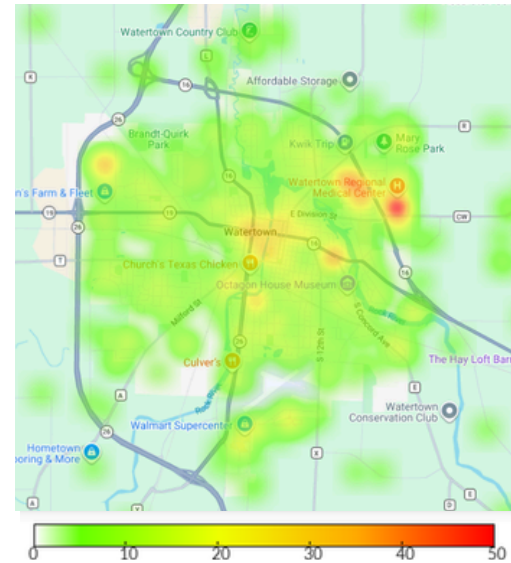
	2024		2025		2026	
January	52	19%	79	28%	51	25%
February	39	18%	63	28%	26	16%
March	52	22%	93	32%	44	23%
April	31	14%	74	28%	49	19%
May	47	20%	103	34%	65	23%
June	68	27%	78	27%	68	25%

	2024		2025		2026	
July	57	24%	87	30%	69	23%
August	50	22%	60	24%	47	20%
September	66	25%	89	33%		
October	57	22%	70	25%		
November	64	28%	57	24%		
December	58	28%	80	29%		

Calls per Zone This Month



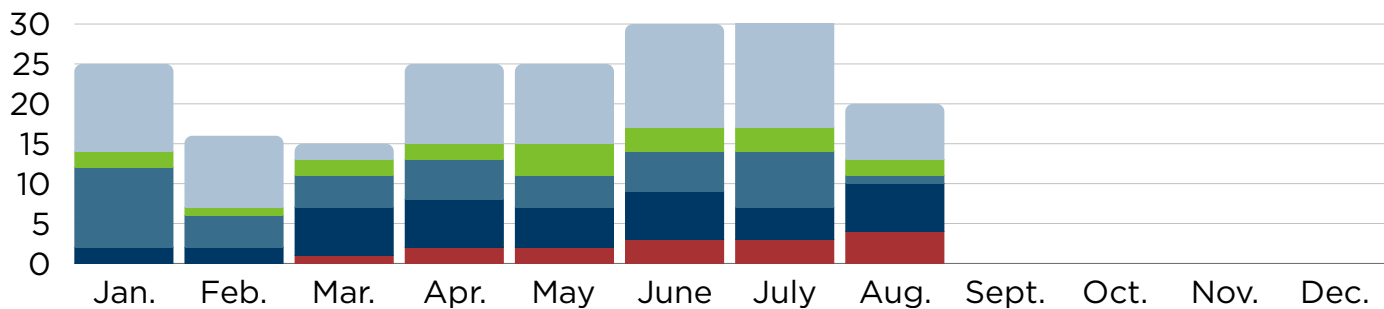
Year-to-Date Call Volume Heat Map



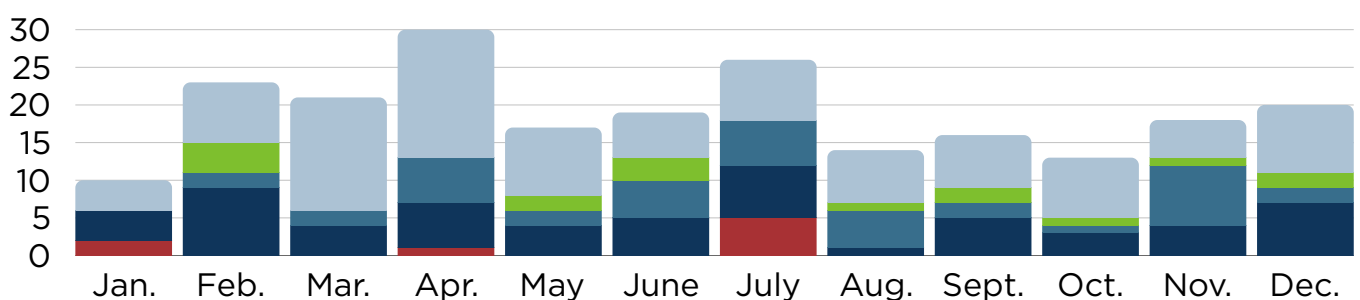
Calls per Township

● Milford 11
 ● Watertown 12
 ● Emmet 13
 ● Shields 14
 ● Lebanon 15

2026



2025

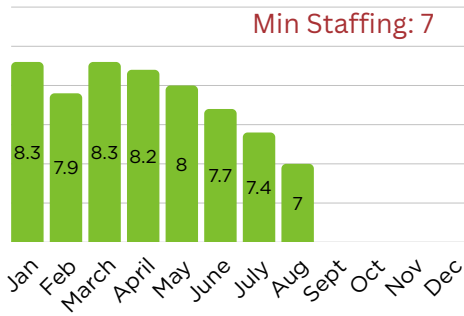


Department Staffing Overview

The department policy minimum staffing is 7 personnel per shift. That gets an engine, an ambulance, and a command vehicle out the door. At 7, everybody has a job and there is nobody left over. If a second call comes in, we have to pull someone off one of those units to cover it.

There are 9 personnel assigned to each shift so we can absorb vacation, sick time, and FMLA and still hit our minimum. When all 9 are working, we can put more apparatus in service. Most of our units, ambulances included, take at least two people to operate. At 9, we can run the ambulance, the tender, and the brush truck or boat, and we can get the ladder out, though not with a full crew.

Average Daily Staffing Level



Engine Crew
4

Firefighters required to safely staff and operate the engine on a response

Ambulance Crew
2

Paramedics required to staff and provide care

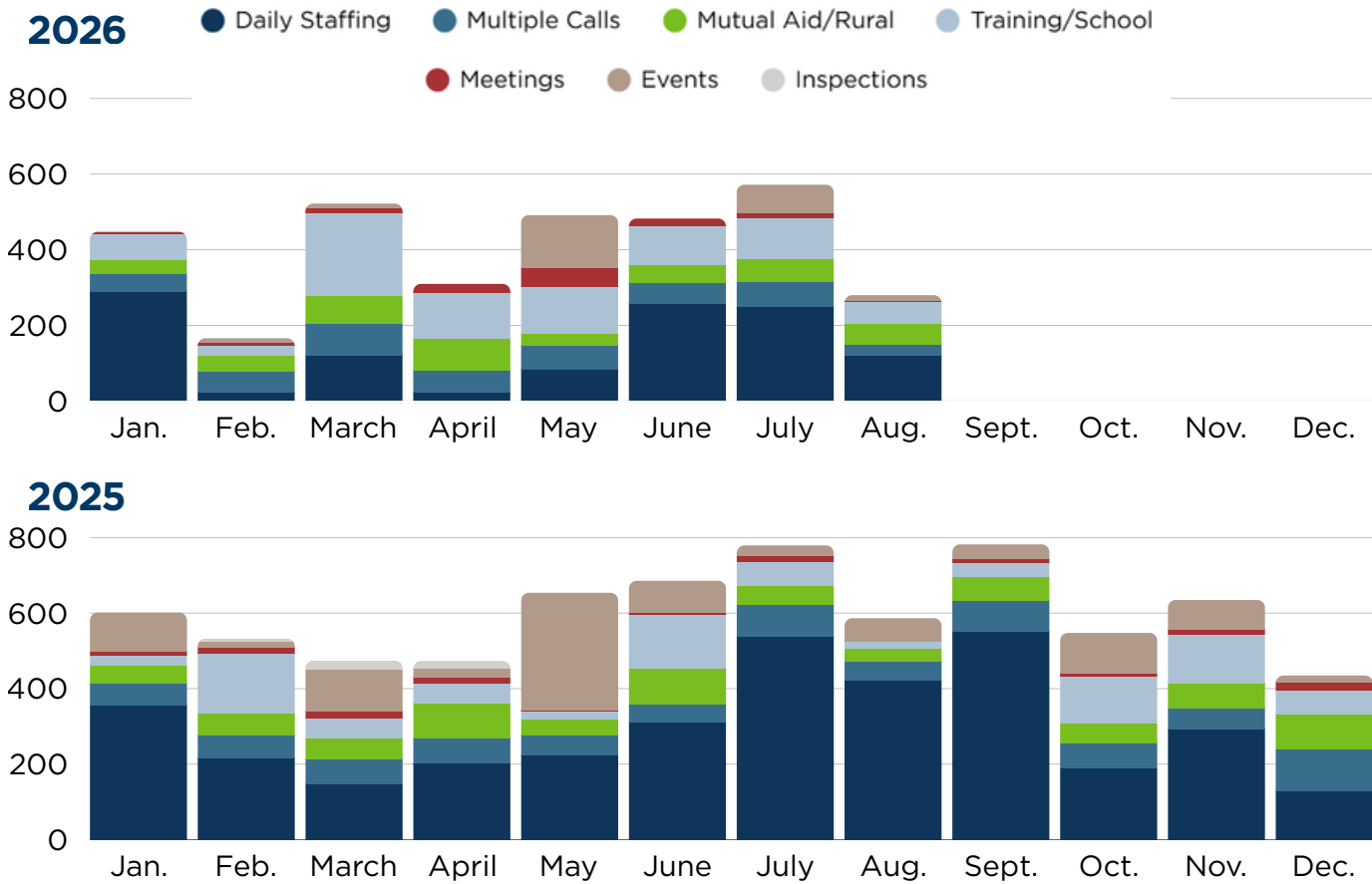
Shift Commander
1

Battalion Chief responsible for incident command and shift oversight

“Swing”
2

Covers Vacation & Sick leave; If none, staffs Ambulance, Tender, and Ladder

Total Monthly Overtime Hours



Fire Prevention Updates

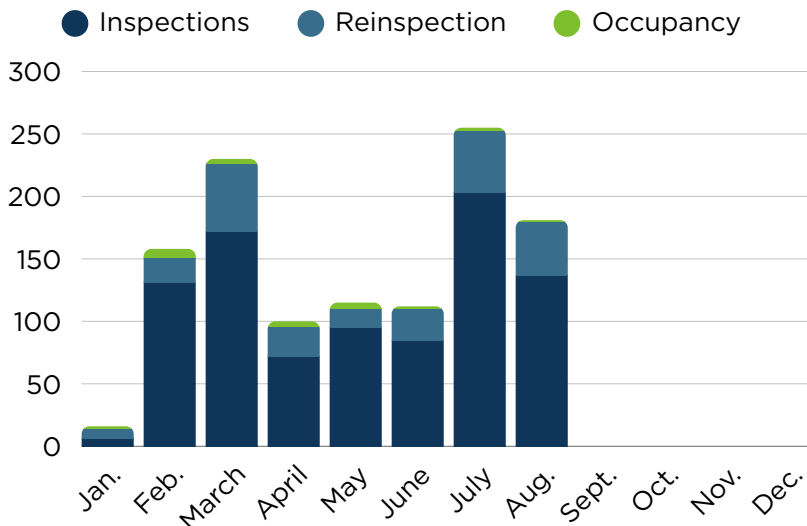
As cooler weather arrives in Watertown, fall is a good time to prepare your home for the heating season. Residents are encouraged to have furnaces and fireplaces inspected, keep combustible materials away from heating equipment, and test smoke and carbon monoxide alarms throughout the home.

Fall Safety Checklist

- Test smoke and carbon monoxide alarms and check their expiration dates.
- Have furnaces, fireplaces, and chimneys inspected and cleaned as appropriate.
- Keep space heaters at least three feet from anything that can burn.
- Never leave candles, outdoor fires, or cooking unattended.
- Make sure your home address is clearly visible from the street for emergency responders.

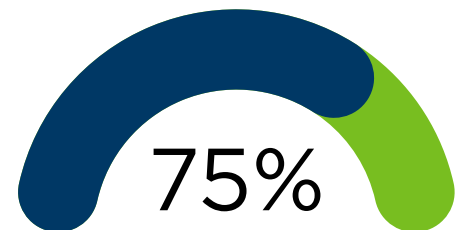
Our crews see firsthand how quickly a small fire or carbon monoxide problem can become a serious emergency. As you close up the house, turn on the furnace, or light the fireplace for the first time this season, take a few extra minutes to make sure everything is working safely. If something doesn't look or smell right, don't ignore it. A little prevention at home goes a long way toward keeping our Watertown families safe this fall.

Inspections Completed



Inspection Progress

Total Known Inspectable Properties: 1,198



**Fire Marshal
Calls for Service**

3- Incident Response

**Plans Reviewed
Year to Date**

17

Fire & Safety Tip

Preparing to return to school is great reminder that emergencies can happen at any time. Residents are encouraged to review their family emergency plans, make sure emergency kits are stocked, and know how they will receive important alerts and information during an emergency.

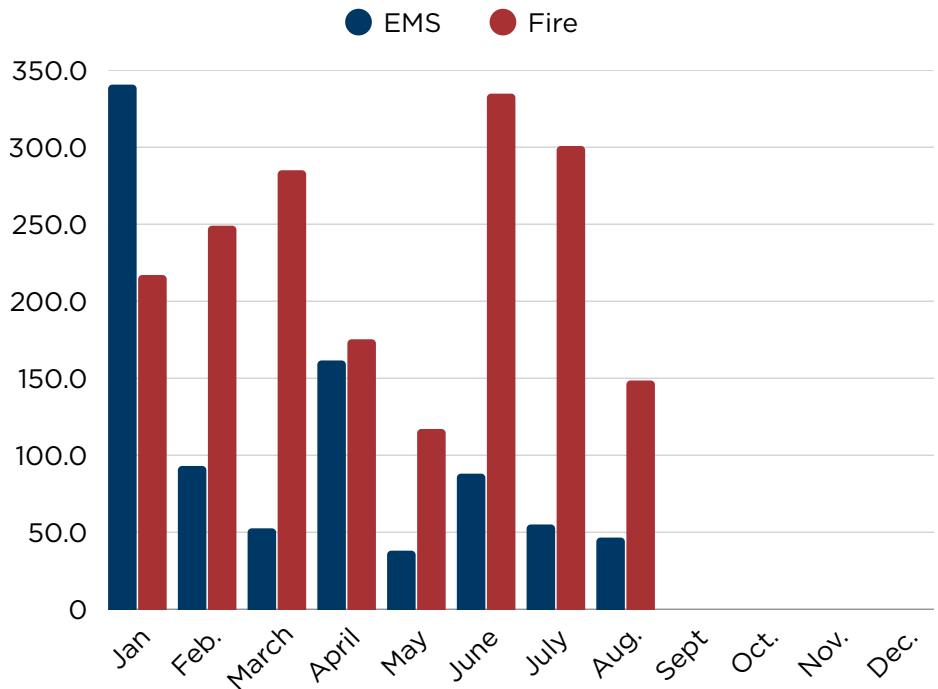
Training Highlights

Fire Investigator Training
Map / Road Familiarization
Vent/Enter/Search
Victim Rescue and Removal
Ventilation
Extrication
Ropes & Knots—Equipment
EMS—Medical

Public Relations Highlights

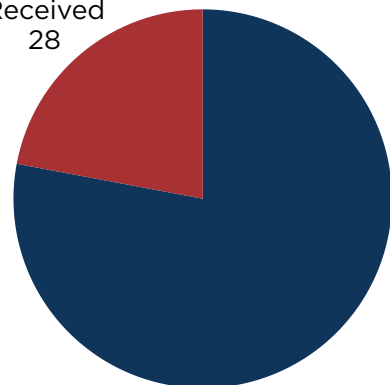
Wi Burn Camp
Movie Night Under Stars
Playgroup at Park- Health Dept
Watertown Hospital Brat Fry
Culvers Donation event

Training Hours



Mutual Aid Given/Received Year to Date

Mutual Aid
Received
28



Mutual Aid Given
99

Each August, Wisconsin Burn Camp provides young burn survivors an opportunity to spend a week with other kids who share similar experiences, building confidence, friendships, and lasting memories. Fire Marshal Don Dishno attended camp again this year, continuing the fire service's strong connection to supporting burn survivors beyond the emergency response.





Office of the
City Clerk
106 Jones Street
PO Box 477
Watertown, WI 53094-0477
(920) 262-4006

TO: COMMON COUNCIL
FROM: Megan Dunneisen, City Clerk
October 2, 2026

I would appreciate your consideration to appoint the following Election Inspectors, Chief Inspectors, and Special Voting Deputies, for a term to expire December 31, 2027. Special Voting Deputies are indicated by an asterisk*, Chief Inspectors are indicated by double asterisk**.

Bailey	Chad
Bates	Tammera
Borchardt	Cynthia
Braugher	Jim
Buchanan * **	Shelby
Buss	Linda
Clark*	Brad
Dopke	Lance
Faust***	Nicki
Fisk*	Annette
Hock*	Julie
Hornberger	Nancy
Italiano	Rachel
Jones	Sandy
Koehler	Donald
Limani	Afrdita
Murphy	Paige
Peters*	Nicole
Shultis	Sara
Timmerman	Thomas
Wetzel	Bob
Wetzel	Sheril
Winkels*	Janet

Thank you for your consideration.

Sincerely,

Megan Dunneisen, City Clerk

WATERTOWN PAYROLL SUMMARY

For the Period of: 9/2/2026 9/15/2026

Department	Employees		Regular Hours	Regular this Pay Period	Y-T-D Regular Actual	Annual Regular Budget	Overtime Hours	Overtime this Pay Period	Y-T-D Overtime Actual	Annual Overtime Budget
	FT	PT								
Administration	3	3	317	11,324	190,604	281,917	-	-	-	-
Alderspersons (2nd PR)		9	9	4,942	44,103	59,303	-	-	-	-
Attorney	2	1	220	8,551	157,234	222,321	-	-	-	-
Bldg. Inspection	3	4	288	10,437	198,924	286,891	-	-	-	-
Crossing Guards	-	9	113	1,148	14,306	28,000	-	-	-	-
Engineering	5	-	400	12,896	10,486	27,102	-	-	-	-
Finance	6	-	480	15,882	310,274	469,248	-	-	2,837	3,000
Fire	31	1	3383	101,752	1,922,767	2,564,329	128	12,894	181,690	247,000
Forestry	1	-	80	2,328	49,635	134,680	-	-	-	-
Health	8	3	731	26,634	537,449	809,474	-	-	-	2,250
Library	7	14	1012	25,846	484,175	500,677	-	-	-	-
Mayor	1	-	80	3,634	69,632	94,488	-	-	-	-
Media	2	2	185	5,455	101,200	263,120	-	-	-	-
Municipal Building	1	-	80	2,176	28,012	51,917	-	-	150	1,500
Municipal Court	1	1	100	3,418	63,311	89,258	-	-	-	-
Park	9	-	720	19,681	361,576	458,087	8	302	6,920	11,960
Park/Rec Admin	5	1	442	14,115	246,088	422,408	-	-	535	540
Police	54	1	4115	162,849	3,025,573	4,213,498	260	14,589	163,402	236,600
Police Reserve	-	5	35	495	5,487	15,000	-	-	-	-
Recreation and Pools		25	208	3,554	159,909	187,341	-	-	1,539	4,500
Solid Waste	8	-	640	20,470	374,231	526,359	1	41	1,992	3,000
Street / Storm Water	25	1	2026	59,905	1,143,357	1,604,333	5	251	14,125	35,500
Wastewater	10	-	800	26,945	517,998	779,039	31	1,646	25,728	18,000
Water Dept.	11	-	880	32,224	605,843	839,515	44	1,934	13,540	23,500
TOTALS	193 FT	80 PT	17344	\$576,661	\$10,622,173	\$14,928,305	477	\$31,657	\$412,458	\$587,350

October 2, 2026

TO: Members of the Common Council

The licenses below have been recommended for conditional approval.

