



City of Appleton

100 North Appleton Street
Appleton, WI 54911-4799
www.appletonwi.gov

Meeting Agenda - Final-revised Common Council

Wednesday, August 20, 2025

7:00 PM

Council Chambers

- A. CALL TO ORDER
- B. INVOCATION
- C. PLEDGE OF ALLEGIANCE TO THE FLAG
- D. ROLL CALL OF ALDERPERSONS
- E. ROLL CALL OF OFFICERS AND DEPARTMENT HEADS
- F. APPROVAL OF PREVIOUS COUNCIL MEETING MINUTES
[25-0960](#) Common Council Meeting Minutes of August 6, 2025

Attachments: [CC Minutes 8-6-25 REV.pdf](#)

- G. BUSINESS PRESENTED BY THE MAYOR
- H. PUBLIC PARTICIPATION
- I. PUBLIC HEARINGS
- J. SPECIAL RESOLUTIONS
- K. ESTABLISH ORDER OF THE DAY
- L. COMMITTEE REPORTS
- 1. **MINUTES OF THE MUNICIPAL SERVICES COMMITTEE**
[25-0919](#) Approve Oklahoma Street Asphalt Reconstruction Design.

Attachments: [Oklahoma Street Design Memo.pdf](#)

[Oklahoma Street Petition August 2025.pdf](#)

Legislative History

8/11/25 Municipal Services held
 Committee

8/11/25	Municipal Services Committee	amended
	<i>Amendment to install roadway at 32-foot width.</i>	
8/11/25	Municipal Services Committee	recommended for approval
	<i>Original Report Action Item was moved for approval by Firkus, seconded by Fenton, prior to this Meltzer/Schultz amendment being approved.</i>	
8/11/25	Municipal Services Committee	recommended for denial
	<i>Motion to recommend for approval as amended failed 2/3. Oklahoma Street Asphalt Reconstruction Design is reported as recommended for denial as amended.</i>	

[25-0920](#)

Approve Long Term Temporary Occupancy Permit 25-104-T for a construction dumpster in Public Right-of-Way at 100 W Lawrence Street through November 1, 2025.

Attachments: [Occupancy Permit 25-104-T Lawrence St.pdf](#)

Legislative History

8/11/25	Municipal Services Committee	recommended for approval
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2. MINUTES OF THE SAFETY AND LICENSING COMMITTEE[25-0939](#)

Class "A" Beer & "Class A" Liquor License application for Top Dogz Vape Shop LLC d/b/a Top Dogz Vape Shop, Jennifer Peters, Agent, located at 208 E Wisconsin Ave, contingent upon approval from the Health, Inspections, and Public Works departments

Attachments: [Top Dogz Vape Shop LLC.Alcohol.Class A_Beer Liquor.7.9.25.REDACTED.pdf](#)

Legislative History

8/13/25	Safety and Licensing Committee	recommended for approval
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[25-0940](#)

Pet Store License renewal application for Lucky Fish & Aquarium LLC, Keeteekune Thao, Applicant, located at 337 W Wisconsin Ave, contingent upon approval from the Fire and Inspections departments

Attachments: [Lucky Fish & Aquarium.PK.7.16.25.REDACTED.pdf](#)

Legislative History

8/13/25	Safety and Licensing Committee	recommended for approval
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[25-0961](#)

Food Truck Fire Inspection MOU

Attachments: [Grand Chute MOU - Combined Doc 07-30-2025 - GCFD signed.pdf](#)

Legislative History

8/13/25	Safety and Licensing Committee	recommended for approval
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3. MINUTES OF THE CITY PLAN COMMISSION

[25-0916](#) Request to approve Certified Survey Map #13-25 for the combination of City-owned parcels and vacated right-of-way [row] (a portion of N. Oneida Street row and all of an unnamed alley row) located north of Washington Street and south of Franklin Street for the Transit Center development in accordance with Wis. Stat. §62.23(5) pertaining to the alteration of land (changing the parcel lot lines) for public grounds, as shown on the attached map and subject to Common Council adoption of S. Oneida Street and unnamed alley discontinuance

Attachments: [Memo_PlanCommission_Transit Center CSM_For08-13-25.pdf](#)

Legislative History

8/13/25 City Plan Commission recommended for approval

4. MINUTES OF THE PARKS AND RECREATION COMMITTEE**5. MINUTES OF THE FINANCE COMMITTEE**

[25-0892](#) Request to approve Riverside Cemetery Association reimbursement request for maintenance of Veteran graves

Attachments: [Grave Reimbursment 2024 to 2025.pdf](#)

[Military Report 2024 - 2025.pdf](#)

[VETERANS JULY 2024 - JUNE 2025.docx](#)

Legislative History

8/11/25 Finance Committee recommended for approval

[25-0911](#) Request to approve sole source contract to Nordon Business Environments to purchase new workstations in the amount of \$350,113

Attachments: [2025 Community Dev. Furniture Upgrades Sole Source.pdf](#)

[FMD - Nordon.pdf](#)

Legislative History

8/11/25 Finance Committee recommended for approval

[25-0912](#) Request to approve the 2026 Special Assessment Policy

Attachments: [2026 Assessment Policy - 08-20-2025.pdf](#)

Legislative History

8/11/25 Finance Committee recommended for approval

[25-0942](#)

Request to award the Mead Pool Coating and ADA Upgrades Project contract to Cardinal Construction Co., Inc. in the amount of \$424,727 with a 7% contingency of \$29,731, for a project total not to exceed \$454,458 along with the following budget amendment (2/3 vote of council required):

Facilities Capital Projects Fund

2025 Parks Hardscapes	- \$144,878
Mead Pool Coating & ADA Upgrades	+ \$144,878

Attachments: [2025 Mead Pool Coating and ADA Upgrades Project with Budget Transfer.pdf](#)

Legislative History

8/11/25 Finance Committee recommended for approval

[25-0956](#)

Request to approve the following Budget amendment:

Wastewater Utility Fund

2024 Aeration Process Upgrades	- \$19,845
Phosphorus Analyzer	+\$19,845

To fund the purchase of a Chemscan miniOP phosphorus analyzer (2/3 vote of Council required)

Attachments: [250808 Finance Budget Transfer P Analyzer.pdf](#)

Legislative History

8/11/25 Finance Committee recommended for approval

6. MINUTES OF THE COMMUNITY DEVELOPMENT COMMITTEE**7. MINUTES OF THE UTILITIES COMMITTEE**[25-0937](#)

Award R-25 Root Control Contract to Duke's Root Control, Inc., in an amount not to exceed \$35,000.

Attachments: [R-25 Contract Award Combined Forms.pdf](#)

Legislative History

8/12/25 Utilities Committee recommended for approval

8. MINUTES OF THE HUMAN RESOURCES & INFORMATION TECHNOLOGY COMMITTEE[25-0930](#)

Request the Approval of Successor Labor Agreement with IAFF Local 257 (2026-2028).

Attachments: [Memo to Committee and Council.pdf](#)

[Fire Fighter Contract 2026 Strike and Bold.pdf](#)

Legislative History

8/13/25 Human Resources & Information Technology Committee recommended for approval

[25-0931](#) Request the Approval of changes to the City Fringe Benefits Policy - May 2025

Attachments: [Fringe Benefit Policy - May 2025.pdf](#)

Legislative History

8/13/25 Human Resources & Information Technology Committee recommended for approval

9. MINUTES OF THE FOX CITIES TRANSIT COMMISSION

10. MINUTES OF THE BOARD OF HEALTH

[25-0904](#) Approve changes to Child Passenger Safety Program Policy

Attachments: [N_200_0_Child Passenger Safety Program 7.10.2025.pdf](#)

Legislative History

8/13/25 Board of Health recommended for approval

[25-0905](#) Approve changes to Child Passenger Safety Program Procedure

Attachments: [N_200_1_PRO_ChildPassengerSafetyProgram_07.10.2025.pdf](#)

Legislative History

8/13/25 Board of Health recommended for approval

[25-0906](#) Approve changes to Tuberculosis Screening Policy

Attachments: [N_204_0_TuberculosisScreening_07.23.2025.pdf](#)

Legislative History

8/13/25 Board of Health recommended for approval

[25-0907](#) Approve changes to Tuberculin Skin Test Procedure

Attachments: [N_204_1_PRO_TurberculinSkinTesting_07_23_2025 .pdf](#)

Legislative History

8/13/25 Board of Health recommended for approval

[25-0908](#) Archive Child Passenger Seat Appointment Scheduling Procedure

Attachments: [N_200_2_PRO_ChildPassengerSeatAppointmentScheduling_8.21.2024.pdf](#)

Legislative History

8/13/25 Board of Health recommended for approval

[25-0909](#) Archive Child Passenger Fitting Station Procedure

Attachments: [N_200_3_PRO_ChildPassengerFittingStation_8.21.2024.pdf](#)

Legislative History

8/13/25 Board of Health recommended for approval

M. CONSOLIDATED ACTION ITEMS

N. ITEMS HELD

O. ORDINANCES

[25-0959](#) Ordinances #102-25 to #110-25

Attachments: [Ordinances to Council 8-20-25.pdf](#)

P. LICENSE APPLICATIONS AND COMMUNICATIONS REFERRED TO COMMITTEES OF JURISDICTION

Q. RESOLUTIONS SUBMITTED BY ALDERPERSONS REFERRED TO COMMITTEES OF JURISDICTION

R. OTHER COUNCIL BUSINESS

T. ADJOURN

Amy Molitor, City Clerk

Reasonable accommodations for persons with disabilities will be made upon request and if feasible.

Remote meeting attendance may be permitted pursuant to Section 2-29 of the Appleton Municipal Code and Rules of Council.



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Meeting Minutes - Final-revised Common Council

Wednesday, August 6, 2025

7:00 PM

Council Chambers

A. CALL TO ORDER

The meeting was called to order by Mayor Woodford at 7:00 p.m.

B. INVOCATION

The Invocation was offered by Alderperson Wolff.

C. PLEDGE OF ALLEGIANCE TO THE FLAG

D. ROLL CALL OF ALDERPERSONS

Present: 15 - Alderperson Josh Lambrecht, Alderperson Vered Meltzer, Alderperson Brad Firkus, Alderperson Martyn Smith, Alderperson Katie Van Zeeland, Alderperson Denise Fenton, Alderperson Patrick Hayden, Alderperson Alex Schultz, Alderperson Vaya Jones, Alderperson Adrian Stancil-Martin, Alderperson Nate Wolff, Alderperson Sheri Hartzheim, Alderperson Christopher Croatt, Alderperson Denis Dougherty and Mayor Jake Woodford

Absent: 1 - Alderperson Patti Heffernan

E. ROLL CALL OF OFFICERS AND DEPARTMENT HEADS

All Departments were represented.