- *Temporary Class “B” Beer License — Watertown Humane Society, Music on Main Event, 1 West Main Street (Town Square), October 17, 2026, 5:00 p.m. to 9:00 p.m.*
- *Temporary Class “B” Beer License — Watertown Humane Society, Cruisin for Critters Event, 1907 Market Way, October 18, 2026, 11:00 a.m. to 4:00 p.m.*

Recommended conditions for both licenses include:

- *Age-verifying wristbands;*
- *Signage identifying the areas where alcohol is permitted (alcohol boundary signs); and*
- *Alcohol sold in original, non-glass containers.*

For the Cruisin for Critters Event, it is also recommended that the conditions include open-container barriers around the licensed premises where alcohol is stored, sold, and consumed.

Respectfully submitted,

Megan Dunneisen
City Clerk

Form
AB-220

Temporary Alcohol Beverage License

Municipality

C. Watertown

License(s) Requested	Fees	
☐ Temporary "Class B" Wine	☒ Temporary Class "B" Beer	License Fees \$
		Background Check \$
		Total Fees \$

Part A: Organization Information			
1. Organization Name Watertown Humane Society			
2. Organization Permanent Address 418 Water Tower Ct.			
3. City Watertown		4. State WI	5. Zip Code 53094
6. Mailing Address (if different from permanent address)			
7. FEIN 39-1097337	8. Date of Organization/Incorporation 07/01/76	9. State of Organization/Incorporation Wisconsin	
10. Phone (920) 261-1270	11. Email manager@whsadopt.org		
12. Organization type (check one)			
☐ Bona Fide Club ☐ Church ☐ Fair Association/Agricultural Society ☐ Veteran's Organization ☒ Lodge/Society ☐ Chamber of Commerce or similar Civic or Trade Organization under ch. 181, Wis. Stats.			
13. Is this organization required to hold a Wisconsin Seller's permit? ☒ Yes ☐ No			
14. Wisconsin Seller's Permit Number (if applicable) 456-0000318045-02			

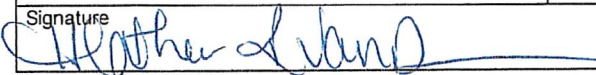
Part B: Individual Information			
List the name, title, and phone number for all officers, directors, and agent of the organization. Include an Individual Questionnaire (Form AB-100) for each person listed below. Attach additional sheets if necessary.			
Corporations must also include Alcohol Beverage Appointment of Agent (Form AB-101).			
Last Name	First Name	Title	Phone
VanDam	Heather	Executive Director	(920) 261-1270
Bocher	Kendall	Board President	(920) 988-0900
Grauer	Tammy	Board Vice President	(920) 894-8695
Hendricks	Sara	Board Secretary	(920) 988-5555
Chaney	Dorothy	Board Treasurer	(773) 372-3555

Continued →

Music on Main Updated Location

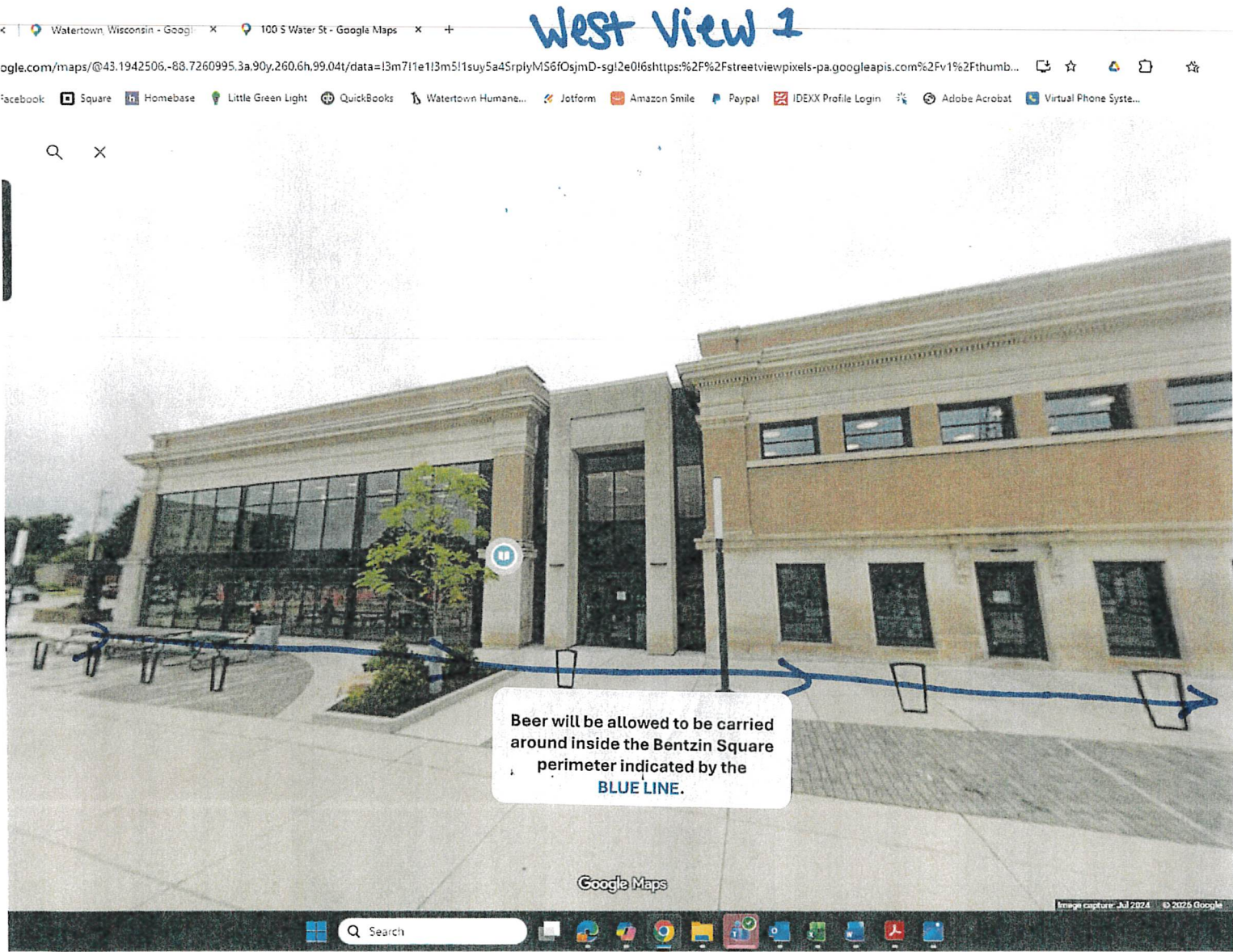
Section 11, Item A.

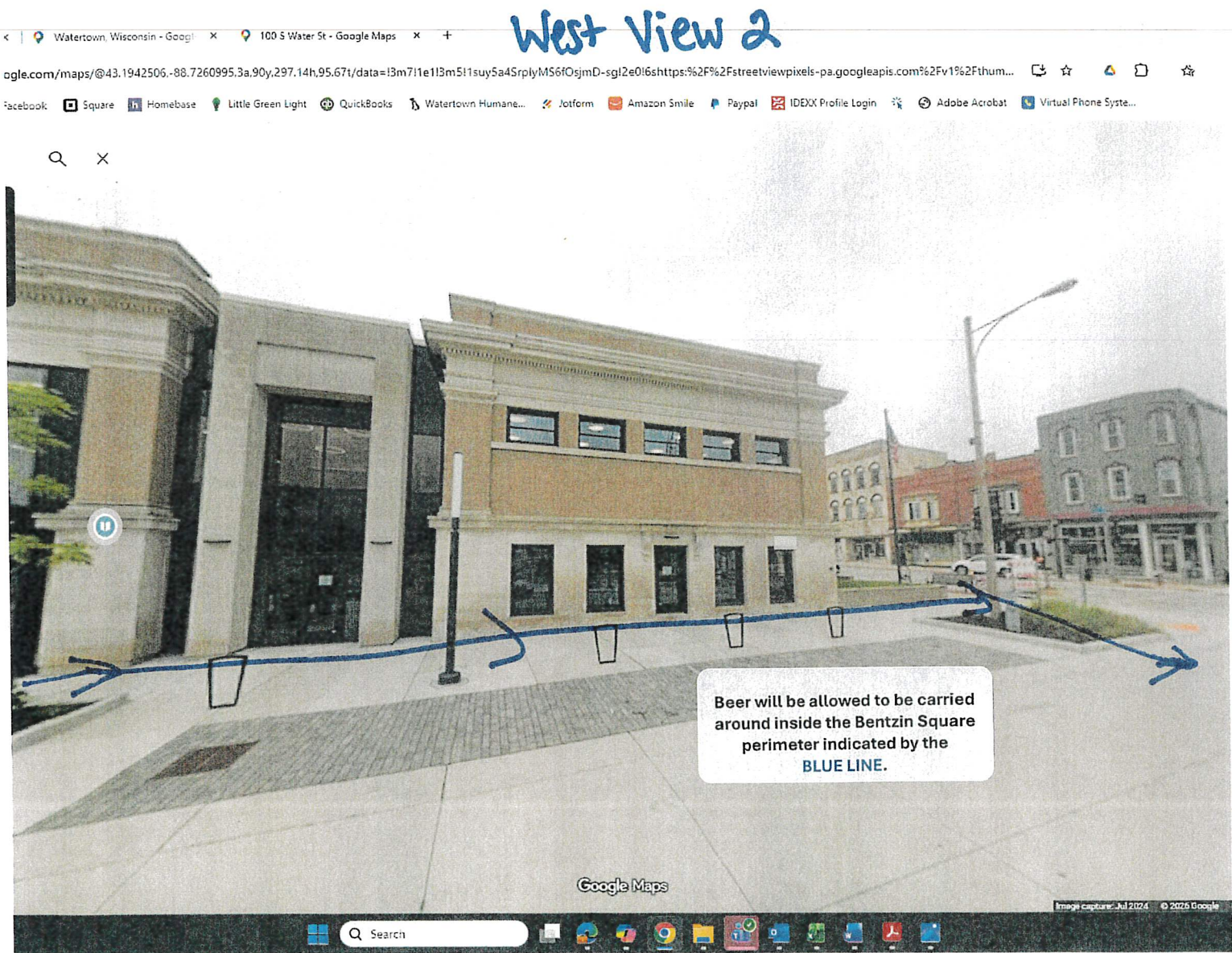
Part C: Event Information			
1. Name of Event (if applicable) Music On Main			
2. Dates of Operation 10-17-2026		3. Hours of Operation 11am-4pm 5pm-9pm	
4. Premises Address 1 West Main Street			
5. City Watertown		6. State WI	7. Zip Code 53094
8. County Jefferson	9. Governing Municipality ☒ City ☐ Town ☐ Village of: _____		10. Aldermanic District
11. Organizer of Event (if not the named applicant) Heather VanDam		12. Email and/or Phone Number for Organizer of Event manager@whsadopt.org	
13. Organizer Website www.whsadopt.org		14. Event Website n/a	
15. Premises Description - Describe the building or buildings and any outside areas where alcohol beverages and records are sold, stored, or consumed, and related records are kept. Describe all rooms within the building, including living quarters. Authorized alcohol beverage activities and storage of records may occur only on the premises described in this application. Attach a map or diagram and additional sheets if necessary. The beer will be purchased from a distributor and kept in the beer cooler next to the sidewalk. The beer will sold from the cooler on the sidewalk on the square. The beverage consumers will be allowed to carry their beer around Bentzin Square. The beer will not be allowed outside the designated area by the music shell on Bentzin Square.			

Part D: Attestation		
Who must sign this application? • one officer or director of the nonprofit organization		
READ CAREFULLY BEFORE SIGNING: Under penalty of law, I have answered each of the above questions completely and truthfully. I agree that I am acting solely on behalf of the applicant organization and not on behalf of any other individual or entity seeking the license. Further, I agree that the rights and responsibilities conferred by the license(s), if granted, will not be assigned to another individual or entity. I agree to operate according to the law, including but not limited to, purchasing alcohol beverages from Wisconsin-permitted wholesalers. I understand that lack of access to any portion of a licensed premises during inspection will be deemed a refusal to allow inspection. Such refusal is a misdemeanor and grounds for revocation of this license. I understand that any license issued contrary to Wis. Stat. Chapter 125 shall be void under penalty of state law. I further understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than \$1,000 if convicted.		
Last Name VanDam	First Name Heather	M.I. R
Title Executive Director	Email manager@whsadopt.org	Phone (920) 261-1270
Signature 		Date 09/21/26

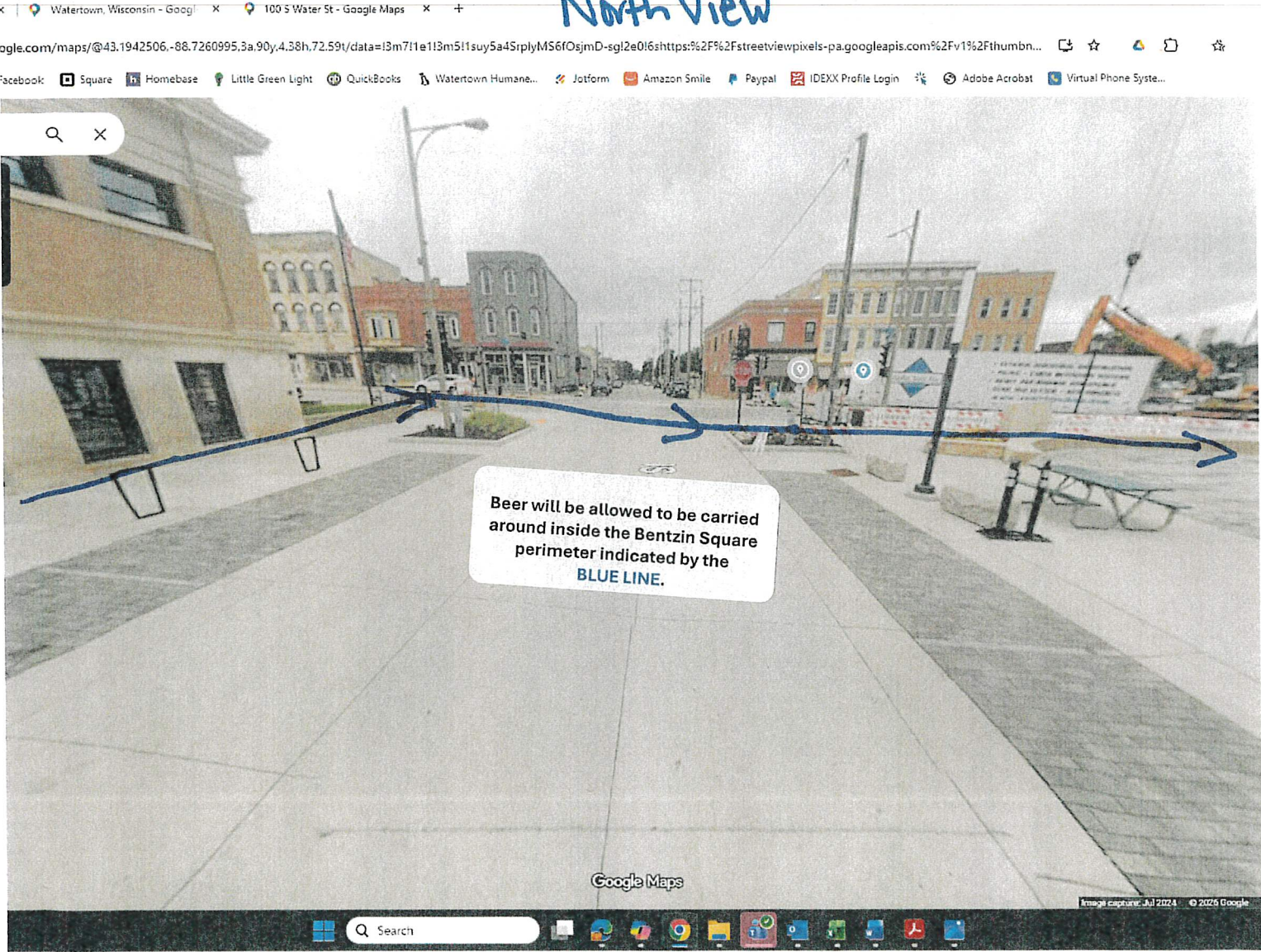
Part E: For Clerk Use Only	
Date Application Was Filed With Clerk 9-10-26	License Number
Date License Granted	Date License Issued
Signature of Clerk/Deputy Clerk	

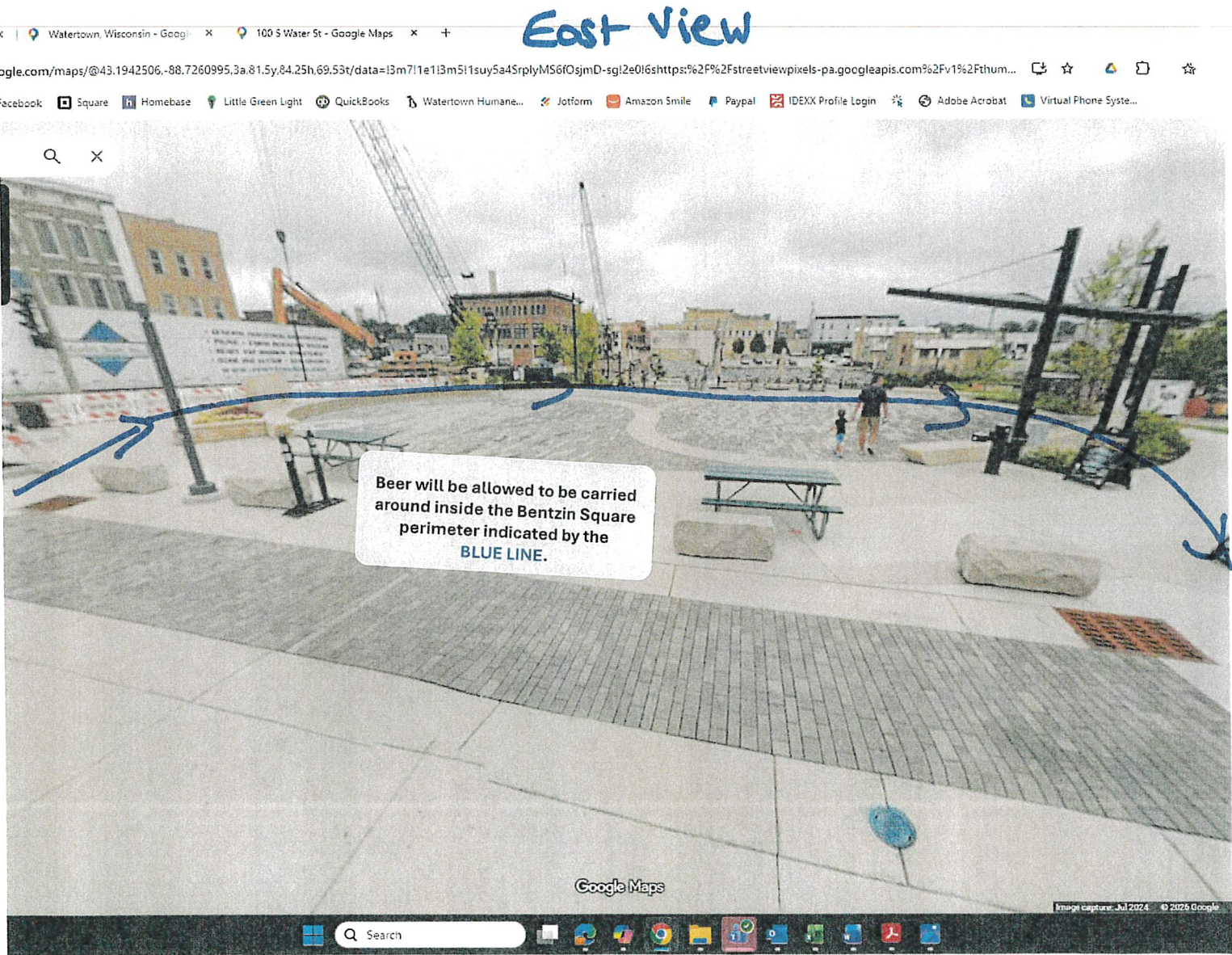






North View





Form
AB-101

Alcohol Beverage
Appointment of Agent

Date 9/18/26

Agent Type (check one)	
☒ Original (no fee)	☐ Successor (\$10 fee for municipal licensees only)

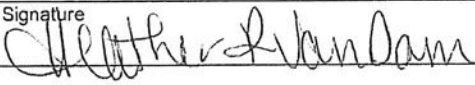
Part A: Business Information	
1. Legal Business Name (individual name if sole proprietor) Watertown Humane Society	
2. Business Trade Name or DBA	
3. Entity Type (check one) ☐ Limited Liability Company ☐ Corporation ☒ Nonprofit Organization	
4. Alcohol Beverage Business Authorization (check one) ☐ Municipal Retail License ☐ State Permit	5. If successor agent, provide State Permit or Municipal Retail License Number
6. Describe the reason for appointing a successor agent, if successor is checked above.	