F. APPROVAL OF PREVIOUS COUNCIL MEETING MINUTES

[25-0881](#)

Common Council Meeting Minutes of July 16, 2025

Attachments: [CC Minutes 7-16-25.pdf](#)

Alderperson Hartzheim moved, seconded by Alderperson Stancil-Martin, that the Minutes be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderperson Josh Lambrecht, Alderperson Vered Meltzer, Alderperson Brad Firkus, Alderperson Martyn Smith, Alderperson Katie Van Zeeland, Alderperson Denise Fenton, Alderperson Patrick Hayden, Alderperson Alex Schultz, Alderperson Vaya Jones, Alderperson Adrian Stancil-Martin, Alderperson Nate Wolff, Alderperson Sheri Hartzheim, Alderperson Christopher Croatt and Alderperson Denis Dougherty

Absent: 1 - Alderperson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

G. BUSINESS PRESENTED BY THE MAYOR

[25-0886](#)

Proclamations:

- Breastfeeding Awareness Month
- Women's Equality Day
- Voting Rights Act Day

Attachments: [Breastfeeding Awareness Month.pdf](#)
[Women's Equality Day.pdf](#)
[Voting Rights Act Day.pdf](#)

H. PUBLIC PARTICIPATION

Oliver Zornow, 218 E. Lincoln Street, spoke regarding Item 25-0863 Street Occupancy Permit #17-018-P Revision

I. PUBLIC HEARINGS

[25-0735](#)

Public Hearing for Comprehensive Plan Future Land Use Map Amendment #2-25, Hartwig Annexation & additional property generally located west of the CTH OO/USH 441 interchange from Business/Industrial Future Land Use to Commercial Future Land Use

Attachments: [Public Hearing Notice Comp Plan Amend #2-25.pdf](#)

The Public Hearing was held. No one spoke during the hearing.

J. SPECIAL RESOLUTIONS

[25-0882](#)

Initial Resolution for the Street Vacation of N. Oneida Street and Unnamed Historic Alley, North of Washington Street and South of Franklin Street
(Taken up under Consolidated Action Items)

Attachments: [N Oneida St and Alley - Initial Resolution \(REVISED 07-15-2025\).pdf](#)

This Resolution was approved - see Consolidated Action Items.

K. ESTABLISH ORDER OF THE DAY

[25-0699](#)

Request to approve Comprehensive Plan 2010-2030 Future Land Use Map Amendment #2-25 for the subject parcels generally located west of the CTH OO/USH 441 Interchange (Tax Id #31-1-5351-00, 31-1-5352-00, 31-1-5352-01, 31-1-6728-00, 31-1-6729-00, 31-1-5804-00, 31-1-5802-00, 31-1-5803-00, 31-1-5801-00, 31-1-5805-00, 31-1-5800-00, 31-1-5806-00, 31-1-5807-00 and 31-1-5808-00) from future Business/Industrial land use designation to future Commercial land use designation as shown on the attached maps and approve the attached Resolution

Attachments: [StaffMemo_Hartwig_CompPlan+Rezoning_For06-25-25.pdf](#)

Alderson Croatt moved, seconded by Alderson Fenton, that the Comprehensive Plan Future Land Use Map Amendment be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderson Josh Lambrecht, Alderson Vered Meltzer, Alderson Brad Firkus, Alderson Martyn Smith, Alderson Katie Van Zeeland, Alderson Denise Fenton, Alderson Patrick Hayden, Alderson Alex Schultz, Alderson Vaya Jones, Alderson Adrian Stancil-Martin, Alderson Nate Wolff, Alderson Sheri Hartzheim, Alderson Christopher Croatt and Alderson Denis Dougherty

Absent: 1 - Alderson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

[25-0701](#)

Request to approve Rezoning #6-25 for the subject parcels generally located west of the CTH OO/USH 441 Interchange (Tax Id #31-1-5351-00, 31-1-5352-00, 31-1-5352-01, 31-1-6729-00, 31-1-5804-00, 31-1-5802-00, 31-1-5803-00, 31-1-5801-00, 31-1-5805-00, 31-1-5800-00, 31-1-5806-00, 31-1-5807-00 and 31-1-5808-00), including the adjacent right-of-way, as shown on the attached maps, from M-1 Industrial Park District and AG Agricultural District to C-2 General Commercial District

Attachments: [StaffMemo_Hartwig_CompPlan+Rezoning_For06-25-25.pdf](#)

Alderson Croatt moved, seconded by Alderson Fenton, that the Rezoning be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderson Josh Lambrecht, Alderson Vered Meltzer, Alderson Brad Firkus, Alderson Martyn Smith, Alderson Katie Van Zeeland, Alderson Denise Fenton, Alderson Patrick Hayden, Alderson Alex Schultz, Alderson Vaya Jones, Alderson Adrian Stancil-Martin, Alderson Nate Wolff, Alderson Sheri Hartzheim, Alderson Christopher Croatt and Alderson Denis Dougherty

Absent: 1 - Alderson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

[25-0702](#)

Request to approve Certified Survey Map #9-25, which crosses a plat boundary, to divide the parcels into 3 proposed lots and 1 outlot, generally located west of the CTH OO/USH 441 Interchange (Tax Id #31-1-5351-00, 31-1-5352-00, 31-1-5352-01, 31-1-6728-00, 31-1-6729-00, 31-1-5804-00, 31-1-5802-00, 31-1-5803-00, 31-1-5801-00, 31-1-5805-00, 31-1-5800-00, 31-1-5806-00, 31-1-5807-00 and 31-1-5808-00) and to approve the City's release of their interest in the public utility easement subject to the conditions in the attached staff memo and as shown on the attached maps

Attachments: [StaffMemo_Hartwig_CSM_For06-25-25.pdf](#)

Alderson Croatt moved, seconded by Alderson Fenton, that the Certified Survey Map be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderson Josh Lambrecht, Alderson Vered Meltzer, Alderson Brad Firkus, Alderson Martyn Smith, Alderson Katie Van Zeeland, Alderson Denise Fenton, Alderson Patrick Hayden, Alderson Alex Schultz, Alderson Vaya Jones, Alderson Adrian Stancil-Martin, Alderson Nate Wolff, Alderson Sheri Hartzheim, Alderson Christopher Croatt and Alderson Denis Dougherty

Absent: 1 - Alderson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

[25-0873](#)

Authorization to Execute Cooperative Agreement between Valley Transit, WisDOT, and ECWRPC

Attachments: [Appleton Coop Agreement Final 11July25.pdf](#)

Alderson Croatt moved, seconded by Alderson Meltzer, that the Authorization to Execute the Cooperative Agreement be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderson Josh Lambrecht, Alderson Vered Meltzer, Alderson Brad Firkus, Alderson Martyn Smith, Alderson Katie Van Zeeland, Alderson Denise Fenton, Alderson Patrick Hayden, Alderson Alex Schultz, Alderson Vaya Jones, Alderson Adrian Stancil-Martin, Alderson Nate Wolff, Alderson Sheri Hartzheim, Alderson Christopher Croatt and Alderson Denis Dougherty

Absent: 1 - Alderson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

[25-0830](#)

Class "B" Beer and Reserve "Class B" Liquor License application for Trout Museum of Art, Christina Turner, Agent, located at 325 E College Ave, contingent upon approval from the Inspections department

Attachments: [Trout Museum of Art.Alcohol.Class B Beer Reserve Liquor.3.21.25.REDACTED.pdf](#)

Alderson Croatt moved, seconded by Alderson Lambrecht, that the Alcohol License be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderson Josh Lambrecht, Alderson Vered Meltzer, Alderson Brad Firkus, Alderson Martyn Smith, Alderson Katie Van Zeeland, Alderson Denise Fenton, Alderson Patrick Hayden, Alderson Alex Schultz, Alderson Vaya Jones, Alderson Adrian Stancil-Martin, Alderson Nate Wolff, Alderson Sheri Hartzheim, Alderson Christopher Croatt and Alderson Denis Dougherty

Absent: 1 - Alderson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

[25-0870](#)

Request to approve a resolution authorizing and providing for the issuance and establishing parameters for the sale of not to exceed \$10,865,000 General Obligation Promissory Notes, Series 2025, and all related details.

Attachments: [Appleton 2025 G.O. Promissory Notes - Parameters Resolution.pdf](#)

Brad Viegut from Baird addressed the Council regarding the following Resolutions: #25-0870, #25-0872, #25-0878, and #25-0879.

Alderson Hartzheim moved, seconded by Alderson Meltzer, that the Resolution for General Obligation Promissory Notes in the amount of \$10,865,000 be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderson Josh Lambrecht, Alderson Vered Meltzer, Alderson Brad Firkus, Alderson Martyn Smith, Alderson Katie Van Zeeland, Alderson Denise Fenton, Alderson Patrick Hayden, Alderson Alex Schultz, Alderson Vaya Jones, Alderson Adrian Stancil-Martin, Alderson Nate Wolff, Alderson Sheri Hartzheim, Alderson Christopher Croatt and Alderson Denis Dougherty

Absent: 1 - Alderson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

[25-0872](#)

Request to approve a resolution authorizing and providing for the issuance and establishing parameters for the sale of not to exceed \$8,975,000 Water System Revenue Refunding Bonds, Series 2025, and all related details.

Attachments: [Appleton 2025 Water Revenue Refunding Bonds - Parameters Resolution.pdf](#)

Alderson Croatt moved, seconded by Alderson Lambrecht, that the Resolution for Water System Revenue Refunding Bonds in the amount of \$8,975,000 be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderson Josh Lambrecht, Alderson Vered Meltzer, Alderson Brad Firkus, Alderson Martyn Smith, Alderson Katie Van Zeeland, Alderson Denise Fenton, Alderson Patrick Hayden, Alderson Alex Schultz, Alderson Vaya Jones, Alderson Adrian Stancil-Martin, Alderson Nate Wolff, Alderson Sheri Hartzheim, Alderson Christopher Croatt and Alderson Denis Dougherty

Absent: 1 - Alderson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

[25-0878](#)

Request to approve a resolution authorizing and providing for the issuance and establishing parameters for the sale of not to exceed \$4,725,000 Sewerage System Revenue Bonds, Series 2025, and all related details.

Attachments: [Appleton 2025 Sewer Revenue Bonds - Parameters Resolution.pdf](#)

Alderson Hartzheim moved, seconded by Alderson Croatt, that the Resolution for Sewerage System Revenue Bonds in the amount of \$4,725,000 be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderson Josh Lambrecht, Alderson Vered Meltzer, Alderson Brad Firkus, Alderson Martyn Smith, Alderson Katie Van Zeeland, Alderson Denise Fenton, Alderson Patrick Hayden, Alderson Alex Schultz, Alderson Vaya Jones, Alderson Adrian Stancil-Martin, Alderson Nate Wolff, Alderson Sheri Hartzheim, Alderson Christopher Croatt and Alderson Denis Dougherty

Absent: 1 - Alderson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

[25-0879](#)

Request to approve a resolution authorizing and providing for the issuance and establishing parameters for the sale of not to exceed \$8,800,000 Storm Water System Revenue Refunding Bonds, Series 2025, and all related details.