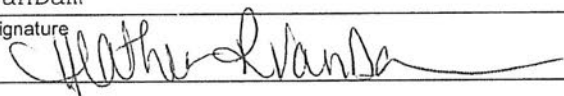
Part B: Agent Information		
1. Last Name VanDam	2. First Name Heather	3. M.I. R



Part C: Agent Questions	
1. Have you satisfied the responsible beverage server training requirement? Submit proof of completion.	☒ Yes ☐ No
2. Have you completed Form AB-100, Alcohol Beverage Individual Questionnaire (licensee) or Form AB-300, Alcohol Beverage Personal Questionnaire (permittee)?	☒ Yes ☐ No
3. Have you been a Wisconsin resident for at least 90 continuous days? See instructions for exceptions.	☒ Yes ☐ No

Continued →

Part D: Business Attestation			
READ CAREFULLY BEFORE SIGNING: I, the Undersigned , authorize the above-named individual to act for the above-named corporation, nonprofit organization, or limited liability company with full authority and control of the premises and of all alcohol beverage activities on such premises. I certify that I am authorized by the above-named entity to authorize this individual to act on behalf of the entity. If I am appointing a successor agent, I rescind all previous agent appointments for this premises. Further, I understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than \$1,000 if convicted.			
Last Name VanDam		First Name Heather	M.I. R
Title Executive Director	Email manager@whsadopt.org	Phone (262) 370-9586	
Signature 		Date 09/18/26	

Part E: Agent Attestation			
READ CAREFULLY BEFORE SIGNING: I, the Agent , hereby accept this appointment as agent for the above-named corporation, nonprofit organization, or limited liability company and assume full responsibility for the conduct of all alcohol beverage activities on the premises for the above-named business. I further understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than \$1,000 if convicted.			
Last Name VanDam		First Name Heather	M.I. R
Signature 		Date 09/18/26	

October 2, 2026

TO: Members of the Common Council

The licenses below have been recommended for conditional approval.

- *Temporary Class “B” Beer License — Watertown Humane Society, Music on Main Event, 1 West Main Street (Town Square), October 17, 2026, 5:00 p.m. to 9:00 p.m.*
- *Temporary Class “B” Beer License — Watertown Humane Society, Cruisin for Critters Event, 1907 Market Way, October 18, 2026, 11:00 a.m. to 4:00 p.m.*

Recommended conditions for both licenses include:

- *Age-verifying wristbands;*
- *Signage identifying the areas where alcohol is permitted (alcohol boundary signs); and*
- *Alcohol sold in original, non-glass containers.*

For the Cruisin for Critters Event, it is also recommended that the conditions include open-container barriers around the licensed premises where alcohol is stored, sold, and consumed.

Respectfully submitted,

Megan Dunneisen
City Clerk

Form
AB-220

Temporary Alcohol Beverage License

Municipality
C-Watertown

License(s) Requested	Fees	
☐ Temporary "Class B" Wine ☒ Temporary Class "B" Beer	License Fees	\$ 10.00
	Background Check	\$
	Total Fees	\$

Part A: Organization Information		
1. Organization Name WATERTOWN HUMANE SOCIETY		
2. Organization Permanent Address 418 WATER TOWER CT.		
3. City WATERTOWN	4. State WI	5. Zip Code 53094
6. Mailing Address (if different from permanent address)		
7. FEIN 39-1097337	8. Date of Organization/Incorporation 07/01/1976	9. State of Organization/Incorporation WISCONSIN
10. Phone	11. Email	
12. Organization type (check one) ☐ Bona Fide Club ☐ Church ☐ Fair Association/Agricultural Society ☐ Veteran's Organization ☒ Lodge/Society ☐ Chamber of Commerce or similar Civic or Trade Organization under ch. 181, Wis. Stats.		
13. Is this organization required to hold a Wisconsin Seller's permit? ☒ Yes ☐ No		
14. Wisconsin Seller's Permit Number (if applicable) 456-0000318045-02		

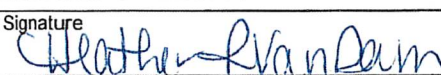
Part B: Individual Information			
List the name, title, and phone number for all officers, directors, and agent of the organization. Include an Individual Questionnaire (Form AB-100) for each person listed below. Attach additional sheets if necessary. Corporations must also include Alcohol Beverage Appointment of Agent (Form AB-101).			
Last Name	First Name	Title	Phone
VanDam	Heather	Executive Director	(920) 261-1270
Bocher	Kendall	Board President	(920) 988-0900
Grauer	Tammy	Board Vice President	(262) 894-8695
Hendricks	Sara	Board Secretary	(920) 988-5555
Chaney	Dorothy	Board Treasurer	(773) 372-3555

Continued →

Updated Location Description

Section 11, Item B.

Part C: Event Information			
1. Name of Event (if applicable) Cruisin for Critters			
2. Dates of Operation 10-18-2026		3. Hours of Operation 11am-4pm	
4. Premises Address 1907 Market Way			
5. City Watertown		6. State WI	7. Zip Code 53094
8. County Jefferson	9. Governing Municipality ☒ City ☐ Town ☐ Village of: _____		10. Aldermanic District
11. Organizer of Event (if not the named applicant) Heather VanDam		12. Email and/or Phone Number for Organizer of Event manager@whsadopt.org	
13. Organizer Website www.whsadopt.org		14. Event Website n/a	
15. Premises Description - Describe the building or buildings and any outside areas where alcohol beverages and records are sold, stored, or consumed, and related records are kept. Describe all rooms within the building, including living quarters. Authorized alcohol beverage activities and storage of records may occur only on the premises described in this application. Attach a map or diagram and additional sheets if necessary. The beer will be purchased from a distributor and kept in the beer cooler next to the sidewalk. The beer will sold from the sidewalk right outside Watertown Liquor. The beverage consumers will be allowed to carry their beer around the car show which will be contained inside the private parking lot at 1907 Market Way. The beer will not be allowed outside the designated parking area at 1907 Market Way.			

Part D: Attestation		
Who must sign this application? • one officer or director of the nonprofit organization		
READ CAREFULLY BEFORE SIGNING: Under penalty of law, I have answered each of the above questions completely and truthfully. I agree that I am acting solely on behalf of the applicant organization and not on behalf of any other individual or entity seeking the license. Further, I agree that the rights and responsibilities conferred by the license(s), if granted, will not be assigned to another individual or entity. I agree to operate according to the law, including but not limited to, purchasing alcohol beverages from Wisconsin-permitted wholesalers. I understand that lack of access to any portion of a licensed premises during inspection will be deemed a refusal to allow inspection. Such refusal is a misdemeanor and grounds for revocation of this license. I understand that any license issued contrary to Wis. Stat. Chapter 125 shall be void under penalty of state law. I further understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than \$1,000 if convicted.		
Last Name VanDam	First Name Heather	M.I. R
Title Executive Director	Email manager@whsadopt.org	Phone (920) 261-1270
Signature 		Date 09/21/26

Part E: For Clerk Use Only	
Date Application Was Filed With Clerk 9-10-26	License Number
Date License Granted	Date License Issued
Signature of Clerk/Deputy Clerk	

Megan Dunneisen

From: Heather VanDam <manager@whsadopt.org>
Sent: Monday, September 21, 2026 11:32 AM
To: Megan Dunneisen
Subject: RE: C. Watertown Temp B License

The parking lot will be closed off to visitors, only car show cars will be allowed in and parked there. The owner got permission from the surrounding businesses for visitors to park there for the event. Do you need me to update the description further for this?

Bob, the owner of the store is working on the letter from the owner of the property, I followed up with him on that again last week. They gave him verbal permission but he is aware, and so is his assistant is aware, we still need the written permission. I will follow up on that again right now.

Also I sent an updated copy of the COI to Nikki this morning as well.

Heather VanDam
Executive Director
Watertown Humane Society



920-261-1270

Hours of Operation:
Mondays: Closed
Tuesday-Friday: 10am-5pm
Saturday: 10am-3pm
Sunday: Closed

From: Megan Dunneisen <MDunneisen@watertownwi.gov>
Sent: Monday, September 21, 2026 11:28 AM
To: Heather VanDam <manager@whsadopt.org>
Subject: RE: C. Watertown Temp B License

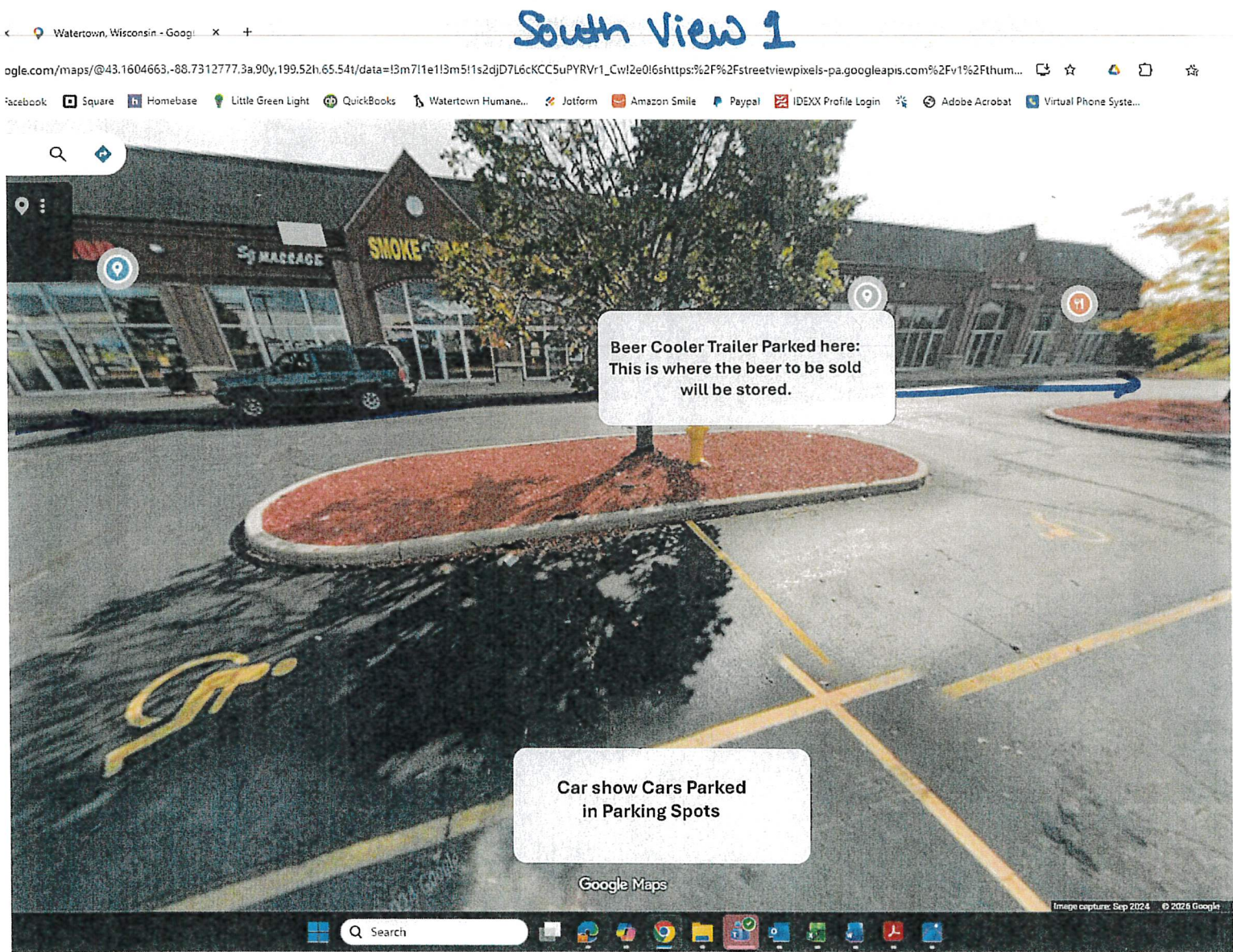
Thank you.

Double checking, the parking lot is not going to be closed off, remaining open for people to park?

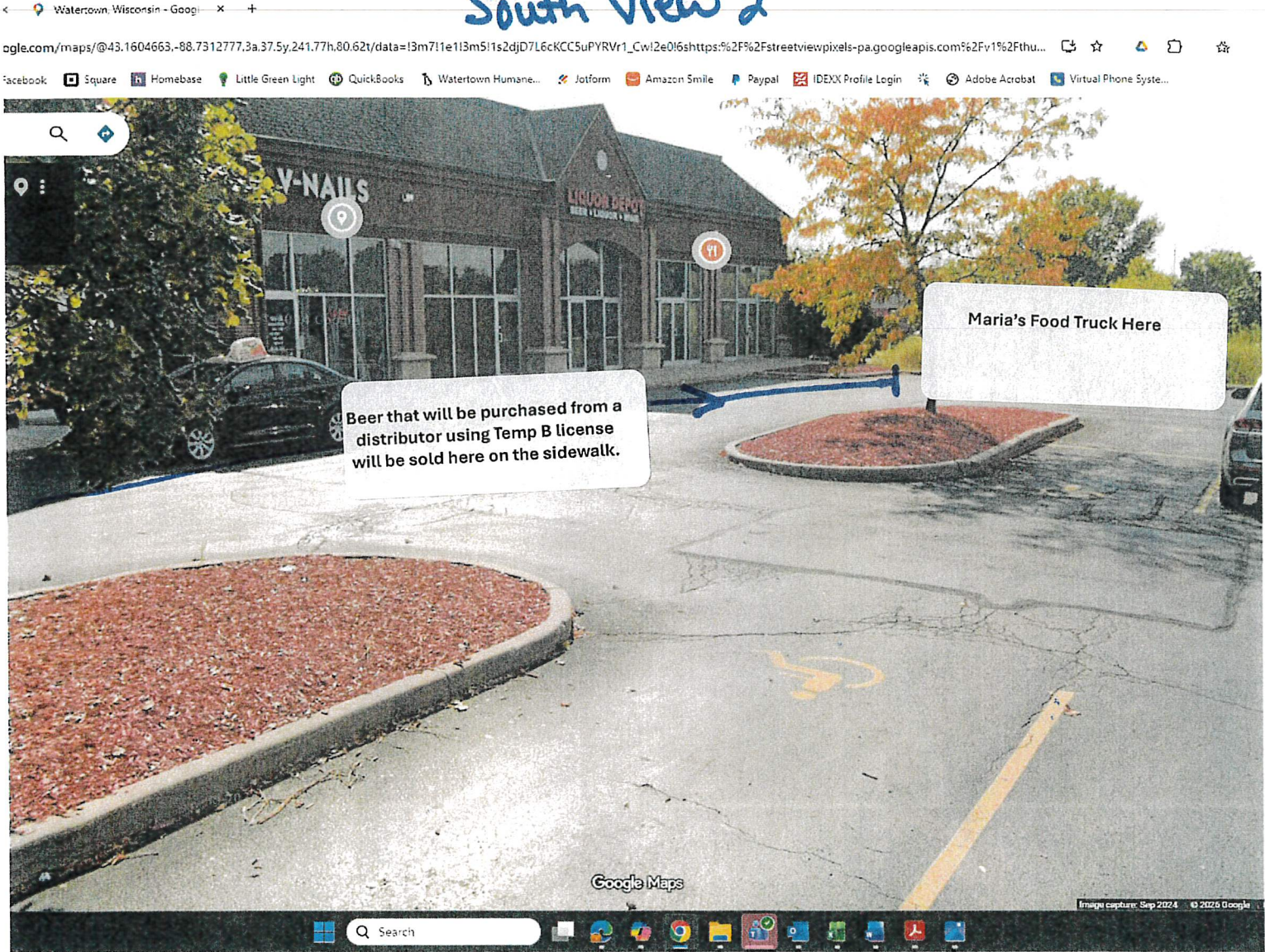
This is also needed for the special event permit, but do you have a copy of the written permission for the private parking lot use from the owner that you can provide for us to put with your files?

Thanks again,

Megan



South View 2





East View 1



East View 2



Form
AB-101

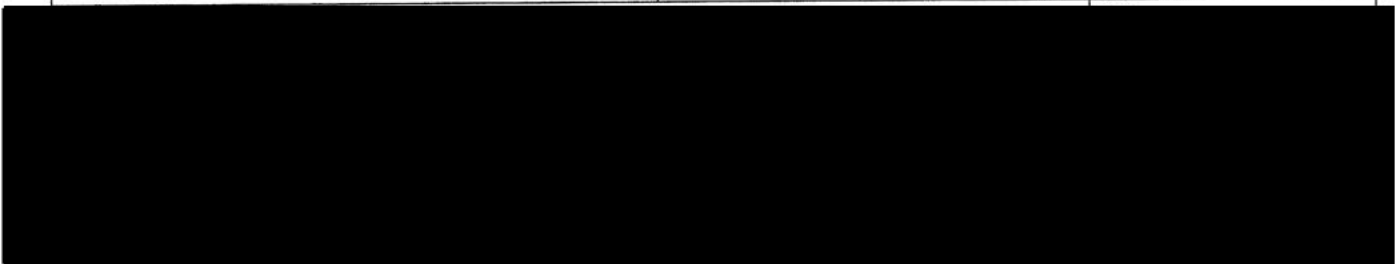
Alcohol Beverage
Appointment of Agent

Date 9/18/26

Agent Type (check one)	
☒ Original (no fee)	☐ Successor (\$10 fee for municipal licensees only)

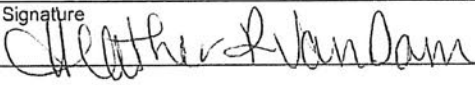
Part A: Business Information	
1. Legal Business Name (individual name if sole proprietor) Watertown Humane Society	
2. Business Trade Name or DBA	
3. Entity Type (check one) ☐ Limited Liability Company ☐ Corporation ☒ Nonprofit Organization	
4. Alcohol Beverage Business Authorization (check one) ☐ Municipal Retail License ☐ State Permit	5. If successor agent, provide State Permit or Municipal Retail License Number
6. Describe the reason for appointing a successor agent, if successor is checked above.	