Attachments: [Appleton 2025 Storm Water Revenue Refunding Bonds - Parameters Resolution.pdf](#)

Aldersperson Hartzheim moved, seconded by Aldersperson Croatt, that the Resolution for Storm Water System Revenue Refunding Bonds in the amount of \$8,800,000 be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Aldersperson Josh Lambrecht, Aldersperson Vered Meltzer, Aldersperson Brad Firkus, Aldersperson Martyn Smith, Aldersperson Katie Van Zeeland, Aldersperson Denise Fenton, Aldersperson Patrick Hayden, Aldersperson Alex Schultz, Aldersperson Vaya Jones, Aldersperson Adrian Stancil-Martin, Aldersperson Nate Wolff, Aldersperson Sheri Hartzheim, Aldersperson Christopher Croatt and Aldersperson Denis Dougherty

Absent: 1 - Aldersperson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

[25-0863](#)

Request to revise permanent street occupancy permit #17-018-P

Attachments: [Edison ES Revised Permanent Street Occupancy Permit.pdf](#)

Aldersperson Hartzheim moved, seconded by Aldersperson Fenton, that the Street Occupancy Permit Revision be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Aldersperson Josh Lambrecht, Aldersperson Vered Meltzer, Aldersperson Brad Firkus, Aldersperson Martyn Smith, Aldersperson Katie Van Zeeland, Aldersperson Denise Fenton, Aldersperson Patrick Hayden, Aldersperson Alex Schultz, Aldersperson Vaya Jones, Aldersperson Adrian Stancil-Martin, Aldersperson Nate Wolff, Aldersperson Sheri Hartzheim, Aldersperson Christopher Croatt and Aldersperson Denis Dougherty

Absent: 1 - Aldersperson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

[25-0772](#)

Request to approve proposed text amendments to the Municipal Code, Chapter 4 Buildings (Sec. 4-392 Exemptions) as identified in the attached document

Attachments: [Electrical Exemptions Chapter 4 Text Amendments_For7-23-25.pdf](#)
[Amendment to 25-0772 8.6.2025.docx](#)

Aldersperson Hartzheim moved, seconded by Aldersperson Smith, that the Text Amendments be amended as reflected in the attached document. Roll Call. Motion carried by the following vote:

Aye: 8 - Alderperson Josh Lambrecht, Alderperson Brad Firkus, Alderperson Martyn Smith, Alderperson Katie Van Zeeland, Alderperson Vaya Jones, Alderperson Sheri Hartzheim, Alderperson Christopher Croatt and Alderperson Denis Dougherty

Nay: 6 - Alderperson Vered Meltzer, Alderperson Denise Fenton, Alderperson Patrick Hayden, Alderperson Alex Schultz, Alderperson Adrian Stancil-Martin and Alderperson Nate Wolff

Absent: 1 - Alderperson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

Alderperson Fenton moved, seconded by Alderperson Wolff, that the Text Amendments be approved as amended. Roll Call. Motion carried by the following vote:

Aye: 11 - Alderperson Josh Lambrecht, Alderperson Vered Meltzer, Alderperson Brad Firkus, Alderperson Martyn Smith, Alderperson Katie Van Zeeland, Alderperson Patrick Hayden, Alderperson Vaya Jones, Alderperson Adrian Stancil-Martin, Alderperson Sheri Hartzheim, Alderperson Christopher Croatt and Alderperson Denis Dougherty

Nay: 3 - Alderperson Denise Fenton, Alderperson Alex Schultz and Alderperson Nate Wolff

Absent: 1 - Alderperson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

L. COMMITTEE REPORTS

Balance of the action items on the agenda.

Alderperson Hartzheim moved, Alderperson Van Zeeland seconded, to approve the balance of the agenda. The motion carried by the following vote:

Aye: 14 - Alderperson Josh Lambrecht, Alderperson Vered Meltzer, Alderperson Brad Firkus, Alderperson Martyn Smith, Alderperson Katie Van Zeeland, Alderperson Denise Fenton, Alderperson Patrick Hayden, Alderperson Alex Schultz, Alderperson Vaya Jones, Alderperson Adrian Stancil-Martin, Alderperson Nate Wolff, Alderperson Sheri Hartzheim, Alderperson Christopher Croatt and Alderperson Denis Dougherty

Absent: 1 - Alderperson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

1. MINUTES OF THE MUNICIPAL SERVICES COMMITTEE

[25-0859](#)

Approve Glenmore Park Plat new street design parameters

Attachments: [Glenmore Park Plat Road Designs.pdf](#)

This Report Action Item was approved.

- [25-0860](#) Approve Mission Ridge North Plat new street design parameters
Attachments: [Mission Ridge North Plat Road Designs.pdf](#)
This Report Action Item was approved.
- [25-0861](#) Approve I-41 STH47/Meade Street State Municipal Finance Agreement
Attachments: [IH 41 Richmond Street Interchange SMFA.pdf](#)
This Report Action Item was approved.
- [25-0862](#) Approve I-41 STH47/Meade Street State Municipal Maintenance Agreement
Attachments: [IH 41 Richmond Street Interchange SMMA.pdf](#)
This Report Action Item was approved.
- [25-0864](#) Approve Ordinance changes related to the A-25/A-26 Baldeagle Drive Paving Projects
Attachments: [Baldeagle Dr A-25 & A-26 Ordinance Changes.pdf](#)
This Report Action Item was approved.
- [25-0865](#) Approve Ordinance changes related to the A-25 Providence Av Paving Project
Attachments: [Providence Av A-25 Ordinance Changes.pdf](#)
This Report Action Item was approved.
- [25-0866](#) Approve Vacation of a Portion of N. Oneida Street Right-of-Way and All of Unnamed Historic Alley Right-of-Way as shown on Exhibit "A" .
Attachments: [Exhibit A Vacate N Oneida St and Alley.pdf](#)
This Report Action Item was approved.
- [25-0880](#) Intermunicipal Agreement between the City of Appleton and the Town of Grand Chute for the Construction of New Traffic Signal and Related Roadway Improvements at the Richmond and Ridgeview Intersection
Attachments: [Intermunicipal Agreement - Richmond and Ridgeview Signal.pdf](#)
This Report Action Item was approved.

2. MINUTES OF THE SAFETY AND LICENSING COMMITTEE

[25-0831](#)

Class "B" Beer and Reserve "Class B" Liquor License temporary premises amendment application for Fox Cities Performing Arts Center Inc d/b/a Fox Cities Performing Arts Center, Maria Van Laanen, Agent, located at 400 W College Ave, on August 20, 2025 from 4:00 p.m. to 10:00 p.m. for Annual Partner Cookout event, contingent upon approval from the Health department

Attachments: [Fox Cities PAC.Alcohol.PA Temp.Partner Cookout.8.20.25.REDACTED.pdf](#)

This Report Action Item was approved.

[25-0833](#)

McFleshman's Full Service Retail Outlet Request for alcohol sales/service at the Downtown Appleton Farm Market on Aug 9, 16, 23, 30 and Sept 6, 13, 20, 27, 2025

Attachments: [McFleshmans 2025 Form AB-105 Producer Full-Service ...lication for AUG and SEP Redacted \(002\).pdf](#)

This Report Action Item was approved.

3. MINUTES OF THE CITY PLAN COMMISSION

[25-0820](#)

Request to approve Special Use Permit #4-25 for a new automobile, RV, truck, cycle and boat sales and display lot located at 3275 E. Winslow Avenue Suite 100 (Lot 1 of CSM #9-25 - Future Tax Id #31-1-5900-01), as shown on the attached development plan and per attached plan of operation, to run with the land subject to the conditions in the attached staff memo and approve attached Resolution (2/3 vote of Common Council required for approval)

Attachments: [StaffMemo 3275EWinslowAve SUP 4-25 For 07-23-25.pdf](#)

This Report Action Item was approved.

[25-0822](#)

Request to approve Zoning Ordinance Text and Map Amendments to Article X Floodplain Zoning of Chapter 23 of the Municipal Code relating to Section 23-205(b) (2) General provisions; Official maps and revisions; Official maps based on other studies related to LOMR - Case #24-05-0370P, as identified in the attached staff memo

Attachments: [StaffMemo AmendFloodplainOrd Applefields LOMR For07-23-25.pdf](#)
[FEMA Letter4-30-25 24-05-0370P-555542-CL.pdf](#)
[FEMA Map Panel 336of500 24-05-0370P-555542.pdf](#)

This Report Action Item was approved.

[25-0824](#)

Request to approve Rezoning #7-25 for land generally located west of the intersection of North French Road and East Apple Creek Road (Tax Id #31-1-9202-00), including the adjacent street right-of-way, as shown on the attached maps, from AG Agricultural District to R-1B Single-family District, R-3 Multifamily District and P-I Public Institutional District

Attachments: [StaffMemo_GlenmorePark_Rezoning_For07-23-25.pdf](#)

This Report Action Item was approved.

[25-0825](#)

Request to approve the Glenmore Park Preliminary Plat as shown on the attached maps and subject to the conditions in the attached staff memo

Attachments: [StaffMemo_GlenmorePark_PrePlat_For07-23-25.pdf](#)

This Report Action Item was approved.

[25-0826](#)

Request to approve the Mission Ridge North Preliminary Plat as shown on the attached maps and subject to the conditions in the attached staff memo

Attachments: [StaffMemo_MissionRidgeNorth_PrePlat_For07-23-25.pdf](#)

This Report Action Item was approved.

[25-0827](#)

Request to approve the street discontinuance to vacate a portion of North Oneida Street public right-of-way and all of an unnamed historic alley right-of-way located north of Washington Street and south of Franklin Street and adopt the Initial Resolution and exhibit map

Attachments: [StaffMemo_NOneidaSt+UnmdAly_StVac_For07-23-25.pdf](#)

This Report Action Item was approved.

4. MINUTES OF THE PARKS AND RECREATION COMMITTEE

[25-0857](#)

Approve ordinance changes to Section 13-1(f) Special Use Areas, Section 13-5(o) Prohibited Items and Uses, and Section 13-8 Possession of Alcoholic Beverages

Attachments: [Chapter 13 Ordinance Changes Memo.pdf](#)

[Sec 13-1\(f\) Changes.pdf](#)

[Sec 13-5\(o\) Changes.pdf](#)

[Sec 13-8 Changes.pdf](#)

This Report Action Item was approved.