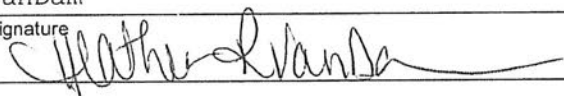
Part B: Agent Information		
1. Last Name VanDam	2. First Name Heather	3. M.I. R



Part C: Agent Questions	
1. Have you satisfied the responsible beverage server training requirement? Submit proof of completion.	☒ Yes ☐ No
2. Have you completed Form AB-100, Alcohol Beverage Individual Questionnaire (licensee) or Form AB-300, Alcohol Beverage Personal Questionnaire (permittee)?	☒ Yes ☐ No
3. Have you been a Wisconsin resident for at least 90 continuous days? See instructions for exceptions.	☒ Yes ☐ No

Continued →

Part D: Business Attestation			
READ CAREFULLY BEFORE SIGNING: I, the Undersigned , authorize the above-named individual to act for the above-named corporation, nonprofit organization, or limited liability company with full authority and control of the premises and of all alcohol beverage activities on such premises. I certify that I am authorized by the above-named entity to authorize this individual to act on behalf of the entity. If I am appointing a successor agent, I rescind all previous agent appointments for this premises. Further, I understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than \$1,000 if convicted.			
Last Name VanDam		First Name Heather	M.I. R
Title Executive Director	Email manager@whsadopt.org	Phone (262) 370-9586	
Signature 		Date 09/18/26	

Part E: Agent Attestation			
READ CAREFULLY BEFORE SIGNING: I, the Agent , hereby accept this appointment as agent for the above-named corporation, nonprofit organization, or limited liability company and assume full responsibility for the conduct of all alcohol beverage activities on the premises for the above-named business. I further understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than \$1,000 if convicted.			
Last Name VanDam		First Name Heather	M.I. R
Signature 		Date 09/18/26	

**ORDINANCE TO
CREATE SECTION 410-33(H) CAMPING PROHIBITED ON CITY
PROPERTY OF THE CITY OF WATERTOWN GENERAL ORDINANCES**

**SPONSOR: ALD. DANA DAVIS
FROM: PUBLIC SAFETY & WELFARE COMMITTEE**

THE COMMON COUNCIL OF THE CITY OF WATERTOWN DOES ORDAIN AS FOLLOWS:

SECTION 1. § 410-33(H) Camping prohibited on City property is hereby created to read as follows:

§ 410-33(H) Camping prohibited on City property.

A. Definitions. As used in this subsection, the following terms shall have the meanings indicated:

CITY PROPERTY

All property, parks, rights-of-way, parking lots, easements or other land owned, leased, controlled, or managed by the City of Watertown.

TO CAMP

To maintain a campsite or take habitation in a single location on City property.

B. It shall be unlawful for any person to camp, lodge, to live in for a time, or to take habitation in any portion of City property within the City of Watertown. Evidence of lodging shall include, but not be limited to, bedrolls, mattresses, blankets, cooking utensils, clothing, and other personal belongings.

C. The City will remove individuals, personal property, camping materials and campsites from City property after providing reasonable notice of the City’s intent to clear the site. Notice may include, but is not limited to, posting the site or notice served pursuant to Wis. Stat. § 801.11.

Disposition and release of personal property.

- 1) Items in an unsanitary condition may be discarded by the City. Items in an unsanitary condition include, but are not limited to, garbage, rubbish, and all refuse accumulations of animal, fruit or vegetable matter that attend the preparation, use, cooking, dealing in or storage of meat, fish, fowl, fruits or vegetables; and items constituting a health hazard or risk.
- 2) Weapons, drug paraphernalia, stolen items, contraband, and evidence of a crime may be retained as evidence by the Police Department until an alternate disposition is determined.

3) All personal property removed by the City, which is not disposed of or held as evidence, as provided above, will be stored by the City for a minimum of 30 days, during which time it shall be made reasonably available for and released to an individual confirming ownership.

SECTION 2. All ordinances or parts of ordinances inconsistent with the provisions of this ordinance are hereby repealed.

SECTION 3. This ordinance shall take effect and be in force the day after its passage and publication.

DATE:	Oct. 6, 2026		Oct. 20, 2026	
READING:	1ST		2ND	
	YES	NO	YES	NO
DAVIS				
LAMPE				
BERG				
NITECKI				
BLANKE				
SMITH				
ARNETT				
HAASE				
MOLDENHAUER				
MAYOR STOCKS				
TOTAL				

ADOPTED October 20, 2026

CITY CLERK

APPROVED October 20, 2026

MAYOR

**RESOLUTION TO
APPROVE ELECTED/APPOINTED OFFICIALS CODE OF CONDUCT**

SPONSOR: MAYOR STOCKS

WHEREAS, the City recognizes that ethical and transparent governance is essential to maintaining public trust and ensuring the integrity of municipal operations; and

WHEREAS, in addition to the provisions set forth in Chapter 65, Ethics, of the Watertown Municipal Code, the City finds it necessary and appropriate to establish clear expectations for the conduct, behavior, and responsibilities of its elected and appointed officials; and

WHEREAS, the adoption of an Elected/Appointed Officials Code of Conduct provides a uniform framework to promote professionalism, civility, accountability, and compliance with all applicable laws, policies, and ethical standards; and

WHEREAS, the Common Council has reviewed the proposed Elected/Appointed Officials Code of Conduct and finds that its adoption is in the best interest of the City and its residents.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF WATERTOWN, WISCONSIN:

That the Elected/Appointed Officials Code of Conduct attached hereto is hereby adopted as the official policy of the City.

That this Resolution shall be in full force and effect upon its passage and adoption.

	YES	NO
DAVIS		
LAMPE		
BERG		
NITECKI		
BLANKE		
SMITH		
ARNETT		
HAASE		
MOLDENHAUER		
MAYOR STOCKS		
TOTAL		

ADOPTED October 6, 2026

CITY CLERK

APPROVED October 6, 2026

MAYOR

City of Watertown Code of Conduct
Elected and Appointed Officials
8/31/26 - DRAFT

Section 1: The City of Watertown Code of Conduct

It is the policy of the City of Watertown to uphold, promote, and demand the highest standards of ethics from its elected and appointed officials. Accordingly, members of the Common Council, the Mayor, Commission/Board/Committee members, and other appointed officials shall maintain the utmost standards of personal integrity, trustworthiness, honest, and fairness in carrying out their public duties, avoid any improprieties in their roles as public servants, comply with all applicable laws, and never use their City position or authority improperly or for personal gain.

The City of Watertown and its elected/appointed officials share a commitment to ethical conduct and service to the City of Watertown. This Code has been created to ensure that all officials have clear guidelines for carrying out their responsibilities in their relationships with each other, with the City staff, with the citizens of Watertown, and with all other private and governmental entities.

Section 2: Standards of Expected Conduct

City elected and appointed officials shall create and maintain a welcoming, courteous and inclusive environment in the performance of their duties. They shall not engage in abusive, violent, bullying, harassing, discriminatory, or other threatening or intimidating behaviors or language.

- Bullying is repeated, unwanted, aggressive physical or verbal behavior that hurts another individual, physically, mentally, or emotionally.
- Harassment is repeated or egregious unwelcome, intimidating, hostile or offensive actions, words, jokes or comments based on any protected class status or statuses.
- Discrimination is unfair treatment of an individual or members of a group based on their protected class status or statuses.

Section 3: Elected/Appointed Official Conduct with One Another

The Common Council and Mayor (hereinafter the “Council”) have a responsibility to set the policies for the City. Policy setting is a function of the legislative body (elected Alderpersons and Mayor), while the executive body (Mayor) assures policies, as set by the Council, are carried out with staff assistance. In doing so, certain types of conduct foster positive debate while other types do not. The Council is responsible for treating one another as they wish to be treated. The same expectation is in place for Commission/Board/Committee Members.

The Council, as well as Commissions/Boards/Committees, is composed of individuals with a wide variety of backgrounds, personalities, values, opinions, and goals. Despite this diversity, all choose to serve in public office and, therefore, have the obligation to preserve and protect the well-being of the community and its citizens. In all cases, this common goal should be acknowledged, and all

officials must recognize that certain behavior is counterproductive, while other behavior will lead to success.

- A. Use of Formal Titles. All officials shall try to refer to one another formally during public meetings as Mayor, Council President, Alderperson, Commission/Board/Committee Member, followed by the individual’s last name.
- B. Use Civility and Decorum in Discussions and Debate. Difficult questions, tough challenges to a particular point of view, and criticism of ideas and information are legitimate elements of free democracy in action. Every official has the right to an individual opinion, which should be respected by the other officials. Elected/appointed officials shall not be hostile, degrading, or defamatory when debating a contentious issue. Officials should assume the other members of the Council and/or Commission/Board/Committee have the appropriate motives and interest of the public in mind and should not criticize differing opinions because they believe them to be lacking in judgment or improperly motivated. However, this does not allow officials to make belligerent, impertinent, slanderous, threatening, abusive, or personally disparaging comments in public meetings or during individual encounters. Shouting or physical actions that could be construed as threatening or demeaning will not be accepted. If an elected/appointed official is personally offended by the remarks of another official, the offended member should make a note of the actual words used and call for a “point of personal privilege” that challenges the other official to justify or apologize for the language used.
- C. Honor the Role of the Chair in Maintaining Order. It is the responsibility of the Mayor, as Chair of the Council, to keep the comments of Council members on track during Council meetings. The same applies to the Chairperson during Commission/Board/Committee meetings. Elected/appointed officials should honor efforts by the Mayor and/or Chairperson to focus discussion on current agenda items. If there is disagreement about the agenda or the Mayor/Chairperson’s actions, those objections should be voiced politely and with reason, following commonly recognized parliamentary procedure.

Section 4: Elected/Appointed Official Conduct with City Staff

Governance of the City relies on the cooperative efforts of elected/appointed officials who set policy and the City staff who implement and administer the Council’s and Commissions/Boards/Committees’ policies. Therefore, every effort should be made to be cooperative and show mutual respect for the contributions made by each other for the good of the community.

- A. Treat all Staff as Professionals. Elected/appointed officials should treat all staff as professionals. Clear, honest communication that respects the abilities, experience, and dignity of each individual is expected. Poor behavior toward staff is not acceptable. Elected/appointed officials should refer to staff by their title followed by the individual’s last name in public meetings when first introduced.

- B. Never Publicly Demean or Personally Attack an Individual Employee. Elected/appointed officials shall never demean or personally attack an employee regarding the employee's job performance in public. All employee performance issues shall be forwarded to the employee's supervisor or the City Attorney through private correspondence or conversation.
- C. Do not Supersede Administrative Authority. Unless otherwise provided in this Code, neither the Council nor any Commission/Board/Committee shall attempt to supersede the administration's powers and duties. Neither the Council nor any member thereof shall give orders to any subordinate of the Department Heads, either publicly or privately. The same applies for Commissions/Boards/Committees and their members. Elected/appointed officials shall not attempt to unethically influence or coerce City staff concerning either their actions or recommendations to the governing body about personnel, purchasing, awarding contracts, selection of consultants, processing of development applications, or the granting of City licenses and permits. Nothing in this section shall be construed, however, as prohibiting the Council or its Commissions/Boards/Committees while in open session from fully and freely discussing with or suggesting to the Department Heads anything pertaining to City affairs or the interests of the City.
- D. Do not Solicit Political Support from Staff. Elected/appointed officials should not solicit any type of political support (financial contributions, display of posters or lawn signs, name on support list, collection of petition signatures, collection of nomination signatures, etc.) from City staff. City staff may, as private citizens within their constitutional rights, support political candidates, but all such activities must be done away from the workplace. Photographs of uniformed City employees shall not be used in political ads.

Section 5: Elected/Appointed Official Conduct Towards the Public

In Public Meetings

Making the public feel welcome is an important part of the democratic process. No signs of partiality, prejudice, or disrespect should be evident on the part of individual Council or Commission/Board/Committee members toward an individual participating in a public forum. Every effort should be made to be fair and impartial in listening to public testimony. Elected/appointed officials are expected to demonstrate, both publicly and privately, their honesty and integrity, and to be an example of appropriate and ethical conduct. All elected/appointed officials should convey to the public their respect and appreciation for the public's participation, input, and opinions.

- A. Be Welcoming to Speakers and Treat Them with Care and Respect. For many citizens, speaking in front of Council or a Commission/Board/Committee is a new and difficult experience. Under such circumstances, many are nervous. Elected/appointed officials are expected to treat citizens with care and respect during public hearings. Officials should

commit full attention to the speakers or any materials relevant to the topic at hand. Comments and non-verbal expressions should be appropriate, respectful, and professional.

- B. Be Fair and Equitable in Allocating Public Hearing Time to Individual Speakers. The Mayor or Chairperson will determine and announce time limits on speakers at the start of the public hearing process if noticed on an agenda. For Council meetings, each speaker will generally be allocated three minutes. If many speakers are anticipated, the Mayor may shorten the time limit and/or ask speakers to limit themselves to new information and points of view not already covered by previous speakers.
- C. Ask for Clarification but Avoid Debate and Argument with the Public. Only the Mayor or Chairperson, not other Council/Commission/Board/Committee members, should interrupt a speaker during a presentation. However, other officials may ask the Mayor or Chairperson for a point of order if the speaker is off topic or exhibiting behavior or language the official finds disturbing. Questions directed by officials to members of the public testifying should seek to clarify or expand information, not to criticize or debate.

Outside Public Meetings

- A. Make No Promise on Behalf of the City or Council in Unofficial Settings. Elected/appointed officials will frequently be asked to explain an action or to give their opinion about an issue as they meet and talk with constituents in the community. It is appropriate to give a brief overview of City policy and to refer to City staff for further information. Overt or implicit promises of specific Council and/or Commission/Board/Committee action or promises that City staff will take some specific actions shall be avoided. Elected/appointed officials must ensure that in expressing their own opinions they do not mislead any listener into believing that their individual opinion is that of the entire Council or Commission/Board/Committee, unless the respective body has taken a vote on that issue and the official's is the same as the decision made by said body. Likewise, no elected/appointed official should state in writing their personal position in a way that implies it is the position of the entire City Council or Commission/Board/Committee. An elected/appointed official has the right to state a personal opinion and has the right to indicate that he/she is stating such as a member of the Council or Commission/Board/Committee, but must always clarify that he/she is not speaking on behalf of the City, the Council, or a Commission/Board/Committee, unless authorized to do so by the body.

Section 6: Elected/Appointed Official Conduct with Public Agencies

- A. Be Clear About Representing the City or Personal Interests. If an elected/appointed official appears before another governmental agency or organization to give a statement on an issue, the official must clearly state whether his or her statement reflects personal opinion or is the official stance of the City. Elected/appointed officials must inform the Council or Commission/Board/Committee of their involvement in an outside organization if that

organization is or may become involved in any issue within the City’s jurisdiction. If an individual elected/appointed official publicly represents or speaks on behalf of another organization whose position differs from the City’s official position on any issue, the official must clearly communicate the organization upon whose behalf they are speaking and must withdraw from voting as a Council or Commission/Board/Committee member upon any action that has bearing upon the conflicting issue.

- B. Representation of the City on Intergovernmental Commissions and Other Outside Entities. Elected/appointed officials serving on committees or boards as a City representative for outside entities or agencies shall properly communicate with other Council or Commission/Board/Committee members on issues pertinent to the City.

Section 7: Elected Official Conduct with Board and Commissions

- A. Limit Contact with Board and Commission Members to Questions of Clarification. Council members shall not contact a Board or Commission member to lobby on behalf of an individual, business, or developer for personal gain. Council members may contact Board or Commission members in order to clarify a position taken by the Board or Commission or a member thereof. Council members may respond to inquiries from Board and Commission members. Communications should be for information only.
- B. Attendance at Board or Commission Meetings. Council members may attend any Commission/Board/Committee meeting, which are always open to any member of the public. However, they should be sensitive to the way their participation is viewed, especially if it is on behalf of an individual, business, or developer, which could be perceived as unfairly affecting the process. Council members should provide prior notice of attendance at a Commission/Board/Committee meeting to the City Clerk, who can prepare a Batke notice when appropriate.
- C. Be Respectful of Diverse Opinions. The primary role of Boards and Commissions is to represent many points of view in the community and to provide the Council with advice based on a full spectrum of concerns and perspectives. Council members must be fair and respectful to all citizens serving on Boards and Commissions.

Section 8: Elected/Appointed Official Conduct with the Media

- A. Expression of Positions on Issues. When communicating with the media, elected/appointed officials should clearly differentiate between personal opinions and the official position of the City. Each elected/appointed official represents one vote of many and until a vote on any issue is taken, Council and Commission/Board/Committee members’ positions are merely their own.
- B. Discussion Regarding City Staff. Elected/appointed officials should not discuss personnel issues or other matters regarding individual City staff in the media. Any issues pertaining to City staff should only be addressed directly to the Department Head or City Attorney.

- C. Discussions Regarding Closed Session Matters. Elected/appointed officials should hold in strict confidence all information concerning matters dealt with in closed session. Closed sessions may involve confidential or privileged information on litigation, records that cannot be disseminated under the Public Records Law, information significant to the competitive or bargaining position of the City, or privacy and reputation interests of individuals. Elected/appointed officials shall not, either directly or indirectly, release, make public, or in any way divulge any such information, or any aspect of the closed session deliberations to anyone, unless expressly authorized by Council or required by law to do so, or unless such information has already been made public or the reasons for holding closed session no longer apply.
- D. Social Media Guidelines for Officials. Elected and appointed officials should use social media in a positive, respectful, and constructive manner when discussing City business, City officials or employees, and members of the community. Public officials should recognize that their comments and posts can reflect upon the City and should strive to promote civility, respect, and productive dialogue, even when there are differences of opinion.
- E. Social Media Conduct for Officials. Elected and appointed officials should avoid personal attacks, disrespectful or inflammatory comments, and statements intended to embarrass, threaten, or discredit another individual on social media. Social media should be used as an opportunity to share information, encourage community engagement, and strengthen public trust in local government.

Section 9: Enforcement of this Code of Conduct

The investigatory body for violations of this Code of Conduct is the City of Watertown Ethics Board. Procedures regarding filing complaints and the complaint procedure are set forth in Section 65-7 of the Watertown Municipal Code.

- A. False or Frivolous Complaints. A person who knowingly makes a false, misleading, or unsubstantiated statement in a complaint is subject to criminal prosecution for perjury and possible civil liability. If, after reviewing a complaint, it is determined that a sworn complaint is groundless and appears to have been filed in bad faith or for the purpose of harassment, or that intentionally false or malicious information has been provided under penalty of perjury, a City official who seeks to take civil action regarding any such complaint shall do so at his or her expense.
- B. Penalties and Sanctions Policy. It is the intent of the Council to educate and, when necessary, discipline elected/appointed members who violate this Code. Discipline shall be progressive, from the least punitive to the most punitive measures, unless the Council believes that the progressive discipline does not provide the appropriate sanction because of the gravity of the offense, or because the Council does not believe the sanction would deter future misconduct. In all instances, the totality of the circumstances shall be taken

into consideration in resolving the matter, including the intent of the one accused of wrongdoing.

- a. Possible Penalties and Sanctions. Possible sanctions may include:
 - i. An informal censure by the Council, which would only be made as part of a motion in a public meeting.
 - ii. A formal censure by the Council, which would be made by motion in a public meeting and then published in the City newspaper.
 - iii. Mandatory community service. [Wis. Stat. 62.11(3)(e)]
 - iv. Attendance at counseling or mediation sessions. [Wis. Stat. 62.11(3)(e)]
 - v. Imposition of a dollar fine of up to \$500.00. [Wis. Stat. 62.11(3)(a) & (c)]
 - vi. Any other sanction available by law.

The imposition of any of these penalties or sanctions will require an affirmative vote of 3/4 of the Council, other than an informal or formal censure which shall only require a majority vote of the Council. A violation of the penalties imposed by Council may constitute grounds for removal from office under Wisconsin Statute §17.12(1)(a).

- b. Notice. The municipal clerk shall give notice of the Council's decision to the person charged.

MEMO

TO: Mayor Robert Stock and Members of the Common Council

FROM: Tanya Reynen, Fire Chief

DATE: September 30, 2026

RE: Approval of the 2027–2028 Collective Bargaining Agreement with IAFF Local 877

Background

The City of Watertown and Local 877 of the International Association of Fire Fighters have completed negotiations on the labor agreement covering January 1, 2027 through December 31, 2028. The current agreement, extended by side letter through December 31, 2026, expires at the end of this year. The Finance Committee reviewed the agreement and forwarded a positive recommendation.

This agreement accomplishes three things. It modernizes how we calculate and oversee pay and leave, it puts real structure behind firefighter health and wellness, and it keeps our wages and insurance terms consistent with the rest of the City's represented workforce and external comparables.

Pay and leave administration. Several changes make pay and leave easier to calculate, audit, and oversee, and bring the Fire Department into line with City payroll practice. Sick leave will accrue at 12 hours per pay period instead of 24 hours per calendar month, so accruals post with each paycheck the same way they do for other City employees; the 1,440-hour cap does not change. Step increases will now take effect on two fixed dates, pay period 1 for anniversaries between January 1 and June 30 and pay period 14 for anniversaries between July 1 and December 31, which makes step movement predictable for payroll and for budgeting. The paramedic premium is written as a defined percentage of the equivalent EMT-B step with set effective pay periods, and the unused Fire Inspector stipend and Fire Mechanic premium are removed. Shift trade language had minor updates, and probation for Firefighter/EMT-B hires is extended to 18 months to make up for time spent at Paramedic training.

Health and wellness. This contract makes significant progress in protecting the health of our firefighters, and it reflects a shared commitment from both Local 877 and the City. A new Wellness/Fitness Program article adopts the IAFF/IAFC Joint Labor-Management Wellness-Fitness Initiative, providing annual medical examinations built on NFPA 1582, including cancer screening, cardiac and pulmonary testing, and fitness assessments that are not included on lay person general annual medical exams. A new Mental Health Screenings article provides one confidential annual screening by a licensed mental health professional. Cancer and heart disease are the leading causes of death in the fire service, and early detection is the most effective tool we have.

Both programs are mandatory, non-punitive, and confidential. The City receives only de-identified, aggregate data for program planning, and the Fire Chief's authority to order a separate fitness-for-duty evaluation is preserved. These programs support the medical evaluation obligations that already apply to firefighters and

give us a consistent, defensible process for meeting them. The contract also adds a Pregnancy article that incorporates the protections of the Pregnant Workers Fairness Act, PUMP Act, ADA, and FMLA, and a Tobacco Use article prohibiting regular tobacco use on or off duty.

Wages and insurance. Wage increases are 2.5% at pay period 1 and 2.5% at pay period 14 in each year of the agreement, the same split structure provided to the Police Department. This keeps Watertown in the middle of our comparable communities for firefighter wages. The paramedic premium increases from 4.5% to 4.75% at pay period 1 of 2027 and to 5% at pay period 14 of 2027. Call volume, the training load on our paramedics, and a difficult recruiting market for paramedics all support this adjustment.

The health insurance article replaces the prior language, which tied the City’s share to the lowest-cost State plan in Jefferson County, with the same structure used for the City’s other represented employees. The City pays 90% of the premium, employees pay 10%, and the City retains the right to select the plan and plan administrator. The employee share is capped at \$100 per month for single and \$240 per month for family coverage in 2027, and \$110 and \$250 in 2028. The dental article moves to a 90% City contribution for single and family coverage. The 48/96 schedule trial continues through 2027 with a joint review of its effectiveness.

Financial Impact

Wages increase 2.5% at pay period 1 and 2.5% at pay period 14 in both 2027 and 2028. These costs are included in the proposed 2027 budget.

The paramedic premium increase is included in the wage figures above.

Health insurance removes the tie to the lowest-cost Wisconsin State Health Insurance Plan offered in Jefferson County. The City will pay 90% of the premium, with employees paying 10% subject to established monthly caps, and the City will select the plan, administrator, and plan design.

The dental change removes the prior \$29.31 limit on the City’s contribution.

The wellness program and mental health screenings are City-funded. Estimated annual costs are approximately \$27,000 for physicals and \$6,500 for mental health screenings. These are offset in part by removal of the Fire Inspector stipend of \$600 per designated inspector and the 3.75% Fire Mechanic premium.

Recommendation

I recommend the Common Council approve the 2027–2028 Collective Bargaining Agreement between the City of Watertown and Local 877 of the International Association of Fire Fighters as presented, and authorize the Mayor to execute the agreement.

I want to thank the Local 877 bargaining team for working through these issues in good faith. This agreement strengthens how we administer pay and leave and invests in the long-term health of the people who serve this community.

**RESOLUTION TO
ENTER INTO THE 2027-2028 AGREEMENT BETWEEN THE CITY OF
WATERTOWN AND LOCAL 877 OF THE INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS, AFL-CIO-CLC**

**SPONSOR: MAYOR STOCKS
FROM: FINANCE COMMITTEE**

WHEREAS, the Finance Committee and Local 877 of the International Association of Fire Fighters, AFL-CIO-CLC have reached an Agreement; and,

WHEREAS, it is the recommendation of the Finance Committee that the City ratify this Agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF WATERTOWN, WISCONSIN:

That the proper City Officials be and are hereby authorized to execute the attached 2027-2028 Agreement between the City of Watertown and Local 877 of the International Association of Fire Fighters, AFL-CIO-CLC.

That this Resolution shall be in full force and effect upon its passage and adoption.

	YES	NO
DAVIS		
LAMPE		
BERG		
NITECKI		
BLANKE		
SMITH		
ARNETT		
HAASE		
MOLDENHAUER		
MAYOR STOCKS		
TOTAL		

ADOPTED October 6, 2026

CITY CLERK

APPROVED October 6, 2026

MAYOR

~~2024-2025~~

2027 - 2028

AGREEMENT

BETWEEN

CITY OF WATERTOWN

AND

**LOCAL 877 OF THE INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS, AFL-CIO-CLC**

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AGREEMENT

PREAMBLE

This Agreement is made and entered into at Watertown, Wisconsin, by and between the City of Watertown, Municipal Employer, hereinafter referred to as “Employer”, and Local 877 of the International Association of Fire Fighters, AFL-CIO-CLC, hereinafter referred to as “Union”.

ARTICLE 1 – PURPOSE AND CONDITIONS OF AGREEMENT

1.01 – It is the purpose of this Agreement and the desire of both parties thereto to protect and promote the interests of the general public to whom the parties provide service, to maintain harmonious labor relations, to obtain a complete agreement covering wages, hours of work and conditions of employment, to provide for the well-being of the employees and to allow the Employer to operate and manage its affairs.

1.02 – This Agreement constitutes an entire agreement between the parties and no verbal statement shall supersede any of its provisions.

1.03 – The term “employee” or “employees” shall refer to a full-time employee or full-time employees whenever used, unless specifically provided otherwise.

1.04 – The terms and conditions of this Agreement shall supersede ordinances and resolutions wherein there is a conflict with this Agreement.

ARTICLE 2 – RECOGNITION

2.01 – Pursuant to the provisions of Chapter 111.70 of the Wisconsin Statutes, the Employer recognizes the Union as the exclusive bargaining agent for all full-time employees of the Fire Department, except supervisory, confidential, managerial, or executive employees and clerical employees.

ARTICLE 3 – MANAGEMENT RIGHTS

3.01 – The Union recognizes the prerogatives of the Employer to operate and manage its affairs in all respects in accordance with its responsibility and in the manner provided by law, and the powers or authority which the Employer has not specifically abridged, delegated, or modified by other provisions of this Agreement are retained as the exclusive prerogatives of the Employer. Such powers and authority, in general, include, but are not limited to the following:

- a) To determine its general business practices and policies, including the purchase and utilization of equipment.

- b) To manage and direct the employees of the Employer, to make assignments of jobs, to determine the size and composition of the work force, to train or retrain employees, to establish standards of job performance, to determine and schedule the work to be performed by the work force and each employee, and to determine the competence and qualifications of the employees.
- c) To determine the methods, means and personnel by which and the location where the operations of the Employer are to be conducted.
- d) To take whatever action may be necessary in situations of emergency.
- e) To utilize part-time employees when deemed necessary.
- f) To hire, promote and transfer and lay off employees and to make assignments and promotions to supervisory positions.
- g) To suspend, demote, discipline or discharge employees pursuant to § 62.13, Wis. Stats.
- h) To create new positions or departments; to introduce new or improved operations or work practices; to terminate or modify existing positions, departments, operations or work practices; and to consolidate existing positions, departments or operations.
- i) To make and alter rules and regulations for the conduct of its business and of its employees. The reasonableness of any new or revised rule is subject to the grievance procedure.

3.02 – Both parties agree that every incidental duty connected with the operation of the Fire Department is not always specifically described. Nevertheless, it is intended that all such duties shall be performed as directed by the Chief or their representative. But it is recognized that the primary mission is the protection of life and property.

ARTICLE ~~IV~~4 – UNION ACTIVITY

4.01 – No Union meeting shall be attended by employees while on duty and no Union business shall be conducted by employees while on duty except as follows:

- a) The Union shall be allowed to hold a membership meeting once a month at the Watertown Fire Station, provided that the time and place in the station for such meetings shall be subject to the approval of the Chief. Special meetings may be held with the prior written permission of the Chief. Any employee on duty who attends such meetings shall be subject to call during the meetings.
- b) Processing grievances as provided in Article ~~XVIII~~17.

- c) One member of the Union's Bargaining Committee who is on duty at a time when a contract negotiation session is scheduled shall be allowed time off without loss of pay to attend such session. Such employee, however, shall be subject to call during such session.
- d) Routine Union business may be engaged in by a Union officer, such as posting notices on the kitchen bulletin board, provided that prior notification is given to the Chief or their representative by such officer, the amount of time involved is reasonable and such business does not disrupt the normal operations of the Fire Department.

4.02 – Off duty or non-employee representatives of the Union having business with the officers or individual employees on duty may confer with such officers or employees during the course of the workday for a reasonable amount of time, provided they have obtained prior approval from the Chief or their representative.

4.03 – The Union shall furnish the Employer with a list of the names of its officers or other designated representatives and shall keep such list current.

4.04 – Union time trades shall be utilized to allow a Union member off duty to conduct official Union business. The Union will pay the member working the trade instead of receiving time off.

- a) Union time trades must be initiated by the president or vice president. A memo outlining the details, and request of Union time trade shall be submitted with normal time off request forms.
- b) A Union time trade cannot be approved if under any circumstance such trade would cause overtime or any additional payment of any kind to employees by the City.
- c) Union time trades must be approved by the Fire Chief or their designee. Union time trades shall be approved/denied no more than five (5) working days after the request is submitted.
- d) Once a Union time trade is approved by the Chief or their designee it cannot be cancelled for any reason.

ARTICLE V – FIRE INSPECTOR

~~**5.01 – FIRE INSPECTOR.** The City may designate up to six (6) firefighters to conduct fire inspections. The designation will be made by seniority, with the offer first made to the most senior members of the bargaining unit. Where Fire Inspector staffing considerations require, the City may pass over a senior firefighter. Each individual appointed to serve as a Fire Inspector shall have their annual salary increased by six hundred dollars (\$600.00) each year. Employees who cease serving as Fire Inspectors shall be subject to a prorated rate reduction. Inspections shall~~

~~be conducted during the firefighter’s normal duty day, except where, in the Chief’s judgment, need requires assignment of fire inspection activity on Saturday afternoons between 1:00 p.m. and 4:30 p.m.~~

ARTICLE ~~VI~~5 – HOURS OF WORK

65.01 – The work period for all employees shall be twenty-~~seven~~ eight (27~~8~~) days.

65.02 – ~~Firefighting employees will work a normal work cycle of one 24-hour tour of duty followed by one 24-hour off period, followed by one 24-hour tour of duty, followed by one 24-hour off period, followed by one 24-hour tour of duty, followed by four 24-hour off periods. The normal starting time for a tour of duty will be 7:00 a.m.~~ Firefighting employees will work a normal work cycle of one 24-hour tour of duty followed by one 24-hour off period, followed by one 24-hour tour of duty, followed by one 24-hour off period, followed by one 24-hour tour off duty, followed by four 24-hour off periods. The normal starting time for a tour of duty will be 7:00 a.m. Effective in 2026, the following schedule shall apply: A forty-eight (48) hour period on duty followed by a ninety-six (96) hour period off duty. The parties agree that the trial shall be continued through 2027, and the parties will meet in 2027 to review its effectiveness. The parties may change the schedule for 2028 and beyond, upon mutual agreement.

65.03 – Trading tours of duty will be permitted with the prior consent and approval of the Fire Chief ~~or designee~~, or the officer in charge. Requests for such trades shall be in writing and shall specify the employees involved in the trade, the reason for the trade, the date the trade will be made and the date the trade will be repaid. All trades must be repaid within twelve (12) calendar months. The Chief ~~or designee~~ will act on all trades no later than thirty (30) days prior to the first trade date. All trades will be made in compliance with the Fair Labor Standards Act and rules and regulations enacted there under, if applicable, but in no event will any such trade be permitted if such would subject the Employer to overtime ~~or any additional payments~~. This section shall be administered in a reasonable and non-discriminatory manner.

65.04 – Employees will receive a paid leave of absence for time spent in jury duty service plus reasonable travel time to and from the courthouse, provided such jury duty occurs during regularly scheduled work hours. Any jury duty pay, exclusive of mileage, received shall be turned over to the City. Employees will return to work immediately upon being released for the day by the court.

65.05 – The normal duty day for firefighters shall be 8:00 a.m. to 11:30 a.m. and 1:00 p.m. to 4:30 p.m., Monday through Friday, and 8:00 a.m. to 11:30 a.m. Saturdays, excluding holidays. The duty day hours are not applicable to any emergency duties or work necessitated by unusual circumstances, including, but not limited to, the giving of tours.

65.06 – Employees assigned to a 24-hour shift schedule may be transferred to a 40-hour work week temporary assignment, which may be due to restricted duty, light duty assignments, temporary voluntary assignment, or new hire orientation, at the discretion of the Fire Chief and based upon the availability of work. The Chief can terminate the 40-hour work week at any time

and return the employee to full duty.

Normal work hours will be Monday through Friday 8:00 a.m. to 4:30 p.m., with lunch from 11:30 a.m. to 1:00 p.m. The employee shall have off all holidays as do other 40-hour work week staff and paid for said holidays. The schedule may be adjusted with prior approval from the Fire Chief.

Employees on a 40-hour work week shall not count toward daily staffing.

Employees on a 40-hour work week shall be allowed to take vacation hours regardless of the number of personnel already on vacation.

An employee on a 40-hour work week until their return to full duty will be allowed one calendar day (24 hours) prior to the return to shift off with no reduction in pay.

When an employee is assigned to a 40-hour work week they shall be paid the same annual salary they were receiving on regular duty.

65.07 – Fire Department Management may assign training to be performed outside of normal duty day hours defined in Section 65.05, provided firefighters are provided time off at a future date at the rate of one (1) hour off for one (1) hour of training performed outside the normal duty day hours. Fire Department Management will make every effort to make this assignment occur within sixty (60) days from the after-hours training event. Under no circumstances will a pre-scheduled event be cancelled to allow for time off. Assigned time off will be done according to the shift that was working the day the after-hours training occurred, not the actual personnel. Therefore, the use of vacation time, sick time or time trades will in no way affect the assigned date and time off. Fire Department responses for service will in no way affect the assigned date and time off.

ARTICLE ~~VH~~6 – OVERTIME

76.01 – All hours an employee is required by the Chief or their representative to work for any reason, including mandatory training, in excess of their normal work cycle or normal work week will be considered as overtime hours. Employees will be paid for overtime hours at the rate of time and one-half (1-1/2).

76.02 – Such overtime pay shall be computed on a quarter hour basis and any portion thereof. Employees called back to work outside their assigned duty hours shall receive a minimum of two (2) hours pay at time and one-half (1-1/2), provided, however, that such minimum shall not apply to hours worked consecutively prior to or subsequent to their assigned duty hours or to hours involved in training.

76.03 – Overtime to fill shifts (hire-back) will be offered to all Union members first based on seniority and qualifications. In the event Union members do not fill the shifts then non-Union members will be offered overtime.

ARTICLE ~~VIII~~7 – VACATION AND HOLIDAYS

87.01 – VACATIONS.

- a) Firefighting employees shall be entitled to annual vacations based on length of continuous service as provided in this Article.
- b) On January 1 of every year, each firefighting employee with at least twelve (12) months of service shall be deemed to have earned vacation awarded on that day based on the length of continuous service as specified in Section 8.03 infra. Any firefighting employee who during the course of the year reaches a new threshold for vacation award based on continuous service shall receive one (1) additional day of vacation awarded and earned on their anniversary date for that year. Firefighting employees may schedule their additional day of earned vacation at the same time as all other vacation days are scheduled provided the additional day is scheduled after their anniversary date for that year.
- c) Firefighting employees may not use unearned vacation time.
- d) Vacation schedules, including the number of employees who are able to be on vacation at the same time, shall be approved by the Chief or their representatives. Vacations shall be drawn according to seniority and employees outside the bargaining unit may, at the discretion of the Chief, be included in such draw.
- e) Vacations must be taken within the calendar year, or they shall be considered lost. For purposes of this Section, a vacation period which starts within the calendar year but extends beyond such year shall be considered as taken within the calendar year.
- f) Continuous service shall not include any period of layoff or unpaid leave of absence, except military leave if required by law, where such layoff or leave exceeds thirty (30) consecutive calendar days.
- g) In the event a firefighting employee separates from their employment with the City for any reason, said employee shall not be required to repay or reimburse any used vacation time. Furthermore, the City shall pay any earned and unused vacation time out to the firefighting employee at their current rate of pay on the final pay check.
- h) New Hires – Beginning January 1, 2022
 - 1) New Hires shall receive no vacation hours from their start date until the end of the calendar year in which they were hired.
 - 2) On January 1 of the year following the year in which the New Hire began working full-time at the Watertown Fire Department, the New Hire will earn .5

days of vacation per two-week period from their date of hire to December 31, of the year they were hired.

- 3) While vacation time provided in subparagraph 2 will be deemed earned on January 1, of the year following the year in which the New Hire began full-time employment, a New Hire shall not be eligible to use or be paid out vacation days upon separation until completion of their probationary period.
- 4) On January 1 of the year following the end of a New Hire’s probation period, the individual shall begin earning vacation consistent with Article 87.01(b) supra.

87.02 – HOLIDAYS.

- a) Employees shall be entitled to the following holidays:

New Year’s Day	Patriot’s Day (9-11)
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Eve
Labor Day	Christmas Day
Veterans Day	New Year’s Eve

- b) Each firefighting employee shall be entitled to one hundred forty-four (144) work hours off per year in lieu of time off on the above holidays. Scheduling of holiday time shall be approved by the Chief or their representative.