5. MINUTES OF THE FINANCE COMMITTEE[25-0845](#)

Request to award construction services to RJM Construction in the amount of \$828,500 with a 10% contingency of \$82,850 for a project total not to exceed \$911,350.

Attachments: [2025 RJM Renovation Contract.pdf](#)

This Report Action Item was approved.

6. MINUTES OF THE COMMUNITY DEVELOPMENT COMMITTEE[25-0832](#)

Request to approve proposed text amendments to the Municipal Code, Chapter 4 Buildings (Sec. 4-22 Authority to prescribe additional rules and regulations and Sec. 4-24 Violations generally; penalty) and Chapter 12 Nuisances (Sec. 12-32 Abatement - generally) as identified in the attached document

Attachments: [Citation Authority Chapters 4 and 12 Text Amendments_For7-23-25.pdf](#)

This Report Action Item was approved.

7. MINUTES OF THE UTILITIES COMMITTEE**8. MINUTES OF THE HUMAN RESOURCES & INFORMATION TECHNOLOGY COMMITTEE****9. MINUTES OF THE FOX CITIES TRANSIT COMMISSION****10. MINUTES OF THE BOARD OF HEALTH****M. CONSOLIDATED ACTION ITEMS**[25-0897](#)

Consolidated Action Items - Street Vacation for N. Oneida Street & Unnamed Historic Alley
#25-0827 City Plan Commission - recommended for approval
#25-0866 Municipal Services Committee - recommended for approval
#25-0882 - Initial Resolution

Aldersperson Hartzheim moved, seconded by Aldersperson Fenton, that the Consolidated Action Items for the N. Oneida Street & Unnamed Historic Alley Street Vacation be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderperson Josh Lambrecht, Alderperson Vered Meltzer, Alderperson Brad Firkus, Alderperson Martyn Smith, Alderperson Katie Van Zeeland, Alderperson Denise Fenton, Alderperson Patrick Hayden, Alderperson Alex Schultz, Alderperson Vaya Jones, Alderperson Adrian Stancil-Martin, Alderperson Nate Wolff, Alderperson Sheri Hartzheim, Alderperson Christopher Croatt and Alderperson Denis Dougherty

Absent: 1 - Alderperson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

N. ITEMS HELD

O. ORDINANCES

[25-0885](#)

Ordinances #93-25 to #101-25

Attachments: [Ordinances to Council 8-6-25.pdf](#)

Alderperson Hartzheim moved, seconded by Alderperson Croatt, that the Ordinances be approved. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderperson Josh Lambrecht, Alderperson Vered Meltzer, Alderperson Brad Firkus, Alderperson Martyn Smith, Alderperson Katie Van Zeeland, Alderperson Denise Fenton, Alderperson Patrick Hayden, Alderperson Alex Schultz, Alderperson Vaya Jones, Alderperson Adrian Stancil-Martin, Alderperson Nate Wolff, Alderperson Sheri Hartzheim, Alderperson Christopher Croatt and Alderperson Denis Dougherty

Absent: 1 - Alderperson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

P. LICENSE APPLICATIONS AND COMMUNICATIONS REFERRED TO COMMITTEES OF JURISDICTION

Q. RESOLUTIONS SUBMITTED BY ALDERPERSONS REFERRED TO COMMITTEES OF JURISDICTION

R. OTHER COUNCIL BUSINESS

T. ADJOURN

Alderperson Hartzheim moved, seconded by Alderperson Wolff, that the meeting be adjourned at 7:26 p.m. Roll Call. Motion carried by the following vote:

Aye: 14 - Alderperson Josh Lambrecht, Alderperson Vered Meltzer, Alderperson Brad Firkus, Alderperson Martyn Smith, Alderperson Katie Van Zeeland, Alderperson Denise Fenton, Alderperson Patrick Hayden, Alderperson Alex Schultz, Alderperson Vaya Jones, Alderperson Adrian Stancil-Martin, Alderperson Nate Wolff, Alderperson Sheri Hartzheim, Alderperson Christopher Croatt and Alderperson Denis Dougherty

Absent: 1 - Alderperson Patti Heffernan

Abstained: 1 - Mayor Jake Woodford

Amy Molitor, City Clerk



DEPARTMENT OF
**PUBLIC
WORKS**

MEMORANDUM

Date: 08/11/2025
To: Municipal Services Committee
From: Laura Jungwirth, Director of Public Works
Pete Neuberger, Deputy Director of Public Works / City Engineer
Subject: Approve Oklahoma Street Asphalt Reconstruction Design

The Department of Public Works (DPW) requests approval of the design parameters for Oklahoma Street between Mason Street and Richmond Street as follows:

Oklahoma Street is to be reconstructed with asphalt pavement and concrete curb and gutter between Mason Street and Richmond Street. Design parameters include:

- New asphalt pavement and concrete curb and gutter constructed to a width of 26' from face of curb to face of curb, which is 6' narrower than the existing street within this portion of the project.
- On-street parking to be permitted on one side of Oklahoma Street only, within project limits.
- 5-foot concrete sidewalks on both sides (no change compared to existing parameters).

Oklahoma St. Petition - August, 2025

We, the residents and homeowners of W. Oklahoma St., petition the Municipal Services Committee and the City Council of the City of Appleton, WI, to vote to maintain the current width of our street for the purpose of preserving parking options on both sides of the street.

Our street needs sufficient parking options. As with most households, residents having two or three cars is common. However, being an older neighborhood, houses have single lane driveways, and often single-car garages, requiring parking on the street. Home improvement contractors and delivery drivers frequently block part of the street. Parking is not available on Richmond St. or Mason St., and parking needs from those streets spill onto our street. Students from Appleton West High School park on our street. Current parking rules, such as the 2-hour time limitation, overnight parking restrictions, and providing proper egress to driveways, are not being enforced. These issues will be exacerbated by narrowing the street and limiting parking to only one side of the street.

We are deeply saddened that a minimum of 41 trees will be lost on our street. However, by signing below, we indicate our support for maintaining the current width of our street to preserve our parking options, with the full understanding that to do so, an additional 13 trees will need to be removed.

Name	Address	Phone	Email	Signature
Wesley Royster	1132 W. Oklahoma	920-389-3999		
Dawn Welbes	1107 Oklahoma	920 585 1364	dawnwelbes@yahoo.com	
Marcia Mullenfang	1136 W. Oklahoma	920-841-2202	mullenfang@comcast.net	
Polina Sgibneva	807 W. Oklahoma	(920) 202-4523	psgibneva@yahoo.com	
Amelia Campbell	802 W. Oklahoma	(920) 277-2890	amelia.r.campbell@gmail.com	
Oriel Combs	714 W. Oklahoma	920 901-5442	oriel327@gmail.com	
Gerald Torres	705 N Richmond	920 313-0336	gertor3411@gmail.com	
Laura Masan	724 W. Oklahoma St	920-750-3026	masanlaura10@gmail.com	
Jon Schiedermaier	724 W. OK	920 903 0877	jonboper@gmail.com	
Juli Schmitt	735 W. Oklahoma	920 378 1068	jschmittj8@yahoo.com	
Vue Lec	817 W. Oklahoma	920-205-3516	vlec0583@yahoo.com	
Jamie Alstern	907 W. Oklahoma	(920) 740-1271	jamie.alstern@epcc.com	
Judy Beach	933 W. Oklahoma	920 74-8943	z1995toy@yahoo.com	
Susan M. Smolden	1204 W. Oklahoma	920-475-0165	smolden@athenet.net	
Randy Foss	1032 W. Oklahoma	920-750-9728	acefoss5@gmail.com	

Ruth Foss 1032 W. Oklahoma St. acefoss5@gmail.com Ruth

Oklahoma St. Petition - August, 2025

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Name	Address	Phone	Email	Signature
Sharon Zuberbiee	926 W. Oklahoma	920-731-4629	sharonzuberbiee@yahoo.com	<i>[Signature]</i>
MICHELE CISKE	1203 W. OKLAHOMA	920-733-3995	MMBCISKE@gmail.com	<i>[Signature]</i>
JOHN CISKE	1203 W. OKLAHOMA ST	920-733-3995	S	<i>[Signature]</i>
Todd Williams	1637 W. Oklahoma	920-740-6972	obsdrummer@yahoo.com	<i>[Signature]</i>
Mary Clare Wojcik	1200 West Oklahoma	920-450-0456	maryclare.wojcik@gmail.com	<i>[Signature]</i>
Lindsay McGlin	1103 W Oklahoma St	920-470-0144	lindsaymcglin@gmail.com	<i>[Signature]</i>
Corey Roesler	1103 Oklahoma St	920-40-7359	croesler@gmail.com	<i>[Signature]</i>
Lidia Andersen	1129 W Oklahoma St	207-332-7141	lydiaeandersen@gmail.com	<i>[Signature]</i>
Amy Noyes	1013 W Oklahoma	920-850-1767	amynoyesco@sbcglobal.net	<i>[Signature]</i>
Stephanie Murch	1108 W Oklahoma	920-859-8827		<i>[Signature]</i>
Liam Murphy	1108 W Oklahoma St	(920) 636-9023	harrymcbrickeberry@gmail.com	<i>[Signature]</i>
John Zuberbiee	926 W Oklahoma	920-746-0539		<i>[Signature]</i>
Mark Wallenda	1136 W. Oklahoma	920-740-9682	MARKWALLENDAG@gmail.com	<i>[Signature]</i>
Heather McDonald	1019 W. Oklahoma	920-378-4026	hlynmcdonald@gmail.com	<i>[Signature]</i>
Lisa Kaufman	1132 W. Oklahoma Appleton	920-265-3559		<i>[Signature]</i>

Oklahoma St. Petition - August, 2025

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Name	Address	Phone	Email	Signature
Karen Gardinier	1018 W. Oklahoma St	(920) 843-1806	kjgardinier@gmail.com	
Rod Gardinier	1018 W Oklahoma St	(920) 843-1805		
Amy Carosero	1022 W Oklahoma	(920) 750-1157		
Tricia Schwartz	1026 W Oklahoma	920-740-6951	tricia9071@gmail.com	
Paul Lee	1027 W Oklahoma	(262) 894-3418	Shawn C. Lee lee@mail.com	
Michael McCallister	927 W Oklahoma St	920-843-2000	m495373@gmail.com	
Josh McDonald	1019 W Oklahoma St	402-889-1370	mcjoshua@gmail.com	
Christine Williams	1037 W. Oklahoma	920-749-0415	copcricket@	
Tess Herbst	1128 W. Oklahoma St	920-428-1379	sbcglobal.net Tess Herbst <->	
Ethan Herbst	1128 W. Oklahoma St	920-365-9085		
Terry Van Beek	1124 W. Oklahoma	920-840-7745		
Bryan Van Beek	1124 W. Oklahoma	920-733-2729		
Kristina Hesser	719 W Oklahoma	920-686-5526		
Jake	719 W Oklahoma			
George Abie	715 W OK			