87.03 – During the term of this Agreement, firefighting employees will be granted the following amount of time off for vacation and holiday off time combined:

- a) Employees with twelve (12) months of continuous service;
 - (i) 13 – 24-hour workdays
- b) Employees with five (5) years of continuous service;
 - (i) 14 – 24-hour workdays
- c) Employees with seven (7) years of continuous service;
 - (i) 15 – 24-hour workdays
- d) Employees with eleven (11) years of continuous service;
 - (i) 16 – 24-hour workdays

- e) Employees with fourteen (14) years of continuous service;
 - (i) 17 – 24-hour workdays
- f) Employees with seventeen (17) years of continuous service;
 - (i) 18 – 24-hour workdays
- g) Employees with nineteen (19) years of continuous service;
 - (i) 19 – 24-hour workdays
- h) Employees with twenty-one (21) years of continuous service;
 - (i) 20 – 24-hour workdays

ARTICLE IX8 – SICK LEAVE

98.01 – Firefighting employees who have been continuously employed by the Employer for a period of at least six (6) months shall be entitled to sick leave with pay on the basis of ~~twenty-four (24) hours for each calendar month~~ **twelve (12) hours per pay period** of full-time service. Although such new employees are unable to use sick leave during their first six (6) months, they will accrue sick leave on the above basis during such period. Unused sick leave may accumulate to a total of not more than 1,440 hours.

98.02 – An employee on sick leave shall be required, on request, to file with the Chief or their representative, a written report upon their return to duty, on a form furnished by the Employer, stating their length of absence from duty and the nature and effect of their illness or injury.

98.03 – To be eligible for paid sick leave, an employee must:

- a) Whenever possible, report their illness or injury to the officer in charge one (1) hour before their tour of duty, provided, however, that in cases of known extended illness or injury, the employee will periodically notify the Chief of their progress.
- b) File with the Chief or their representative on return to duty, a physician’s statement to the effect that they were unable to perform the duties of their position, specifying the cause, where such absence is for three (3) or more consecutive tours of duty. For good cause, the Chief may request such physician’s certificate for absence of lesser duration.

98.04

- a) Sick leave shall include absences from duty on a scheduled workday because of an employee’s illness or injury or exposure to contagious disease or, upon proper

notice to the Chief or their representative, because of serious injury, illness, or emergency in the employee's immediate family, i.e., parent, child or spouse. Sick leave may be taken on an hourly basis but will be charged in fifteen (15) minute increments.

- b) In the event an employee calls in sick in the morning and tells the officer in charge they are attempting to see a doctor, the employee may come back to work at any time, if the doctor approves their returning to work. In the event an employee calls in sick in the morning and does not tell the officer in charge that they are attempting to see a doctor or does not consult a doctor, and such employee feels better later and desires to return to duty during that shift, such employee will not be permitted to return to duty until at least the first eight (8) hours of that shift have elapsed.

98.05

- a) In the event of a death in the family, employees shall receive paid funeral leave in the following amounts for absences from regularly scheduled work up to and including the day of the funeral:
- b) No more than seventy-two (72) hours in the event of the death of a parent, stepparent, child, stepchild, or spouse.
- c) No more than forty-eight (48) hours in the event of the death of a mother-in-law, father-in-law, brother or sister or stepsibling.
- d) No more than twenty-four (24) hours in the event of the death of a brother-in-law, sister-in-law, daughter-in-law, son-in-law or grandparent, grandchild, or step-grandchild of the employee or the employee's spouse, provided that the funeral occurs on a day when the employee is scheduled to work.

98.06 – In the event an employee does not have sufficient paid sick leave to cover the illness or injury of the employee or in the event an employee requires additional funeral leave in excess of that provided for in Section 98.05, an employee may, at the discretion of the Fire Chief, be allowed up to three (3), twenty-four (24) hour workdays as leave of absence without pay in any calendar year for such purposes. Leaves of absence without pay for such purposes in excess of three (3), twenty-four (24) or eight (8) hour workdays, as the case may be, in any calendar year, may be allowed, provided, however, that prior approval must be given by the Common Council. Paid sick leave shall not accrue during any such unpaid leave of absence in excess of thirty (30) consecutive calendar days.

98.07 – EMERGENCY LEAVE.

Emergency Leave is defined as when an employee is allowed to leave their duty assignment and be paid out of their sick leave balance.

Emergency Leave will be charged in fifteen (15) minute increments from the employee's sick leave balance.

To obtain Emergency Leave, the employee must obtain permission from the shift commander or in their absence the Fire Chief. The employee must clearly and completely explain the circumstances regarding the situation including the approximate length of time needed during their request for Emergency Leave.

No Emergency Leave will be granted if it will cause overtime for the City. Emergency Leave is not applicable to absences for serious injury or illness in the employee's immediate family consisting of a parent, child, or spouse. Those absences are provided for under Section 98.04(a) of the Agreement.

Permission may be granted on a case-by-case basis. Denial of permission shall not be subject to the grievance procedure.

ARTICLE X9 – WORKER’S COMPENSATION

109.01 – If an employee is injured while performing work for the City and is receiving Worker’s Compensation payments for temporary-partial or temporary-total disability, they shall receive the difference between their regular salary and their Worker’s Compensation payments during their period of disability, or a period of ninety (90) calendar days from the date of the initial injury, whichever is less. If the employee is unable to return to work after the expiration of ninety (90) calendar days, their department head may request the Common Council to extend those payments for just cause. Payments under this Section shall not be deducted from accumulated sick leave. The provisions of this Article shall not apply to new employees during their initial probationary period.

109.02 – Any employee receiving or who has received the difference between their Worker Compensation benefits and their regular salary pursuant to Section 109.01 who recovers damages against a third party arising out of the compensable injury, shall reimburse the City to the extent said damages equal or exceed the payments under Section 109.01. In no event shall the City’s recovery under this Section exceed the payments made under Section 109.01.

ARTICLE XI10 – SALARIES

110.01 –

Salaries shall be paid as listed on Appendix “A” on a bi-weekly basis. Appendix “A”, in its entirety, is attached hereto and made a part hereof. ~~It is the intent of the parties that a Paramedic shall be paid at a 4.5% premium as compared to the equivalent step for an EMT-B.~~ Effective Pay Period 1 of 2027, a Paramedic shall be paid at a 4.75% premium as compared to the equivalent step for an EMT-B. Effective Pay Period 14 of 2027, a Paramedic shall be paid at a 5% premium as compared to the equivalent step for an EMT-B. The parties also recognize and intend for an

EMT-A to be paid at a 1.85% premium as compared to the equivalent step as an EMT-B. ~~It is the intent of the parties to provide a 3.75% premium to the current step or top firefighter base for a Fire Mechanic.~~

ARTICLE ~~XII~~11 – LONGEVITY

121.01 – Employees shall receive, in addition to their salaries, the following annual amounts which shall be payable bi-weekly on a prorated basis or annually on a separate check:

After eight (8) years of continuous service with the Employer	\$175.50
After twelve (12) years of continuous service with the Employer	\$351.00
After sixteen (16) years of continuous service with the Employer	\$526.50

Employees shall designate prior to the start of the calendar year whether the longevity payment will be paid pro rata or in a lump sum and such designation may not be changed.

121.02 – Continuous service shall not include any period of layoff or unpaid leave of absence, except military leave if required by law, where such layoff or leave exceeds thirty (30) consecutive calendar days.

ARTICLE ~~XIII~~12 – PENSION

132.01 – Employees shall be covered under the State of Wisconsin Retirement Fund in accordance with Subsection 1 of Chapter 40 of the Wisconsin Statutes. Effective January 1, 2015 employees shall pay the full cost of the employee’s WRS contribution, which for public safety employees is statutorily defined as one-half of the WRS actuarially required contribution rate for general municipal employees, as adjusted each year by the Department of Employee Trust Funds.

ARTICLE ~~XIV~~13 – INSURANCE

143.01 – ~~The City will pay ninety percent (90%) of the cost of the lowest cost State Health Insurance Plan offered in Jefferson County toward any offered plan and the employee will pay the balance of the premium for the plan selected.~~

(a) The City shall provide a group health insurance plan for which it shall pay ninety percent (90%) of the premium. The City has the sole right to select the insurance plan(s), plan administrator, and plan design provided there is no lapse in coverage.

(b) Employees shall contribute ten percent (10%) of the health insurance premium. For employees who elect single coverage, the premium contribution described above shall not exceed \$100.00 per month for 2027 and \$110.00 per month for 2028. For employees who elect family coverage, the premium contribution described above shall not exceed \$240.00 per month for 2027 and \$250.00 per month for 2028.

~~**143.02** – Retirees may continue coverage under a group plan in force at that time, at retirees' own expense, providing insurance carrier accepts them, the retiree to pay two (2) months' premium in advance.~~

143.0302 – For any employee who retires at age 50, or at any time thereafter during the calendar year in which they becomes 50 years of age, the City will establish a health insurance premium account for such employee in an amount equal to \$60.00 per day for each day of accumulated unused sick leave (for firefighting employees \$60.00 for each 12 hours of accumulated sick leave) remaining in such employee's sick leave account as of their date of retirement up to a maximum of seven thousand two hundred dollars (\$7,200.00). Such premium account shall be used only for the purpose of making future payments of premiums toward the City's group health insurance program on behalf of such retired employee, provided such retired employee is a participant in the City's group health insurance program for active employees as provided in Section 14.01 above. Payments of such premiums from said premium account will be on the basis of one-half the premium cost per month and coordinated with the retired employee's own payment for the other half of the premium cost paid two (2) months in advance as provided in Section 14.01 above, until such premium account is deleted, or the retired employee is no longer a participant in the City's group health insurance program for active employees. Any employee who does not retire between age 50 and 58 or at any time thereafter during the calendar year in which they became 58 years of age, shall not be eligible for this health insurance premium account, unless the employee's continued employment is at the request of the City. An employee eligible under this paragraph may to the extent permitted by law, as an alternative to the above-described payment, take a one-time cash payout equal to the amount the City would otherwise designate for the health insurance premium account.

143.0403 – The City shall provide term life insurance coverage for each employee in an amount equal to the employee's base annual salary.

143.0504 – DENTAL INSURANCE. ~~The City agrees to pay ninety percent (90%) of the quoted rate or \$29.31 whichever is less, towards the cost of single or family dental coverage under the plan currently available to City employees.~~ **The City will contribute ninety percent (90%) per month towards the cost of single dental coverage and family dental coverage.**

143.0605 – The City will implement a Section 125 plan which provides for reimbursement for dependent care and health care expenses as permitted by the Internal Revenue Code. The City will pay the administrative costs for this plan. Employees may elect to reduce their wages by making contributions to the Section 125 plan to the extent permitted by law. At the end of the plan year, any unused funds remaining in the Section 125 plan shall first be used to reimburse the City for the costs associated with administering the Section 125 plan. If any funds remain in the plan after administrative costs are reimbursed, the City will contribute an amount representing that balance to a recognized charity selected by the Union.

ARTICLE ~~XV~~14 – UNIFORM ALLOWANCE

154.01 – During the term of the Agreement, the City will provide employees with an eight-hundred-dollar (\$800.00) clothing allowance annually to cover all uniform costs other than turn-out gear, helmets, and boots. The allowance will be paid in a separate check on or before February 15th of each year. Newly hired employees will receive a prorated amount. **The City may elect to change the color and style of uniforms over a period of not less than two (2) years and during such transitional period all replacements by employees shall conform to the new style or color, but either uniform shall be acceptable. If the City elects to make an instant change, the City shall assume the entire expense of the new uniform.** Additionally, the City will provide each New Hire with a badge, patches, name tags, EMS jackets, turn-out gear, helmet, and boots.

<u>New Hire Prorated Amounts</u>	
January-February	\$800
March-May	\$600
June-August	\$400
September-December	\$300

ARTICLE XVI15 – RESIDENCY REQUIREMENT

165.01 – No residency requirements.

ARTICLE XVII16 – SENIORITY

176.01 – Seniority is defined as the status attained by length of continuous full-time service of an employee in the Fire Department beginning with the latest date of hire.

176.02 – New employees shall not attain any seniority until they have completed their probationary period. Following a successful completion of their probationary period, the new employee’s seniority shall be retroactive to their date of hire.

176.03 – ~~A new employee shall be on probation for the first one (1) year of their employment. Such status may be lengthened by the Chief or their representative up to an additional six (6) months. New employees may be terminated at any time during their probationary period at the sole discretion of the Chief without recourse to the grievance procedure. Employees promoted to a new position shall serve a one (1) year probationary period in such new position.~~ **A new employee who is hired as a Firefighter/Paramedic or a Lateral Transfer pursuant to Section 16.06 shall be on probation for the first one (1) year of their employment. A new employee who is hired as a Firefighter/EMT-B shall be on probation for the first eighteen (18) months of their employment. Such status may be lengthened by the Chief or their representative up to an additional six (6) months. New employees may be terminated at any time during their probationary period at the sole discretion of the Chief without recourse to the grievance procedure. Employees promoted to a new position shall serve a one (1) year probationary period in such new position.**

176.04 – Seniority shall not accrue for any period of layoff or during any period of unpaid leave of absence, except military leave if required by law, where such layoff or leave exceeds thirty (30) consecutive calendar days.

176.05 – Employees shall lose their seniority and the employment relationship shall be terminated for any of the following reasons:

- a) Discharge.
- b) Resignation.
- c) Retirement.
- d) Unexcused failure to return to work after the expiration of a leave of absence or period for which Worker’s Compensation was paid or failing to report to the Employer of their intent to return to work within ten (10) consecutive calendar days after notice of recall from layoff.
- i) On layoff for a continuous period of time equivalent to twenty-four (24) calendar months.

176.06 – LATERAL TRANSFERS.

Lateral transfers allow for the opportunity to attract new members in a competitive employment market and simply to attract better candidates that may be interested in joining our organization for mutual benefits.

Lateral transfers will be required to have the same qualifications and follow the same application process as all new hires,

For purposes of this Section, lateral transfers shall be defined as a Firefighter/EMT/Paramedic who have served on another Fire Department with a minimum of at least two (2) years of full-time service.

Lateral transfers shall be evaluated for prior experience to determine pay rate. The Union shall make a recommendation for determination within two (2) business days. Human Resources in consultation with the Fire Chief shall have the final determination for placement on the Local 877 CBA wage scale.

Despite potentially higher pay, lateral transfer members will be placed on the seniority schedule as their date of hire with the City of Watertown, for picking time off and promotion.

Lateral transfers will also utilize their date of hire with the City of Watertown for all retirement and post-retirement benefits.

ARTICLE XVIII17 – GRIEVANCE PROCEDURE

187.01 – The grievance procedure provided for in this Article shall apply only to grievances involving the interpretation or application of a specific provision of this Agreement. Time limits set forth herein shall be exclusive of Saturdays, Sundays, and holidays. Grievances required to be in writing shall state the specific provision or provisions of this Agreement involved. Suspensions, demotions, and discharges shall be processed under Section 62.13, Wisconsin Statutes.

187.02 – Both the Union and the Employer recognize that grievances and complaints shall be settled promptly and at the earliest possible stage, and, therefore, agree that the grievance processes must be initiated within fifteen (15) days of the incident. Any grievances not reported or filed within such fifteen (15) day period shall be invalid. The procedure for the adjustment of the grievance is as follows:

Step 1 – Grievances shall be presented to the Chief in writing. The Chief may confer with the aggrieved employee and the Union before making their determination. Such decision shall be reduced to writing and submitted to the aggrieved employee and the Union within five (5) days of their receipt of the grievance.

Step 2 – The grievance shall be considered settled in Step 1 above unless, within ten (10) days from the date of receipt of the Chief's answer or last date due, the aggrieved employee and the Union shall request in writing to the Mayor that the dispute be submitted to the Finance Committee of the Common Council. The Finance Committee shall confer with the aggrieved employee and the Union before making its decision and shall submit its written decision to the aggrieved employee and the Union within twenty (20) days from receipt of the grievance by the Mayor.

Step 3 – The grievance shall be considered settled in Step 2 above unless, within ten (10) days from the date of receipt of the Finance Committee's decision or last date due, the aggrieved employee and the Union shall notify the Mayor in writing that the matter is to be submitted to arbitration and shall request the Wisconsin Employment Relations Commission to submit a list of five (5) names of arbitrators.

187.03 – In selecting the arbitrator, each party shall alternately strike two (2) names from the list submitted by the Wisconsin Employment Relations Commission. The name remaining shall be the arbitrator.

187.04 – Each party shall share equally in the cost of the arbitrator. Each party, however, shall bear its own costs for witnesses and all other out-of-pocket expenses, including possible attorneys' fees.

187.05 – Upon completion of review and hearing, the arbitrator shall render a written decision as soon as possible to both the Employer and the Union which shall be final and binding

upon both parties. In making their decision, the arbitrator shall neither add to, detract from nor modify the language of this Agreement. The arbitrator shall have no authority to grant wage increases or wage decreases. The arbitrator shall expressly confine themselves to the precise issue(s) submitted for arbitration and shall have no authority to determine any other issue not so submitted to them or to submit observations or declarations of opinion which are not directly essential in reaching the determination.

187.06 – Time limits provided for in this Article may be extended by mutual consent of the parties.

187.07 – The Employer shall allow one (1) Union officer or representative and the grievant, who may be on duty, time to process grievances, including attendance at any meeting or hearing, during the course of the duty day, provided that such officer or representative and the grievant give prior notification of such activity to the Chief or their representative, the amount of time involved is reasonable and such activity does not disrupt the normal operations of the Fire Department.

ARTICLE XIX18 – NO STRIKE

198.01 – The Union agrees not to strike or engage in other concerted activity such as slowdowns, engaging in mass sick calls, or in any other manner impeding the full working efficiency of the Fire Department.

198.02 – The Union shall neither cause nor counsel any or all of its members to engage in the acts prohibited in Section 198.01.

198.03 – In the event of any strike, slowdown, mass sick call, interruption of work or interference of operations of the Fire Department prohibited in this Article, the Employer shall notify the Union thereof and the Union shall immediately give notice to the employees involved that they are in violation of this Agreement and shall end such activity immediately.

ARTICLE XX19 – DUES DEDUCTION

2019.01 – Membership in the Union is not compulsory. Employees have the right to join, not join, maintain, or drop their membership in the Union as they see fit. The Union shall not exert pressure on or discriminate against an employee as regards such matters. No employee will be denied membership because of race, color, creed or sex and this Article is subject to the duty of the Wisconsin Employment Relations Commission to suspend the application of this Article whenever the Commission finds that the Union has denied an employee membership because of race, color, creed, or sex.

2019.02 – The Union will represent all of the employees in the bargaining unit, members and non-members.

2019.03 – The Employer agrees that it will deduct monthly from the earnings of all employees who are in the bargaining unit the dues certified by the Union, provided, however, that the employees have provided the City a written dues deduction authorization forms authorizing the City to deduct the dues from the employees’ paychecks. With respect to new employees, such deduction shall commence with the month immediately following the month such employee completes their probationary period unless such employee becomes a member of the Union prior thereto and in that case such deductions will commence with the month immediately following receipt of notice by the Employer of their Union membership and the written dues deduction authorization form.

2019.04 – The Employer shall pay any amounts deducted pursuant to Section **2019.03** above to the Treasurer of the Union on or before the end of the month in which the deductions are made.

2019.05 – The Employer shall not be required to submit any amounts to the Union under this Article for employees otherwise covered who are on layoff, leave of absence or other status in which they receive no pay for the pay period normally used by the Employer to make such deductions.

2019.06 – The Employer shall not be liable to the Union, employee, or any party by reason of the requirements of this Article for the remittance or payment of any sum other than that constituting actual dues made from employee wages earned. The Union shall defend, indemnify, and save the Employer harmless against any and all claims, demands, suits, orders, judgments or other forms of liability that may arise out of or by reason of action taken by the Employer under this Article.

2019.07 – In the event the Union violates any of the provisions of Article **XIX18**, the provisions of this Article shall be immediately terminated and no similar provisions or any form of dues deduction provisions shall be effective for the balance of this Agreement.

ARTICLE ~~XXI~~20 – OUT OF CLASS PAY

210.01 – ACTING OFFICER PAY.

When an employee is assigned by the City as an Acting Lieutenant they shall receive three percent (3%) above their current pay rate for all hours worked in the capacity as Acting Lieutenant. The rate increases are limited to on-duty shift personnel.

When a Lieutenant is assigned by the City as an Acting Battalion Chief, they shall receive three percent (3%) above their current pay rate for all hours worked in the capacity as Acting Battalion Chief. The rate increases are limited to on-duty shift personnel.

210.02 – SELECTION OF ACTING LIEUTENANT.

The City shall select employees to serve as Acting Lieutenant from the list of employees who have passed the most recently administered Lieutenant eligibility examination.

210.03 – PRECEPTOR PAY.

The field training of paramedic students will be conducted by preceptors who wish to volunteer for this duty. If no members of the Watertown Fire Fighters Local 877 wish to volunteer for this duty someone will be chosen and paid accordingly.

Preceptor pay for instructing paramedic students on the ambulance shall be paid at a rate of two dollars (\$2.00) per hour.

This rate shall be divided evenly between the members assigned to the ambulance for the time period of the paramedic student ride time.

In the event of a capstone student, a qualified approved capstone instructor shall be assigned as the preceptor for the shift and will receive the full preceptor pay.

ARTICLE XXII21 – TUITION REIMBURSEMENT

221.01 – The City will reimburse up to twenty-five percent (25%) of the cost of tuition (but in any event no more than five hundred dollars (\$500.00) per year for any fire related or other educational courses as approved by the Fire Chief. The decision to approve or disapprove a course for tuition eligibility shall not be subject to the grievance procedure.

ARTICLE XXIII22 – SUBSTANCE ABUSE

232.01 – The parties agree that the Agreement may be reopened at any time after the first year by the City for purposes of negotiating the terms and conditions of a substance abuse policy. The Association agrees that random drug testing will be a component and that it will not object to the inclusion of random drug testing as a component of the final plan.

ARTICLE XXIV23 – WELLNESS/FITNESS PROGRAM

243.01 – This Article and program requirements apply to all sworn departmental personnel.

243.02 – The City and the Union recognize the value of the International Association of Fire Fighters and the International Association of Fire Chiefs Joint Labor Management Wellness-Fitness Initiative (“WFI”), and agree to jointly support a comprehensive, preventative health and wellness program intended to promote the long-term health, safety, and longevity of employees. The WFI shall be administered as a non-punitive, preventative health and early detection program and shall not be used to determine an employee’s ability to perform the essential functions of their position. The purpose of this Article is to provide a physical wellness and fitness program for

sworn personnel that enhances the employee's health, confidentially identifies risk factors and physical abnormalities, and provides advice for future development. The program also requires individualized physical fitness assessment, counseling and provides access to fitness equipment in a routine work setting.

243.03 – The policy of the City of Watertown Fire Department is to establish a wellness/fitness program that mandates participation of all sworn personnel while maintaining confidentiality in testing and assessment results. The program shall provide access to physical fitness equipment and provide routine work time for physical fitness activity that enhances the wellbeing of all sworn members. The City shall support and maintain the wellness/fitness program, including the cost of medical examinations, physical fitness assessment, fitness equipment, fitness equipment upgrades and fitness equipment maintenance.

- a) The City shall schedule medical examinations and physical fitness assessments while employees are on-duty and in consideration of staffing limitations. Employees who wish to have physical examinations performed by their own physician shall schedule themselves for off-duty medical examinations and/or physical fitness assessments on their own time and at their own expense. If an employee chooses to utilize their own physician, the doctor must meet the qualifications under NFPA 1582 to qualify under this program. Physical examinations performed by physicians outside of this program shall include all tests specified by the program and documents of the visit, not including results or recommendations, shall be provided to the City.
- b) All medical examinations hereunder shall, at a minimum, include the tests defined within the Initiative's documents, including:
 - i. Physical examination.
 - ii. Medical history examination.
 - iii. Blood test. Urinalysis.
 - iv. Cholesterol screening.
 - v. EKG.
 - vi. Spirometry.
 - vii. Body composition examination.
 - viii. Hearing evaluation.
 - ix. Cancer screening.
 - x. Vision screening.
 - xi. Immunization and infectious disease screening.

- xii. Referral recommendations as appropriate.
- c) Union members shall be entitled to complete confidentiality with respect to any and all medical examinations and physical assessments conducted pursuant to this Article. The City will not require Union members to waive patient-physician confidentiality with respect to the results of any portion of the medical examination, their medical records or physical fitness assessments. This specifically means that any individually identifiable information (other than that required for reporting within the parameters of the program) obtained by any physician or exercise specialist in connection with any medical examination or physical assessment conducted under this agreement SHALL NOT be released to the City or any other third party.
 - d) The City may receive only de-identified aggregate statistical data for the sole purpose of evaluating overall workforce health trends and developing future wellness programing. Aggregate reports shall:
 - i. Contain no personal identifiable information;
 - ii. Not identify individual employees, shifts, stations, divisions, ranks, or any subgroup small enough to reasonably identify an individual employee;
 - iii. Be used solely for health promotion, injury prevention, and wellness program development;
 - iv. Not be used for personnel management or employment decisions.
 - e) It is expressly understood and agreed that blood drawn for analysis hereunder WILL NOT be used for drug screening. The City will require the physician or health care provider to specifically provide notice of this limitation on any and all forms that employees are required to execute in connection with this program. Copies of such forms shall be provided to the Union for approval before employees are asked to execute them.
 - f) Participation in the program under this Article is mandatory.
 - g) Employees may exercise during the workday and duty day when Department activities permit.
 - h) The program is non-punitive. Employees shall not be disciplined or relieved of duty based on fitness levels or medical findings under this program. Neither the Fire Department physician nor an exercise specialist may disclose information concerning an employee's fitness for duty. The wellness/fitness program is solely for health promotion, well-being, and preventative care; it is not a fitness-for-duty examination and shall not be used for work restrictions, accommodations, return-to-work decisions continued employment, or any other employment decision.
 - i) Any employer-required fitness-for-duty examination shall be separate and independent from the wellness/fitness program and shall be conducted by a different physical or licensed healthcare provider. Nothing in this Article limits the Fire Chief's right to require a lawful

fitness-for-duty evaluation outside the wellness/fitness initial type or the City's statutory right to receive medical records. Any proposal, release, contract, or other document concerning confidential medical information shall provide specific notice of the limitations of this Article.

ARTICLE ~~XXV~~24 – PREGNANCY

254.01 – The City and the Union recognize pregnancy as a normal and expected aspect of life and therefore establish this provision to address modified duty assignments for pregnant employees. The City shall fully comply with all applicable state and federal laws governing light duty, modified duty, and reasonable accommodations related to pregnancy, including but not limited to the Pregnant Workers Fairness Act, the PUMP Act, the Americans with Disabilities Act (ADA), and the Family and Medical Leave Act (FMLA). The City shall provide all rights, protections, and benefits required under these laws, and nothing in this Agreement shall be construed to limit, restrict, or diminish any obligations imposed upon the City by such statutes.

254.02 – Employees may utilize accrued leave balances in accordance with this Agreement for pregnancy, childbirth, recovery, baby bonding, or related medical conditions. The employee shall not be required to exhaust all accrued leave balances before requesting accommodations or modified duty but must exhaust all leave balances before requesting donated leave under the City's Voluntary Donated Leave Program.

254.03 – Employees utilizing approved leave or modified duty under this Article shall retain seniority, accrued benefits, pension service credit, and all employment rights under this Agreement. Time spent on pregnancy-related modified duty or approved leave under this Article shall be considered continuous service for all purposes under this Agreement. Notwithstanding any contrary provision contained elsewhere in this Agreement, approved leave utilized pursuant to this Article shall not constitute a break in continuous service or result in a loss of seniority, service credit, promotional eligibility, vacation eligibility, longevity eligibility, pension service credit, or any other contractual benefit.

254.04 – Following return to work from pregnancy, childbirth, recovery, or related medical conditions, the employee will be returned to the position, rank, shift assignment, and station assignment held immediately prior to leave or modified duty. The employee shall provide written medical clearance from their healthcare provider prior to returning to unrestricted firefighting duties.

254.05 – The City may require a fitness-for-duty evaluation by a physician selected by the City if and only if such evaluation is given for all other short-term leave uses. Such evaluation shall be limited to determining the employee's ability to safely perform the essential functions of the position. In the event of a disagreement between the employee's healthcare provider and the City's physician concerning the employee's fitness to return to unrestricted duty, the parties shall jointly select an independent physician with expertise in occupational medicine. The determination of the

independent physician shall be final and binding. The cost of the independent physician shall be paid by the Employer.

ARTICLE XXV125 – MENTAL HEALTH SCREENINGS

265.01 – The City shall provide and pay for one (1) comprehensive mental health screening per calendar year for each Union employee. The screening shall be conducted by a licensed mental health professional selected by the Employer in consultation with the Union.

265.02 – The annual mental health screening shall include, at minimum, the following:

- (a) Assessment tools.
- (b) Clinical interview.
- (c) Resource information.

265.03 – The City shall schedule medical examinations and physical fitness assessments while employees are on-duty and in consideration of staffing limitations.

265.04 – Union members shall be entitled to complete confidentiality with respect to any and all mental health screenings conducted pursuant to this Article. The City will not require Union members to waive patient-physician confidentiality with respect to the results of any portion of the mental health screening or associated records. This specifically means that any individually identifiable information obtained by any licensed mental health professional in connection with mental health screening conducted under this Article SHALL NOT be released to the City or any other third party. Notwithstanding the above, the licensed mental health specialist shall provide information regarding job history, annual medical and fitness and injury data to the City.

265.05 – Participation in the annual mental health screening is mandatory. Said participation shall be considered as training and treated as any other department training.

265.06 – It is agreed that this program is non-punitive. Specifically, this means that employees shall not be disciplined or relieved of duty on the basis of the findings of the mental health screenings. The licensed mental health specialist shall not be authorized to release to the City information about an employee’s mental health. However, this agreement does not limit the Fire Chief’s right to have an employee evaluated for fitness for duty outside of the annual mental health screenings. This Article is not intended to limit the City’s statutory right to receive medical records. Any proposals, releases, contracts or other documents provided to the licensed mental health specialist which concerns confidential medical information shall provide specific notice of these limitations.

ARTICLE XXVI126 – TOBACCO USE

Union members shall be prohibited from the regular use, both on and off duty, of any and all forms of tobacco products. Violations of this rule will subject such employee to discipline.

ARTICLE XXIV~~27~~ – AMENDMENTS AND SAVINGS CLAUSE

247.01 – This Agreement may not be amended, altered, or added to, except by the mutual consent of the parties in writing.

247.02 – If any article of this Agreement or any addenda thereto should be held invalid by operation of law or any tribunal of competent jurisdiction, or if compliance with or enforcement of any article should be restrained by such tribunal, the remainder of this Agreement and addenda shall not be affected thereby, and negotiations on the same subject matter shall be instituted to adjust such article.

ARTICLE XXV~~28~~ – DURATION

258.01 – This Agreement shall be effective on January 1, ~~2024~~ 2027 and shall remain in full force and effect to and including December 31, ~~2025~~ 2028 and shall be automatically renewed from year to year unless the party desiring to open negotiations submits in writing a request to negotiate said Agreement on or before July 1, ~~2025~~ 2028. Such notice shall specify to the other party the provisions of this Agreement that will be renegotiated.

Dated this ____ day of October, 2026.

**LOCAL 877, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS
AFL-CIO-CLC**

CITY OF WATERTOWN

APPENDIX “A”

CITY OF WATERTOWN
AND
LOCAL 877 OF THE INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS AFL-CIO-CLC

FIREFIGHTER WAGE RATES

All salary step increases for years of service outlined in Appendix A shall be administered based on the employee’s anniversary date of hire:

- Employees whose anniversary date of hire falls between January 1 and June 30, inclusive, shall receive their step increase effective the first pay period of that calendar year.
- Employees whose anniversary date of hire falls between July 1 and December 31, inclusive, shall receive their step increase effective the fourteenth pay period of that calendar year.

Watertown Fire Department									
Pay Period 1, 2027									
2.50%					4.75%				
Firefighter/EMT-B Base					Firefighter/Paramedic				
Step		Salary/Yr	56 Hr Rate	40 Hr Rate	Salary/Yr		56 Hr Rate	40 Hr Rate	
Starting	start->1	63,666.62	21.8635	30.6090	66,690.78	22.9021	32.0629		
Year 1	1->2	66,213.29	22.7381	31.8333	69,358.42	23.8181	33.3454		
Year 2	2->3	69,192.89	23.7613	33.2658	72,479.55	24.8900	34.8459		
Year 3	3->4	72,652.53	24.9494	34.9291	76,103.53	26.1345	36.5882		
Year 4	4->5	77,011.68	26.4463	37.0248	80,669.73	27.7025	38.7835		
Year 5	5->6	81,863.42	28.1124	39.3574	85,751.93	29.4478	41.2269		
Year 6	6->7	87,184.54	29.9397	41.9156	91,325.81	31.3619	43.9066		
Lieutenant/EMT-B Base					Lieutenant/Paramedic				
Step		Salary/Yr	56 Hr Rate	40 Hr Rate	Salary/Yr		56 Hr Rate	40 Hr Rate	
Starting	start->1	88,516.05	30.3970	42.5558	92,720.56	31.8409	44.5772		
Year 1	1->2	91,171.53	31.3089	43.8325	95,502.18	32.7961	45.9145		
Year 2	2->3	94,818.39	32.5613	45.5858	99,322.26	34.1079	47.7511		

Watertown Fire Department									
Pay Period 14, 2027									
2.50%					5.00%				
Firefighter/EMT-B Base					Firefighter/Paramedic				
Step		Salary/Yr	56 Hr Rate	40 Hr Rate	Salary/Yr		56 Hr Rate	40 Hr Rate	
Starting	start->1	65,258.29	22.4101	31.3742	68,521.20	23.5306	32.9429		
Year 1	1->2	67,868.62	23.3065	32.6291	71,262.05	24.4719	34.2606		
Year 2	2->3	70,922.71	24.3553	34.0975	74,468.85	25.5731	35.8023		
Year 3	3->4	74,468.84	25.5731	35.8023	78,192.29	26.8517	37.5924		
Year 4	4->5	78,936.97	27.1075	37.9505	82,883.82	28.4629	39.8480		
Year 5	5->6	83,910.01	28.8152	40.3413	88,105.51	30.2560	42.3584		
Year 6	6->7	89,364.15	30.6882	42.9635	93,832.36	32.2227	45.1117		
Lieutenant/EMT-B Base					Lieutenant/Paramedic				
Step		Salary/Yr	56 Hr Rate	40 Hr Rate	Salary/Yr		56 Hr Rate	40 Hr Rate	
Starting	start->1	90,728.95	31.1569	43.6197	95,265.40	32.7148	45.8007		
Year 1	1->2	93,450.82	32.0916	44.9283	98,123.36	33.6962	47.1747		
Year 2	2->3	97,188.85	33.3753	46.7254	102,048.29	35.0441	49.0617		

Watertown Fire Department									
Pay Period 1, 2028									
2.50%					5.00%				
Firefighter/EMT-B Base					Firefighter/Paramedic				
Step		Salary/Yr	56 Hr Rate	40 Hr Rate	Salary/Yr		56 Hr Rate	40 Hr Rate	
Starting	start->1	66,889.74	22.9704	32.1585	70,234.23	24.1189	33.7665		
Year 1	1->2	69,565.34	23.8892	33.4449	73,043.60	25.0837	35.1171		
Year 2	2->3	72,695.78	24.9642	34.9499	76,330.57	26.2124	36.6974		
Year 3	3->4	76,330.56	26.2124	36.6974	80,147.09	27.5230	38.5323		
Year 4	4->5	80,910.40	27.7852	38.8992	84,955.92	29.1744	40.8442		
Year 5	5->6	86,007.76	29.5356	41.3499	90,308.14	31.0124	43.4174		
Year 6	6->7	91,598.26	31.4554	44.0376	96,178.17	33.0282	46.2395		
Lieutenant/EMT-B Base					Lieutenant/Paramedic				
Step		Salary/Yr	56 Hr Rate	40 Hr Rate	Salary/Yr		56 Hr Rate	40 Hr Rate	
Starting	start->1	92,997.17	31.9358	44.7102	97,647.03	33.5326	46.9457		
Year 1	1->2	95,787.09	32.8939	46.0515	100,576.44	34.5386	48.3541		
Year 2	2->3	99,618.57	34.2097	47.8935	104,599.50	35.9202	50.2882		

Watertown Fire Department									
Pay Period 14, 2028									
2.50%					5.00%				
Firefighter/EMT-B Base					Firefighter/Paramedic				
Step		Salary/Yr	56 Hr Rate	40 Hr Rate	Salary/Yr		56 Hr Rate	40 Hr Rate	
Starting	start->1	68,561.99	23.5446	32.9625		71,990.09	24.7219	34.6106	
Year 1	1->2	71,304.47	24.4864	34.2810		74,869.69	25.7107	35.9950	
Year 2	2->3	74,513.17	25.5883	35.8236		78,238.83	26.8677	37.6148	
Year 3	3->4	78,238.83	26.8677	37.6148		82,150.77	28.2111	39.4956	
Year 4	4->5	82,933.16	28.4798	39.8717		87,079.81	29.9038	41.8653	
Year 5	5->6	88,157.95	30.2740	42.3836		92,565.85	31.7877	44.5028	
Year 6	6->7	93,888.21	32.2418	45.1386		98,582.62	33.8539	47.3955	
Lieutenant/EMT-B Base					Lieutenant/Paramedic				
Step		Salary/Yr	56 Hr Rate	40 Hr Rate	Salary/Yr		56 Hr Rate	40 Hr Rate	
Starting	start->1	95,322.10	32.7342	45.8279		100,088.21	34.3710	48.1193	
Year 1	1->2	98,181.77	33.7163	47.2028		103,090.85	35.4021	49.5629	
Year 2	2->3	102,109.04	35.0649	49.0909		107,214.49	36.8182	51.5454	

**RESOLUTION TO APPROVE THE DEVELOPMENT
AND ACCEPTING THE FUTURE DONATION OF A PICKLEBALL
COMPLEX AT BRANDT-QUIRK PARK**

**SPONSOR: MAYOR STOCKS
FROM: PLAN COMMISSION**

WHEREAS, Watertown Active Living Initiative has worked with representatives of the City's Parks, Recreation & Forestry Department regarding the fundraising, construction, and future donation of a pickleball complex within the City of Watertown's Park System; and

WHEREAS, after review and consideration by the Parks, Recreation & Forestry Department, the proposed location for the pickleball complex has been identified as an area of Brandt-Quirk Park located east of the existing tennis complex, as set forth in Exhibit A; and

WHEREAS, the proposed location was unanimously approved by the City of Watertown Parks, Recreation & Forestry Commission; and

WHEREAS, the proposed site has been reviewed and approved by City Engineering as suitable for the proposed development; and

WHEREAS, upon completion of its fundraising efforts, Watertown Active Living Initiative intends to construct an eight-court pickleball complex at Brandt-Quirk Park and upon completion and acceptance by the City, donate the completed facility to the City of Watertown; and

WHEREAS, contractors for the project will be selected by Watertown Active Living Initiative from contractors approved by the City of Watertown, and all construction shall be completed in accordance with applicable City requirements, approved plans, applicable codes, and standards; and

WHEREAS, the City recognizes the community benefit of providing additional opportunities for recreation and supports the development of a dedicated pickleball facility within the City Park System.

NOW, THEREFORE, BE IT RESOLVED, by the Common Council of the City of Watertown, Wisconsin, that the proposed development of an eight-court pickleball complex at Brandt-Quirk Park, is hereby approved in concept, subject to final City review and approval of all plans, specifications, permits, and agreements required for the project.