PERMIT TO OCCUPY THE PUBLIC RIGHT-OF-WAY

Permit # : 25-104-T
Effective Date: 6.16.25
Expiration Date: 7.28.25
Non-Refundable Fee: 17709937
Paid (yes or no): yes

Rev. 05-2024

Applicant Information

Name (print): Dennis Somers Company: KVG Building Corp
Address: 802 N 109th Street Telephone: 414-255-5456
Wauwatosa, WI 53226 E-mail: dsomers@kvgbuilding.com
Applicant Signature: Dennis Somers Date: 6/16/2025

Occupancy Information

General Description/Reason: Temporary, dumpster, and no traffic control as we will position in the loading zone
Street Address: 100 West Lawrence Street Sidewalk/roadway obstruction requested Y or N
- or -
Multiple Streets: _____
Date(s) From: 6/16/25 To: 11/1/25 35 days or < 35 days or >
(Requires Committee and Council Approval)

(Department use only)

Occupancy Type

- Permanent - Obstruction (\$40)
- Temporary - Obstruction (\$40)
- Amenity/Annual (\$40)
- Blanket/Annual (\$250)
- Block Party (\$15)

Sub-Type

- Awning
- Dumpster
- Sign
- Obstruction / Other
- POD / Container

Location

- Sidewalk
- Terrace
- Roadway

Additional Requirements

Plan/Sketch Certificate of Insurance Bond Committee and Council Approval
Other : _____ Date: _____

Traffic Control Requirements

N/A Contact Traffic Division (920-832-2379) 1 business day prior to any lane closure, or 2 business days prior to a full road closure.
Additional Requirements:

Type of Street: Arterial/CBD Collector Local
Proposed Traffic Control: City Manual Page(s) _____
 State Manual Page(s) _____
 Other (attach plan) _____

Approved by: _____ Date: _____

This permit approval is subject to the following conditions:

1. Permittee is responsible to obtain any further permits that may be required as part of this occupancy.
2. Permittee shall adhere to any plan(s) that were submitted to the City of Appleton as part of this application.
3. This permit is subject to IMMEDIATE REVOCATION and/or issuance of a MUNICIPAL CITATION if conditions of the permit are not met.
4. This permit is subject to IMMEDIATE REVOCATION if unfavorable traffic conditions develop during the period the occupancy is permitted.
5. **Dumpsters/PODs/Containers shall be located within 12" of face of curb.**
- 6.

This permit is issued to the applicant upon payment of the permit fee and is expressly limited to the location and type described herein. The applicant, in exchange for receiving this permit, warrants that all street occupancies will be performed in conformity to City ordinances, standards and policies, be properly barricaded and lighted, and be performed in a safe manner. By applying for and accepting this permit, the applicant assumes full liability and/or any costs incurred by the City for corrective work required to bring the subject area into compliance with said ordinances, standards, policies and permit conditions. No occupancy shall occur prior to approval of this permit by the Department of Public Works.

The Grantee shall guarantee at their expense, the repair or replacement of pavement, sidewalk and any other facilities within the public right-of-way damaged or destroyed by the Grantee or any sub-contractor working for them. The Grantee shall assume complete and full liability and responsibility, in accordance with existing ordinances and policies, in the event of injury or damage to persons or property resulting from their facilities within the public right-of-way.

APPROVED BY: Mark Lahay / RT DATE: 6/16/25
(Department of Public Works)

***First 35 days approved**
DocuSign Envelope ID: E5196A42-52E0-45FF-B1B5-3075867C7A90



PARKING METER BAG APPLICATION

Effective Date: 6.16.25
Expiration Date: 7.26.25
Non-Refundable Fee: 177709751
Paid (yes or no): yes

Rev. 09-2024

NOTE: Fee is \$9.00 per day plus tax and is non-refundable.
THIS FEE WILL BE CHARGED FOR EVERY DAY THE METER BAG IS RESERVED.
(excluding Sundays and City of Appleton Observed Holidays)

APPLICANT INFORMATION

Company Name: KVG Building Corp Agent: Dennis Somers
Address: 802 N 109th street Telephone: 414-255-5456
Wauwatosa, WI 53226 Email: dsomers@kvgbuilding.com
Applicant Signature: DocuSigned by:
Dennis Somers Date: 6/16/20
0317806987C649E...

OCCUPANCY INFORMATION

Reason: Construction to 100 W Lawrence St, 5th floor
Location: 100 W Lawrence Street, Appleton WI
Meter Zone & Space#: Zone 9201, Spaces 245,244,470,469
Date(s): 6/16/25 - 11/1/25

(Office use only)
Amount Due: \$1329.20
Receipt#: #177709751
Initials: RT

- This request is subject to the following conditions:**
1. Meter bags shall not be used on RED meters. If a red meter is found bagged, the bag will be removed and the vehicle will be ticketed.
 2. Requests shall be evaluated by the City Engineer or designee and shall only be issued for essential/logistical reasons, not for convenience.
 3. Applicants shall seek side street alternatives when possible before requesting meter bags on College Avenue.
 4. No meter bag fees will be charged for City Sponsored Special Events (Memorial Day Parade, Flag Day Parade, Christmas Parade, Police Week Vehicle Display).
 5. Requests for waiver of fees or reduced fees for non-City sponsored events must be approved in advance by Committee and Council.
 6. Unauthorized vehicles parked in reserved/bagged parking stalls are subject to immediate towing without warning.

APPROVED BY: Mark Lahay RT DATE: 6/16/25
(Department of Public Works)



DEPARTMENT OF
**PUBLIC
WORKS**

HOLD HARMLESS, INDEMNIFICATION, AND DEFENSE AGREEMENT AND STATEMENT OF INSURANCE COVERAGE

The Applicant and/or the Organization agrees to indemnify, defend, and hold harmless the City of Appleton and its officers, officials, employees, and agents from and against any and all liability, loss, damage, expenses, and costs, including attorney fees, arising out of the activities performed as described below. This obligation applies to the extent caused by any negligent act or omission of the applicant/organization, anyone directly or indirectly employed by them, or anyone for whose acts they may be liable, except to the extent caused by the sole negligence or willful misconduct of the City.

Proposed Activities: Interior Alterations

Insurance Coverage Details (if applicable):

- Insurance Carrier: Secura Supreme Ins. Co.
- Insurance Agent Name and Phone Number: Zach Kaiser 920-694-6540
- Policy Number: 341 97 99
- Policy Period: 11/15/24 - 11/15/25

I confirm that I have the authority to sign and certify the information contained herein as the permittee/licensee or duly authorized representative of the entity obtaining this permit/license.

I have reviewed and understand the insurance requirements of the City of Appleton. I hereby certify that I, or the company I represent, have insurance in the amounts required to obtain this permit/license and have provided the name of my insurance carrier, the policy number, and the policy period above. Further, I agree to:

1. Maintain appropriate insurance coverage for the duration of this permit/license.
2. Indemnify against any and all liability, loss, damage, and expenses, including attorney fees, arising out of the activities performed as described herein, caused in whole or in part by any negligent act or omission of the applicant or anyone directly or indirectly employed by them, which may arise from the use of City right-of-way or property under this permit or license.

I certify that this application, and all information and documentation provided therein, is true and accurate.

KVG Building Corporation
Name of Applicant/Organization

802 N 109th Street, Wauwatosa Wi 53226
Address

dsomers@kvgbuilding.com
Email Address

Dennis Somers
Print Name

DocuSigned by:
Dennis Somers
0317806987C649E...
Signature

6/16/25
Date

Form
AB-200

Alcohol Beverage License Application

For Municipal Use Only	
Municipality	Appleton
License Period	25-26

License(s) Requested: (up to two boxes may be checked)

- Class "A" Beer \$ 250 Class "B" Beer \$ _____
 "Class A" Liquor \$ 450 "Class B" Liquor \$ _____
 "Class A" Liquor (cider only) \$ _____ Reserve "Class B" Liquor \$ _____
 "Class C" Liquor (wine only) \$ _____ **Deposit \$50**

Fees	
License Fees	\$ 700
Background Check Fee	\$ 14
Publication Fee	\$ 60
Total Fees	\$ 774

Part A: Premises/Business Information

1. Legal Business Name (Individual name if sole proprietorship) <u>Top Dogz Vape Shop LLC</u>			
2. Business Trade Name or DBA <u>Top Dogz Vape Shop</u>			
3. FEIN		4. Wisconsin Seller's Permit Number <u>456-10316212127-04</u>	
5. Entity Type (check one) <input type="checkbox"/> Sole Proprietor <input type="checkbox"/> Partnership <input checked="" type="checkbox"/> Limited Liability Company <input type="checkbox"/> Corporation <input type="checkbox"/> Nonprofit Organization			
6. State of Organization <u>Wisconsin</u>		7. Date of Organization <u>2-29-2024</u>	8. Wisconsin DFI Registration Number <u>T102979</u>
9. Premises Address <u>208 E Wisconsin Ave</u>			
10. City <u>Appleton</u>		11. State <u>WI</u>	12. Zip Code <u>54911</u>
13. County <u>Outagamie</u>		14. Governing Municipality: <input checked="" type="checkbox"/> City <input type="checkbox"/> Town <input type="checkbox"/> Village of: <u>Appleton</u>	15. Aldermanic District
16. Premises Phone <u>920-740-5065</u>		17. Premises Email <u>jenbu@topdogzvapeshop.com</u>	18. Website <u>www.topdogzvapeshop.com</u>
19. Premises Description - Describe the building or buildings where alcohol beverages are produced, 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. <u>Store front of 1750 square feet including office and bathroom</u>			
20. Mailing Address (if different from premises address)			
21. City		22. State	23. Zip Code

Part B: Questions

1. Has the business (sole proprietorship, partnership, limited liability company, or corporation) been convicted of violating federal or state laws or local ordinances? Exclude traffic offenses unless related to alcohol beverages. Yes No

If yes, list the details of violation below. Attach additional sheets if necessary.

Law/Ordinance Violated	Location	Trial Date
Penalty Imposed	Was sentence completed? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Law/Ordinance Violated	Location	Trial Date
Penalty Imposed	Was sentence completed? <input type="checkbox"/> Yes <input type="checkbox"/> No	

2. Are charges for any offenses pending against the business? Exclude traffic offenses unless related to alcohol . . . Yes No beverages.
 If yes, describe the nature and status of pending charges using the space below. Attach additional sheets as needed.

3. Is the applicant business or any of its officers, directors, members, agent, employees, owners, or other related individuals or entities a restricted investor with any interest in an alcohol beverage producer or distributor? . . . Yes No
 If yes, provide the name of the restricted investor and describe the nature of the interest.

4. Is the applicant business owned by another business entity? Yes No
 If yes, provide the name(s) and FEIN(s) of the business entity owners below. Attach additional sheets as needed.

4a. Name of Business Entity	4b. Business Entity FEIN
-----------------------------	--------------------------

5. Have the partners, agent, or sole proprietor satisfied the responsible beverage server training requirement for this license period? Submit proof of completion. Yes No
 6. Is the applicant business indebted to any wholesaler beyond 15 days for beer or 30 days for liquor/wine? Yes No
 7. Does the applicant business owe past due municipal property taxes, assessments, or other fees? Yes No

Part C: Individual Information

List the name, title, and phone number for each person or entity holding the following positions in the applicant business or businesses listed in Part B, Question 4: sole proprietor, all officers, directors, and agent of a corporation or nonprofit organization, all partners of a partnership, and all members, managers, and agent of a limited liability company. Attach additional sheets if necessary.

Include Form AB-100 for each person listed below. Corporations and LLCs must appoint an agent by including Form AB-101.

Last Name	First Name	Title	Phone
Peters	Jennifer	Owner	
Williams	Jason	Owner	

Part D: Attestation

One of the following must sign and attest to this application:
 • sole proprietor • one general partner of a partnership • one corporate officer • one member of an LLC

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 business 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 this business according to the law, including but not limited to, purchasing alcohol beverages from state authorized 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 Peters	First Name Jennifer	M.I. L
Title owner	Email	Phone
Signature <i>Jennifer Peters</i>	Date 5/30/2025	

Part E: For Clerk Use Only

Date Application Was Filed With Clerk 7/9/25	License Number	Date License Granted	Date License Issued
Signature of Clerk/Deputy Clerk		Date Provisional License Issued (if applicable)	

Alcohol Beverage Appointment of Agent

Date

Agent Type (check one)	
<input checked="" type="checkbox"/> Original (no fee)	<input type="checkbox"/> Successor (\$10 fee for municipal licensees only)

Part A: Business Information	
1. Legal Business Name (Individual name if sole proprietor) Top Dogz Vape Shop LLC	
2. Business Trade Name or DBA Top Dogz Vape Shop	
3. Entity Type (check one) <input checked="" type="checkbox"/> Limited Liability Company <input type="checkbox"/> Corporation <input type="checkbox"/> Nonprofit Organization	
4. Alcohol Beverage Business Authorization (check one) <input checked="" type="checkbox"/> Municipal Retail License <input type="checkbox"/> 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 Peters	2. First Name Jennifer	3. M.I. L	
4. Email		5. Phone	
6. Home Address 220 Frances St			
7. City Kaukauna	8. State WI	9. Zip Code 54130	10. Date of Birth
11. Drivers License/State ID Number		12. Drivers License/State ID State of Issuance	

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

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 <i>Peters</i>	First Name <i>Jennifer</i>	M.I. <i>L</i>
Title <i>owner</i>	Email	Phone
Signature <i>Jennifer Peters</i>	Date <i>5/30/2025</i>	

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 <i>Peters</i>	First Name <i>Jennifer</i>	M.I. <i>L</i>
Signature <i>Jennifer Peters</i>	Date <i>5/30/2025</i>	



City of Appleton

Alcohol License Questionnaire

1. Applicant Name: Jennifer Peters

2. Business Name: Top Dogz Vape Shop LLC

Date the LLC/corporation/partnership/sole proprietorship commenced: 2-29-2024

NOTE: A copy of a business's Wisconsin Department of Revenue Seller's Permit is required to be submitted with an alcohol license application.

3. Business Address: 208 E Wisconsin Ave Appleton WI 54911

4. Primary Business Activity:

- Restaurant
- Tavern/Night Club/Wine Bar
- Painting/Craft Studio
- Other (describe) Vape shop

5. Select the type of business premises: Existing Building New Construction

If existing building, please indicate the primary nature of the previous business that operated at

this location: vape shop, previously wedding shop

If existing building, will there be construction or renovations? Yes No

If yes, explain _____

NOTE: Contact the Inspections department (920-832-6411) for information on building codes and permits.

6. Do you lease or own the building? Lease Own

NOTE: Proof of control of premises is required to be submitted with an alcohol license application. Acceptable documents include a lease or purchase agreement.

What is the date of purchase or the date the lease began? 1/15/2025

7. Did you purchase the business from another individual or entity? Yes No

If yes, is your acquisition of the business based upon an "arm's length transaction"?

An arm's length transaction is defined as an open market sale in which the owner is willing but not obligated to sell, and the buyer is willing, but not obligated to buy.

Yes No

If yes, are you related to the former business owner/licensee by blood, adoption, or marriage?

Yes No

Did you hold ANY interest in the previously licensed business, or related real estate or equipment used by the previous business?

Yes No If yes, explain: _____

8. Anticipated date of opening? Already open as Vape Shop

9. Will your business sell or serve food?

Yes If yes, please describe the type of food offerings available _____

No

10. Fill in the information about operational details listed below. Attaching a copy of the floor plan is encouraged.

Seating Capacity: Inside: 0

Outside: 0

Operating Days/Hours: Inside: Monday - Saturday 9 AM - 10pm Sunday 10AM - 8pm

Outside: none

Employees/Staff (per shift/day) Number of Personnel: 1 person per shift | 2 people per day

Approximate floor building area of the premises to be licensed: 1750 sq. ft.

Approximate outdoor area of the premises to be licensed: 0 sq. ft.

Summarize the day-to-day operations of the business in the space below:

Sell vapes, hemp, apparel, small gifts, candles, bags, jewelry and hopefully beer, wine and liquor

I, the applicant, understand that providing materially false information on this or any application for a license or permit under State Statute §125 is subject to civil, monetary, and license penalties. I understand that providing false information to a police officer in conjunction with the required background check for this application is subject to criminal and civil prosecution as "obstructing an officer".

Jennifera Pura
Signature

5/30/2025
Date



Application for Pet Store/Kennel License

LICENSE PERIOD IS
JULY 1st TO JUNE 30th

NOTE: Please allow approximately 4 weeks for application processing

FEES ARE NON-REFUNDABLE

CASH OR CHECK ONLY!

See SECTION 4 for fee schedule

Date Recv'd 7/16/25

License Fee - Initial \$ _____

Total \$ 82

License Fee - Renewal \$ 82

Receipt #: 8901-2

SECTION 1 - BUSINESS LOCATION

Business Name (Company and Trade Name/DBA)
Lucky Fish & Aquarium, LLC

Business Street Address
337 W Wisconsin Ave

City
Appleton

State
WI

Zip
54911

Business Phone Number (Required)
920-205-4619

Business Email Address
luckyfishaquariumllc@gmail.com

SECTION 2 - APPLICANT INFORMATION

Name (First, MI, Last)
Keeteeekune Thaw

Date of Birth

Home Address
1202 N Division St

City
Appleton

State
WI

Zip
54911

Drivers License/State ID Number

DL/ID State of Issuance

Phone Number (Required)

Email Address

SECTION 3 - SERVICES TO BE PROVIDED

Please check the type(s) of service your establishment will offer: Live animals Pet Food Pet Accessories Fish

Other _____

SECTION 4 - FEE SCHEDULE NOTE: all application fees include a \$7 Police Investigation fee

Pet Store License	
Initial Fee - \$97.00	Renewal Fee - \$82.00
Kennel License	
1-10 animals - \$62.00	11-25 animals - \$137.00
26-50 animals - \$262.00	More than 50 animals - \$5.00 ea. (minimum \$287.00 fee)

SECTION 5 - PENALTY NOTICE

Having knowledge of all governmental laws, rules or regulations governing the keeping or protection of animals, I hereby certify that the information provided in this application is true and correct to the best of my knowledge and belief.

Signature of Applicant: [Signature] Date 7/1/25

FOR OFFICE USE ONLY

Department	Approve	Deny	Staff Member	Reason	
Police					
Fire					
Finance					
Inspections					
City Sealer					
Date Sent for Approval	Safety and Licensing	Common Council	Date Issued	Expiration Date	License Number
____/____/____	____/____/____	____/____/____	____/____/____	____/____/____	_____

Return completed form to Office of the City Clerk: 100 N Appleton St. Appleton, WI 54911

MEMORANDUM OF UNDERSTANDING

FOX VALLEY REGIONAL FIRE DEPARTMENTS MOBILE FOOD PREPARATION VEHICLE INSPECTION PROGRAM

I. THE PARTIES

- 1.01 The Appleton Fire Department, doing business at 700 North Drew Street, Appleton, WI 54911 (“AFD”).
- 1.02 The Grand Chute Fire Department, doing business at 2250 Grand Chute Boulevard, Grand Chute, WI 54913 (“GCFD”).

II. THE RECITALS

WHEREAS,

- 2.01 The Parties each routinely inspect mobile food preparation vehicles (“MFPV” or “food trucks”) for compliance with applicable fire codes.
- 2.02 The Parties intend to join in a cooperative effort to increase the overall safety of food trucks in the Fox Valley area.
- 2.03 The Parties desire to improve effectiveness and efficiency of food truck Fire Code inspections (“Inspection”) by granting reciprocity for permitted food trucks between the respective fire departments.
- 2.04 The parties intend to formalize the reciprocal permitting relationship through this Memorandum of Understanding (“Agreement”).
- 2.05 The parties intend to increase the number of agencies participating in this reciprocal relationship over time.

III. THE AGREEMENT

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

- 3.01 The Recitals are hereby made a part of the Agreement.
- 3.02 AFD will create decals to be applied to food trucks that pass Inspection by any agency participating (“Participating Agency”) in this Program. AFD will provide the decals to

all agencies participating in this Program.

- 3.03 The cost of the decals may be spread to Participating Agencies at the discretion of AFD.
- 3.04 AFD will create and regularly update a MFPV inspection policy for the minimum applicable standards to be followed by inspectors. Parties will follow the attached and incorporated Mobile Food Preparation Vehicle Inspection Policy. This policy may be updated from time to time with copies provided to the Parties. The Parties agree to follow the most up to date Policy upon receipt.
- 3.05 GCFD will maintain and manage all records of inspected food trucks for all Participating Agencies.
- 3.06 The cost of inspections records management may be spread to Participating Agencies at the discretion of GCFD.
- 3.07 All inspections must be done by a State of Wisconsin Certified Fire Inspector.
- 3.08 Any food truck permitted by any party to this Agreement will be deemed to have passed an initial inspection by every Party to this Agreement without a subsequent inspection. Subsequent inspections may be performed at the discretion of each Party to verify continued compliance.
- 3.09 Additional agencies can be added to this agreement via an Addendum signed by their respective fire chief. Additional agencies will become a Participating Agency upon receipt of the signed Addendum by all other Participating Agencies.
- 3.10 Severability. In the event that any part of this agreement is found to be illegal, it shall be stricken from the Agreement and the Agreement interpreted as if that clause did not exist.
- 3.11 Termination.
 - 3.11.1 This Agreement will terminate on January 1, 2029.
 - 3.11.2 Any Party can terminate their participation in this Program under this Agreement for any reason upon thirty (30) days' written notice to all other Parties to this Agreement.
- 3.12 This Agreement may be revised or amended at any time by mutual written agreement of all Parties to this Agreement.