BE IT FURTHER RESOLVED, that Watertown Active Living Initiative shall be responsible for securing the funding necessary to construct the pickleball complex and shall coordinate the project with the City of Watertown and the Parks, Recreation & Forestry Department.

BE IT FURTHER RESOLVED, that upon satisfactory completion of the pickleball complex, completion of all required inspections, receipt of all required approvals and documentation, and determination by the City that the facility has been constructed in accordance with the approved plans and applicable requirements, the completed pickleball complex may be donated to and accepted by the City of Watertown as a public recreational facility within the City's Park System.

BE IT FURTHER RESOLVED, that acceptance of the completed facility shall be subject to a separate donation/acceptance agreement, which shall establish the terms and conditions of the transfer of ownership and any associated responsibilities.

BE IT FURTHER RESOLVED, that nothing in this resolution shall be construed to waive or supersede any applicable City ordinance, permitting requirement, engineering review, building code requirement, park regulations, procurement requirement, or other applicable law or City of Watertown policy.

BE IT FINALLY RESOLVED, that the City of Watertown expresses its support for the development of the proposed pickleball complex at Brandt-Quirk Park and recognizes Watertown Active Living Initiative for its efforts to fund and develop this recreational amenity for the benefit of the community.

That this Resolution shall be in full force and effect upon its passage and adoption.

	YES	NO
DAVIS		
LAMPE		
BERG		
NITECKI		
BLANKE		
SMITH		
ARNETT		
HAASE		
MOLDENHAUER		
MAYOR STOCKS		
TOTAL		

ADOPTED October 6, 2026

CITY CLERK

APPROVED October 6, 2026

MAYOR

EXHIBIT A



**RESOLUTION TO
ENTER INTO A LEASE FOR AN AIRPORT HANGAR PAD
LOCATED AT
1828 RIVER DRIVE, PIN: 291-0815-0933-002**

**SPONSOR: MAYOR ROBERT STOCKS
FROM: PLAN COMMISSION**

WHEREAS, the Airport Commission has approved the lease of the hangar pad located at 1828 River Drive, PIN: 291-0815-0933-002 and,

WHEREAS, the existing hangar pad is available for lease; and,

WHEREAS, the leasing of this hangar pad is in the best interest of the city; and,

WHEREAS, the Plan Commission approved the lease of this hangar pad.

**NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE
CITY OF WATERTOWN, WISCONSIN:**

The proper City Officials be and are hereby authorized to enter into the lease for the hangar pad located at 1828 River Drive, PIN: 291-0815-0933-002 a copy of which is attached hereto as Exhibit A.

	YES	NO
DAVIS		
LAMPE		
BERG		
NITECKI		
BLANKE		
SMITH		
ARNETT		
HAASE		
MOLDENHAUER		
MAYOR STOCKS		
TOTAL		

ADOPTED October 6, 2026

CITY CLERK

APPROVED October 6, 2026

MAYOR

AIRPORT HANGAR LEASE

This Agreement, made and entered into as of July 15, 2026 by and between the City of Watertown, Wisconsin, a Wisconsin Municipal Corporation, hereinafter called the, "Lessor," and Goat Aviation LLC

whose hangar address is 1828 River Dr., Watertown, WI, 53094, hereinafter called the "Lessee(s)."

WHEREAS, the Lessor owns and operates an airport known as the Watertown Municipal Airport (hereinafter the "Airport") and Lessee is desirous of leasing from the Lessor a certain parcel of land, as improved, at the Airport, hereinafter more fully described, for the purpose of aircraft and aviation related equipment storage; and,

WHEREAS, the Lessee will use the below described property for the purpose of storing aircraft and aviation related equipment and shall conduct only such aircraft maintenance, storage and similar activities as related to its own aircraft and as performed by the Lessee or by regular, lawfully, pay-rolled employees of the Lessee, or bona fide contractors retained or hired by Lessee;

NOW, THEREFORE, for and in consideration of the rental charges, covenants and agreements herein contained, the sufficiency of foresaid consideration being deemed acceptable by the parties hereto, the Lessee does hereby lease from the Lessor the following premises, rights, and easements on and to the Airport upon the following terms and conditions.

- 1. Property Description:** Hangar No. C15, consisting of land area of 62' feet by 60' feet totaling 3,720 square feet located at the Airport, hereinafter called the "premises."
- 2. Hangar Construction:** The Lessee shall have the right to erect, maintain and alter buildings or structures upon the premises provided such buildings or structures conform to the building code requirements of the Wisconsin Department of Commerce and pertinent provisions of any local ordinance then-in effect. All plans for such buildings or structures shall be reviewed and approved in writing by the Lessor or Lessor's agent or representative, prior to construction or modification.
- 3. Term:** The term of this lease shall commence on _____ and continue for twenty (20) years from said date. This agreement shall be reevaluated by the Lessor within said term no sooner, nor later, than, five (5) years following the commencement date and every five (5) years thereafter on the same day/month and rents shall be adjusted accordingly.
- 4. Rent:** The Lessee agrees to pay to the Lessor for the use of the premises; rights and easements herein described a yearly rental of \$.11 cents (\$0.11) per square foot for the land leased, for the total annual charge payable on or before January 31st of each year during the term of this Lease. Failure on the part of the Lessee to pay the rent hereunder within thirty (30) days after the same shall become due, shall authorize the Lessor to provide written notice thereof issued to Lessee's last known or reasonably ascertainable post office address consistent with the terms of Paragraph 16 hereof. It is understood and agreed that the rental rate specified shall be subject to readjustment at the end of each five (5) years of this Lease, provided that any readjustment of rates shall be reasonable and applicable to all Ground Leases in good and active, binding standing with the Airport. Lessee shall have the right to terminate Lease upon written notice issued hereunder within fifteen (15) days of the effective date of any readjustment of rates under this Paragraph.
- 5. Non-Exclusive Use:** The Lessee shall have the right to the non-exclusive use, in common with others, of the airport parking areas, appurtenances and improvements; the right to install, operate, maintain and store, subject to the approval of the Lessor in the interest of safety and convenience of all concerned, all equipment necessary for the safe hangaring of the Lessee's aircraft; the right of ingress

- its agents, servants, employees, trespassers or guests under this lease or by reasons of any act or omission of those persons.
11. **Insurance:** The Lessee agrees that there shall be on deposit with the Lessor a certifiable policy of liability insurance bearing minimum policy limits and coverage types in full conformity with the attached, "Appendix 1." The policy shall be issued by a company licensed to do business in Wisconsin. The policy shall name the City of Watertown as an additional insured and provide for a minimum of ten (10) days prior written notice to the City of Watertown in the event of cancellation. The Lessee shall provide the City of Watertown with a Certificate of Insurance consistent with demonstrating the requirements herein stated. The cancellation or other termination of any insurance policy issued in compliance with this section shall automatically terminate the lease, unless another policy has been filed and approved pursuant to this section and shall be in effect at the time of such cancellation or termination.
 12. **Maintenance of Buildings:** The Lessee will maintain the structures occupied by them and the surrounding land premises in good order and make such repairs as necessary. The Lessee shall control weeds and landscaping near, about or around the building to the extent the presence of such weeds and landscaping could not be reasonably construed to be determined deleterious to the value of the other improvements at the Airport or the common or exclusive real estate portions or elements of the Airport, itself. In the event of fire or any other casualty to structures owned by the Lessee, the Lessee shall either repair or replace the building or remove the damaged building and restore the leased area to its original condition; such action must be accomplished within one hundred, twenty (120) days of the date the damage. Upon petition by the Lessee, the Lessor may grant an extension of time if it appears such extension is warranted. Lessee further agrees not to deposit any trash, garbage, or similar refuse on any part of the premises. In the event Lessee fails to comply with this paragraph, the Lessor may notify the Lessee in writing that such maintenance, cleaning, repair or replacement shall be done, and in the event that Lessee fails to correct the condition within fifteen (15) days of the Lessor's written notice, the Lessor may enter the premises of the Lessee and provide the necessary custodial service and bill the Lessee for the expense thereof. Lessee agrees that any failure to comply with the foregoing shall, in the sole and exclusive discretion of the Lessor, be cause for immediate termination of the lease with all rights accruing in favor of the Lessor pursuant to Paragraph 16.
 13. **Right to Inspect:** The Lessor reserves the right to request entrance and access to, in and about the premises, which request will not be unreasonably withheld, at any reasonable time for the purpose of making any inspection, maintenance, repair, showing or any other reasonably-related airport function it may deem expedient to the proper enforcement or execution of any of the covenants or conditions of this agreement. A current key will be issued to the Lessor for any purpose hereunder.
 14. **Taxes:** The Lessee shall pay all taxes or assessments that may be levied against the personal property of the Lessee or the buildings which the Lessee may erect on lands exclusively to them. Any failure in the foregoing on the part of the Lessee shall be considered a material breach hereunder. Time shall be of the essence with respect to compliance with this section with the due date designated by taxing authorities being controlling to determining the Lessee's compliance.
 15. **Signs:** No signs, postings or advertising matter may be erected, mounted or similarly located at, on or about the premises without the express, written consent of the Lessor. The Lessee shall display the address assigned to the hangar prominently and conspicuously upon the hangar exterior with lettering the minimum of 3 inches and a maximum of 5 inches.

16. Default: The Lessee shall be deemed in default upon:

- a) Failure to pay rent within thirty (30) days after due date;
- b) The filing of a petition under the Federal Bankruptcy Act or any amendment thereto including a petition for reorganization or an arrangement;
- c) The commencement of a proceeding for dissolution or for the appointment of a receiver;
- d) The making of an assignment for the benefit of creditors;
- e) Violation of any restrictions, conditions, provisions contained in this lease, or failure to keep any of its covenants after written notice to cease such violation and failure to correct such violation within thirty (30) days.

In the event of a default, except for the payment of rent, the Lessor shall give written notice of the nature of the default to the Lessee issued to Lessee's last known or reasonably ascertainable post office address. The Lessee shall have thirty (30) days from the date of said notice to cure any Default if so allowed under any applicable or controlling provision hereunder. Failure to timely pay rent shall constitute a Default without further required notice except as required under Wisconsin state statutes or governing Wisconsin Administrative Code. Default as defined under this paragraph, shall authorize the Lessor, at its sole and exclusive option, to declare this lease void, cancel the same, and re-enter and take possession of the premises. In any litigation to enforce the terms of this lease, the Lessor may recover all costs, damages and expenses suffered by Lessor by reason of Lessee's default, including attorney fees to the extent permitted by law. As an alternative, Lessor may elect to cure any default and add the cost attributable to such cure to Lessee's rent and recover the same upon the successive collection of rent, and, in case of failure to so recover such amounts, said amounts shall be additional damages recoverable by the Lessor in suit to enforce or make any form of recovery under this lease.

- 17. Title:** Title to the building or associated improvements erected, modified or maintained by the Lessee shall remain with the Lessee and shall be transferable pending written approval by the Lessor. Upon termination of this lease, the Lessee may, at the sole and exclusive option of the Lessor, remove the buildings, equipment, and property, and restore the leased property to its original, pre-lease condition.
- 18. Return of Possession:** At the termination of this Lease, Lessee shall surrender peaceable possession of the property to Lessor in as good of condition as when Lessee entered into this agreement, reasonable wear and tear being excepted.
- 19. Option to Renew:** Lessor does hereby grant unto Lessee the right and option to renew and extend the term of this lease for two (2) additional period(s) of ten (10) years each. Such renewal and extension shall be on like covenants, agreements, terms, provisions, and conditions as are contained herein, except that the Rent shall be adjusted as set forth in Paragraph 4 of this lease. Lessee shall provide written notice to Lessor of Lessee's exercise of this option to renew not later than one hundred twenty (120) days prior to the expiration of any term under this lease.
- 20. Snow Removal:** The Lessor agrees to provide snow removal services to the Lessee's leased premises as reasonably possible in, near and about the premises-hangar area, except within five (5) feet of hangar door(s) or exterior walls or impediments as reasonably possible. Snow removal shall be accomplished only after all runways, apron, and primary taxiways have been first cleared.
- 21. Risk of Operation:** Lessee shall take possession of the premises subject to the known and unknown but reasonably inferable hazards of operating, maintaining, and storing an aircraft and shall assume

the right, in common with others authorized to do so, to use common areas of the airport, including runways, taxiways, aprons, roadways, and other conveniences for the take-off, flying and landing of aircraft.

6. **Storage and Use:** Lessee shall have the right to store aircraft on the premises; however, Lessee shall not engage in any other business or operations without the express written consent of the Lessor. Lessee understands that a violation of this paragraph is a material default and breach of this Lease which gives the Landlord the rights set forth in Paragraph 16. Both light and heavy maintenance of Lessee's aircraft or related equipment, including operation of a workshop for same, and any other uses incidental or related to such aircraft, may be performed on the premises, but not on a for-hire or any similar basis. Lessee agrees that Lessee shall use the premises for no other purposes without first obtaining the express written approval of the Lessor.
7. **Fuel Storage and Hazardous Materials:** Lessee shall not store or maintain on the leased premises any fuels, or other hazardous materials, and agrees not to dispose of same on the airport premises. Lessee is permitted, however, to store lube oil, cleaning solvents, and paints in approved, closed containers. The Lessor may, in its sole discretion, prohibit or impose restrictions on the storage of said material if, in the Lessor's exclusive opinion, the storage is deemed a safety hazard. Disposing of any petroleum or similar products on or about any portion near or about the premises shall be cause for immediate termination of the lease at Lessor's discretion with all rights accruing in favor of Lessor pursuant to Paragraph 16.
8. **Laws and Regulations:** The Lessee agrees to observe and obey during the term of this Lease all laws, ordinances, rules and regulations promulgated and enforced by the Lessor, and by other proper authority having jurisdiction over the conduct of operations at the Airport. Lessee shall not use the premises for any unlawful purpose in direct or apparent violation of any local, state, or federal statute or ordinance, or of any similar regulation, order, or directive of any governmental agency or interest.
9. **Quiet Enjoyment:** The Lessor covenants that upon paying the rent and performing the covenants and conditions herein contained, Lessee shall peacefully and quietly have, hold, and enjoy the leased premises for the term of this Lease. Lessee agrees that temporary inconveniences such as noise, disturbances, traffic detours and the like, caused by or associated with the construction of premises or Airport improvements or similar related airport or aviation-related activities shall not constitute a breach of quiet enjoyment of the leased premises.
10. **Hold Harmless:** Lessee shall exonerate, save harmless, protect and indemnify the Lessor and its agents, employees, representatives and assigns from and against any and all losses, damages, claims, suits or actions, judgments and costs which may arise or grow out of any injury to or death of person or damage to property arising out of and attributable to the negligence or act, or omission of, or use by Lessee, his, her or its agents, servants, employees, trespassers or guests of the leased premises. Lessee also agrees that it will not hold the City of Watertown or any of its agents, employees, or officials responsible for any loss occasioned by fire, theft, rain, windstorm, hail or from any other act of God or similar cause, whether that cause be the direct, indirect, or merely a contributing factor in producing of the loss to any airplane, automobile, personal property, parts or surplus that may be located or stored in, near or about the hangars, offices, aprons, field, or any other location at the Airport. Lessee further agrees that aircraft and aircraft contents are to be stored at Lessee's risk. Further, Lessee agrees to indemnify Lessor, its agents, officers, representatives, and employees, against all liability of any nature arising directly or indirectly out of the activities of Lessee, his, her or

31. **Representations:** Each party hereto represents that it has validly entered into this Agreement and has the legal authority to do so in binding fashion.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this day of _____, 20____ in the City of Watertown, Jefferson County, Wisconsin.

LESSOR: CITY OF WATERTOWN

LESSEE: *[Signature]* *Member*
GOAT Aviation LLC

By: _____
Mayor

Attest: _____
City Clerk

W344S3443 Moraine Hills Dr.
Dousman, WI 53118
Lessee address for communications
pursuant to Agreement:

STATE OF WISCONSIN)
) ss.
COUNTY OF JEFFERSON)

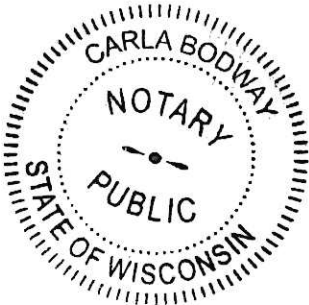
Personally appeared before me this ____ day of _____, 20____, Robert Stocks and Megan Dunneisen who acknowledged that they were Mayor and City Clerk, respectively of the City of Watertown and that they, as such Mayor and City Clerk, being authorized to do so, executed the foregoing instrument consisting of ____ typewritten pages on the City's behalf.

Notary Public, State of Wisconsin
My commission expires _____, 20____

STATE OF WISCONSIN)
) ss.
COUNTY OF JEFFERSON) *Waukegan*

Personally appeared before me this 28 day of July, 2026, David Leikdam, who acknowledged that they are said member of Goat Aviation LLC and that they, as such member being authorized to do so, executed the foregoing instrument on Goat Aviation's behalf.

[Signature]
Notary Public, State of Wisconsin
My commission expires 1-30, 2028



Watertown Airport

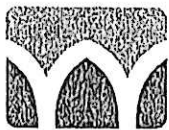
295

Section 13, Item D.



Imagery ©2026 Airbus, Maxar Technologies, Map data ©2026 Google 100 ft

- #1 - Existing Hangar
- #2 - Under Construction Hangar
- #3 - Leikham 62' x 60 Hangar Proposed
- #4 - Space for future 62' wide hangar
- Allows for 20' of space between buildings - 10' from fire hydrant
- #2, 3 & 4 have 45' approach to taxiway



Contract /Memorandum of Understanding (MOU) Coversheet

Section 13, Item D.

THE CITY OF
WATERTOWN

Opportunity runs through it.

(Form shall be used for any documents that need Mayor's signature)

Other Party: _____

Approved Resolution Number: _____

The following procedure shall be done by the Department Head to respectfully request the signature of the mayor.

**If the contract is with a Federal, State or County agency you may proceed with obtaining city signatures.
All other contracts require the other party to sign before using this document.**

1. DEPARTMENT HEAD WHO IS REQUESTING AUTHORIZATION TO ENTER INTO THE CONTRACT/MOU AND WHO HAS CONFIRMED AVAILABLE FUNDING, STAFFING, AND PROPER BID PROCESSES WERE FOLLOWED:

Krys Brown

Print Name

Account # _____

~~0~~
Amount

Krys Brown

Signature

August 12, 2024
Date

2. ROUTED TO FINANCE DIRECTOR ☐

3. FINANCE DIRECTOR ACKNOWLEDGES AWARENESS OF THE VENDOR AND CONTRACT/MOU AMOUNT, AND SERVICES BEING RENDERED:

Mark Stevens, Finance Director/Treasurer

Dated this _____ day of _____, 2025.

4. ROUTED TO CITY ATTORNEY ☐

5. CITY ATTORNEY APPROVAL AS TO FORM AND EXECUTION:

Alexandra Panagopoulos, City Attorney

Dated this _____ day of _____, 2025.

6. ROUTED TO MAYOR ☐

The Finance Director and City Attorney signature on this page indicate the document is ready to be signed by the mayor.

7. MAYOR SIGNATURE ☐

8. ROUTED BACK TO DEPARTMENT HEAD ☐

9. DEPARTMENT HEAD SHALL:

- ROUTE EXECUTED DOCUMENTS TO OTHER PARTY ☐

(If you are awaiting other party signatures, be sure to ask that a fully executed copy gets sent back to the city for our records.)

- ROUTE AN EXECUTED COPY TO THE CITY CLERK ☐

- ROUTE AN EXECUTED COPY TO THE CITY ATTORNEY ☐