3.13 Venue and choice of law. This Agreement shall be construed in accordance with, and governed by, the laws of the State of Wisconsin, without giving effect to any choice of law doctrine that would cause the law of any other jurisdiction to apply. Venue shall be in Outagamie County, Wisconsin.

3.14 Indemnification. Each Party to this Agreement agrees to indemnify, defend, and hold harmless every other Party and their respective officers, officials, employees, and agents from and against any and all liability, loss, damage, expenses, and costs, including attorney's fees, arising out of the activities performed under this Agreement, to the extent caused in whole or in part by any negligent act or omission of the indemnifying party or its employees, except where caused by the sole negligence or willful misconduct of the indemnified party.

IN WITNESS WHEREOF, the parties have caused this instrument to be executed on the day and year of the last signature below.

GRAND CHUTE FIRE DEPARTMENT



Steve Denzien, Fire Chief



Date

Approved as to form:



Printed Name: Andrew Rossmeyer
Attorney, Town of Grand Chute

APPLETON FIRE DEPARTMENT

Jeremy Hansen, Fire Chief

Date

Approved as to form:

Christopher R. Behrens, City Attorney
CityLaw: A25-0207 | dg

EXAMPLE
ADDENDUM TO MEMORANDUM OF UNDERSTANDING
FOX VALLEY REGIONAL FIRE DEPARTMENTS MOBILE FOOD
PREPARATION VEHICLE INSPECTION PROGRAM

I. ADDITIONAL PARTICIPATING AGENCY

- 1.01 [Participating Agency name], doing business at [insert address] (“[insert abbreviation]”).

II. RECITALS

WHEREAS,

- 2.01 The Appleton Fire Department (“AFD”) and Grand Chute Fire Department (“GCFD”) created the Fox Valley Regional Fire Departments Mobile Food Preparation Vehicle Inspection Program (“Program”) to create a cooperative program to increase overall safety of mobile food preparation vehicles by allowing for a more uniform inspection process for Participating Agencies.
- 2.02 The Program allows for additional agencies to join by executing this Addendum to the Memorandum of Understanding for the Fox Valley Regional Fire Departments Mobile Food Preparation Vehicle Inspection Program (“MOU”) and providing notice to all other agencies that have joined the Program (“Participating Agencies”). Notice shall include a copy of this signed Addendum.
- 2.03 [agency abbreviation] intends to join the Program.

III. THE AGREEMENT

- 3.01 The Recitals are hereby made a part of the Agreement.
- 3.02 [agency abbreviation] hereby joins the Program and binds itself to all terms, covenants, and conditions contained in the MOU, effective upon latest date of receipt of notice to all Participating Agencies.

[SIGNATURES APPEAR ON THE FOLLOWING PAGE]

IN WITNESS WHEREOF, [agency abbreviation] have caused this instrument to be executed on the day and year of the last signature below.

[PARTICIPATING AGENCY NAME], FIRE DEPARTMENT

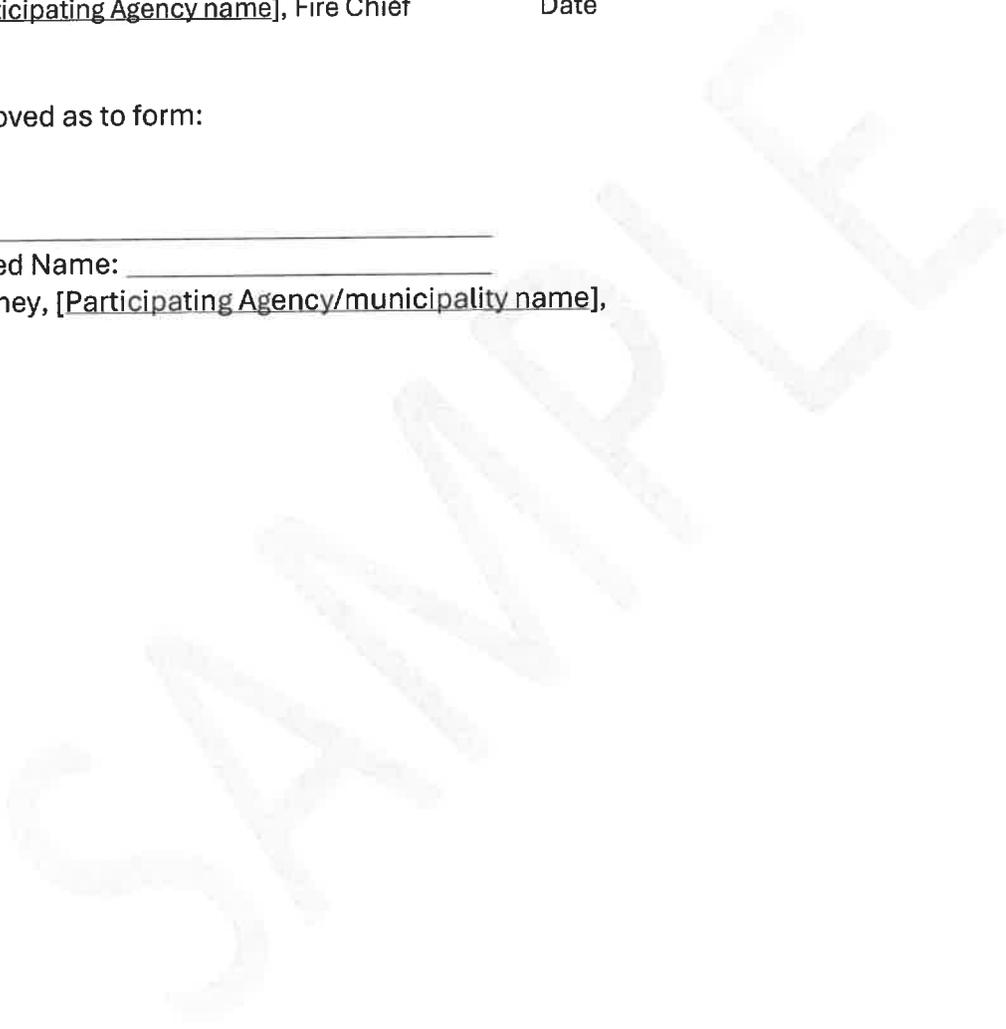
[Participating Agency name], Fire Chief

Date

Approved as to form:

Printed Name:

Attorney, [Participating Agency/municipality name],





CITY OF APPLETON

MEMORANDUM

Date: August 13, 2025
To: Plan Commission
From: Colin Kafka, Principal Planner
Subject: Alteration of Land by Certified Survey Map for Future Transit Center per Wis. State Statute 62.23(5)

Purpose:

Wisconsin State Statute 62.23(5) states that the alteration of land for public grounds (changing the parcel lot lines) shall be referred to the City Plan Commission for its consideration and report before final action is taken by the Common Council.

Background:

In 2024, Valley Transit (City of Appleton) was the recipient of a Federal Transit Administration (FTA) grant to redevelop parcel #31-2-0393-00 (Valley Transit Center) and parcel #31-2-0384-00 (vacant parcel) into a mixed-use development. The redevelopment also proposes to include N. Oneida Street right-of-way located between E. Franklin Street and E. Washington Street. The right-of-way and the aforementioned parcels are all owned by the City of Appleton.

On May 28, 2025, the City of Appleton Plan Commission recommended approval of the acquisition of parcel #31-2-0384-00 (vacant parcel) from the Appleton Redevelopment Authority (ARA). The City of Appleton Common Council approved the acquisition of the parcel on June 4, 2025.

On July 21, 2025, the City of Appleton Municipal Service Committee recommended approval of the discontinuance of N. Oneida Street right-of-way located between E. Franklin Street and E. Washington Street and unnamed alley located on parcel #31-2-0393-00 (Valley Transit Center).

On July 23, 2025, the City of Appleton Plan Commission recommended approval of the discontinuance of N. Oneida Street right-of-way located between E. Franklin Street and E. Washington Street and unnamed alley located on parcel #31-2-0393-00 (Valley Transit Center).

On September 17, 2025, the Common Council will hold a public hearing and take action on the vacation of N. Oneida Street right-of-way located between E. Franklin Street and E. Washington Street as well as all of an unnamed alley located on parcel #31-2-0393-00 (Valley Transit Center).

The attached Certified Survey Map (CSM) is currently under review by City staff. The proposed CSM alters the parcel lot lines of parcel #31-2-0393-00, parcel #31-2-0384-00, and all of vacated N. Oneida Street and unnamed alley for the purpose of creating one lot to facilitate the redevelopment of the site.

PLAN COMMISSION RECOMMENDED ACTION:

In accordance with Wis. State Statute 62.23(5), staff recommends that alteration of land (changing the parcel lot lines) for public grounds, as shown on the attached Certified Survey Map, **BE APPROVED**, subject to Common Council adoption of S. Oneida Street and unnamed alley discontinuance.

CERTIFIED SURVEY MAP NO. _____

All of Lots 1, 2, 6, and 7, Block 37, **Appleton Plat (aka Second Ward Plat)**, according to the Assessor's Map of the City of Appleton, and vacated N. Oneida Street, and a 14' wide vacated Alley, being located in the Northeast Quarter (NE ¼) of the Southwest Quarter (SW ¼) and the Northwest Quarter (NW ¼) of the Southeast (SE ¼) of Section 26, Township 21 North, Range 17 East, City of Appleton, Outagamie County, Wisconsin.

SURVEYOR'S CERTIFICATE:

SHEET 2 OF 3

All of Lots 1, 2, 6, and 7, Block 37, Appleton Plat (aka Second Ward Plat), according to the Assessor's Map of the City of Appleton, and vacated N. Oneida Street, and a 14' wide vacated Alley, being located in the Northeast Quarter (NE ¼) of the Southwest Quarter (SW ¼) and the Northwest Quarter (NW ¼) of the Southeast (SE ¼) of Section 26, Township 21 North, Range 17 East, City of Appleton, Outagamie County, Wisconsin, containing 1.576 Acres (68,664 sq. ft.) of land and being described by:

Commencing at the Southwest corner of N. Oneida Street and E. Franklin Street and being the point of beginning;
Thence North 89°59'05" East 206.43 feet along the North line of said Block 37 and being coincident with the South line of East Franklin Street;

Thence South 00°01'06" East 332.45 feet to the North line of E. Washington Street;

Thence South 89°56'31" West 206.56 feet coincident with the North line of E. Washington Street to the West line of vacated N. Oneida Street;

Thence North 00°00'15" East 332.60 feet coincident with the West line of vacated N. Oneida Street to the point of beginning.

Said lands subject to all easements and restrictions of record.

That I have fully complied with the provisions of Chapter 236.34 of the Wisconsin Statutes and the City of Appleton subdivision ordinance in surveying, dividing and mapping the same. That this map is a correct representation of all exterior boundaries of the land surveyed and the division or combination thereof.

Dated this _____ day of _____, 2025.

Wisconsin Professional Land Surveyor: Thomas M. Kromm

This Certified Survey Map is all of tax parcel 31-2-0384-00 and 31-2-0393-00.

The land on this Certified Survey Map is Zoned CBD.

This Certified Survey Map is contained within the property described in the following recorded instruments:

Document No. 158037, 760268, 949178, and 2341685.

The owner of record is the City of Appleton.

NAME OF CEMETERY: Riverside Cemetery
LOCATION OF CEMETERY: 714 N. Owaissa St. Appleton, WI 54911
(Street/Road Address and Town, Village or City)
CONTACT PERSON: Holly Chacon 920-733-5629
(If questions regarding this submittal) (Name) (Phone)

1. Is perpetual care included in a lot purchase in your cemetery?
(If YES please attach a copy of the perpetual care agreement) YES NO
2. How many of the veteran graves **DO NOT** include a perpetual care agreement? _____
3. If perpetual care is not included, is **care cost charged to all grave lot owners**? YES NO
1. *Cost per grave upkeep per grave lot
(Eligible costs divided by total # of grave lots within entire cemetery) \$ 10.00
2. Number of soldier's graves **NOT** covered under perpetual care
(Including spouses & women's auxiliary) x 670
3. Requested reimbursable expense for care of soldier's graves **NOT**
covered under perpetual care.
(Including spouses & women's auxiliary) \$ 6700.00
4. Did you provide an up-dated listing of the veteran's names YES NO

We, the officers of Riverside Cemetery Association, hereby certify that the upkeep and care of each grave is \$ 10.00, that the assessment is in compliance with ss 157.11(7)(a), and ss157.11(7)(b), and is no more than the charge made for the care of other graves, and that such graves are receiving proper care.

It is further certified that suitable care of said graves has not been provided by perpetual care, private funds, or the cost for grave upkeep has not been collected as part of the funeral expenses, or otherwise.

7-24-2025
Date

Gary Wynveen
Cemetery Association President

Ann Sager
Cemetery Association Secretary

Mark Savides
Cemetery Association Treasurer

At a regular meeting of the Town, Village, City of _____ held on _____, the above charges were approved for payment.

Municipal Clerk

Date

Send Check to: _____

*Cost includes maintenance of grave and tombstone; i.e. grass cutting, weed trimming, leveling of tombstone.

Lastname	Firstname	Middle	Birth Date	Death Date	Enter Service D
Patten	Lyman Beecher		01/01/1835	1/18/1907	
Baer	John	M	01/01/1846	1/25/1936	
Baer	Charles O.		03/22/1873	08/18/1898	04/28/1898
Baer	John	Jacob	07/04/1814	12/07/1872	
Chamberlain	John	Hopkins	09/01/1842	1/1/1924	08/24/1864
Loope	Russel	A	10/15/1815	04/30/1891	10/18/1861
Chamberlain	Charles W.		03/10/1878	4/4/1948	12/13/1913
Reese	Thomas		04/28/1849	4/22/1902	08/21/1862
Wolf	Frank		10/27/1833	10/20/1924	10/21/1861
Priest	James E.		01/01/1843	12/28/1861	09/13/1861
Priest	William Henry		01/01/1841	9/30/1930	08/07/1862
Olmstead	Lamar		02/02/1842	3/5/1917	09/07/1861
Becker	Deane	Severe	10/24/1897	2/17/1941	
Glaser	Dwain R.		1/17/1923	12/16/2003	4/15/1944
Saecker	Austin	H	02/13/1896	11/26/1974	5/15/1918
Wolfe	Leigh	S	03/04/1894	4/7/1986	2/1/1918
Rosebush	John McNaughton		4/13/1919	11/5/1978	4/1/1942
Hyde	Welcome		05/23/1822	11/2/1902	02/28/1862
Lyons	Joseph		8/26/1908	5/9/1987	
Carnes	Robert M.		3/12/1912	4/10/1995	
Carnes	F. Clark		8/20/1914	6/25/2008	5/1/1943
Wilmsen	Fredrich	B	1/25/1929	12/26/1991	
Mitchell	William Dean		04/07/1897	7/1/1963	4/21/1917
Chilson	William	Henry	01/01/1844	4/28/1909	
Kamphuis	Jerome		2/15/1936	4/13/2016	
Remley	Samuel G.		5/10/1922	10/4/2018	
Stolzman	James R.		10/7/1939	9/15/1987	2/10/1959
Schnetzer	Robert G.		9/18/1933	10/16/1987	7/9/1952
Lastofka	Louis J.		4/12/1931	3/4/1971	1/5/1951
Hauert	Alvin		02/18/1892	9/29/1945	7/14/1917
Gasper	Raymond		6/26/1931	10/5/1987	1/30/1951
Person	John	Brayton	8/9/1929	8/24/2023	8/29/1951
Tippet	Earl J		09/19/1892	4/20/1975	
Ingold	Arthur J. Jr.		7/27/1900	1/9/1922	10/7/1918
McPheeters	William	E	01/06/1884	1/14/1962	
Roberts	John David		6/30/1922	5/20/2001	
Voigt	Raymond B		03/10/1889	12/14/1971	3/29/1918
Schultz	Elton	L	11/24/1924	12/17/2006	
Probst	Jason		5/29/1964	12/12/1989	7/11/1984
Brokaw	Norman	E	6/15/1917	7/26/1999	
Johnson	Melvin	K	8/18/1926	7/8/1987	12/19/1944
Bamke	Neil P.		5/20/1920	8/6/1999	12/21/1945

Krynock	Robert C. Sr.		2/11/1929	8/22/2000	7/29/1948
Schroeder	Robert	D	6/23/1929	6/4/2018	
DuVall Jr.	Kenneth K.		10/1/1929	8/23/2011	
Zibolsky	Bernhart C.		9/5/1926	5/11/2007	9/29/1944
Young	James		7/16/1951	10/9/2022	
Kasten	Stephen	Mark	4/25/1947	7/7/2016	
LaRocco	John	T	3/23/1919	12/11/1999	4/1/1943
Neiderhauser	Les		12/14/1929	10/4/1997	6/29/1951
Clanton	John		5/20/1931	10/19/2011	
King	Ronald	L	7/31/1943	11/23/2009	
Johnson	Jack		1/21/1921	8/4/1997	9/15/1942
Wallis	Donald C.		7/13/1921	3/21/2010	
Talbot	Marvyn A.		3/18/1921	7/7/2003	1/13/1943
Brew	David L.		12/30/1937	12/12/2003	
Krueger	Harold P.		4/26/1930	4/13/1995	11/16/1951
Christen	Marjorie	L	4/2/1921	12/4/1991	2/23/1944
Christen	Wilbert F.		11/24/1918	9/15/1995	5/27/1942
Barth	Kenneth		10/30/1932	3/18/2005	2/25/1953
Krueger	John H.		4/24/1946	7/15/2002	2/10/1966
Boughton	Robert		11/23/1937	2/7/2021	
Vandenhoy	Richard	J	3/24/1954	3/13/2009	
Wienandt	Kenneth		11/2/1922	7/11/1991	1/11/1943
Koehnke	Henry F. Jr.		02/16/1878	8/14/1926	
Koehnke	Walter H.		06/10/1895	9/8/1960	5/24/1918
Neidhold	Carl	D	05/15/1897	1/15/1973	7/30/1944
Watry	Robert P.		1/8/1933	7/31/2020	
Heinemann	Capt. Fred		02/10/1841	6/10/1929	09/06/1861
Johnson	Thorston Oscar		4/3/1906	9/23/1982	4/11/1924
Studel	John	D	8/20/1920	8/3/2002	9/9/1942
Rahn	Carl	D	9/1/1925	5/29/2007	
Smith	Edward A.		1/14/1920	7/3/1988	7/28/1944
Steward	Rodger E.		8/6/1940	11/12/2001	10/15/1961
Spielmann	Siegfried		2/22/1955	9/15/2009	
Sweetalla	Delvin J.		2/8/1929	11/21/1992	9/7/1951
Bauernfeind	Dale O		3/1/1938	4/15/1994	11/2/1961
Neller	Robert J.		4/4/1911	8/9/1989	8/13/1943
Neller	James	Locke	4/26/1914	12/31/2010	
Boettcher	Richard		2/14/1944	12/1/2021	
Costello	Philip A.		4/6/1929	5/24/2010	
Swiekatowski	John A.		4/12/1938	8/7/1990	7/7/1955
Elgin	June	Muriel	6/7/1920	3/7/2015	
Pomplun	Harold	C	10/22/1934	6/27/2021	10/15/1961
Pompa	Harold	G	9/30/1922	11/3/2000	1/4/1943
Hausher	Gordon	E	4/3/1921	10/24/1983	12/2/1942

Badtke	Harvey		11/10/1912	6/1/1988	8/27/1942
Ramsay	William	Blaine	7/15/1928	4/1/2016	
Kuehmsted	Arthur	O	05/22/1883	2/8/1948	8/29/1918
Watters	Dale		11/25/1927	5/9/1987	2/27/1946
McGowan	John	F	8/8/1937	7/4/2016	
Garvey	Daniel	Lee	11/27/1948	2/26/2019	
Tidwell	Charles E.		4/2/1923	4/9/1999	2/22/1945
Bauer	Louis W.		11/7/1918	10/13/1988	2/4/1943
Walker	Thomas L.		4/23/1949	2/28/2017	
Schroeder	Clifford A.		11/4/1942	3/4/2004	3/18/1960
Claypool	Blaine W.		9/10/1924	6/20/2010	
Whitman	Lyle E.		8/4/1926	11/12/2021	
Krause	Rudolph		04/01/1894	5/26/1993	
Alstad	Alvin C.		6/12/1919	3/7/1997	8/4/1944
Sigler	Samuel Y.		5/30/1939	11/3/1995	9/20/1959
Davis	Donald W.		4/4/1905	8/10/1981	
Davis	Clyde R.		6/29/1936	1/22/2010	2/7/1964
Ramminger	Herbert		10/12/1917	6/12/1974	6/21/1942
Hulsey	Fred		10/26/1928	8/13/2016	
Morris	John P.		12/10/1919	6/3/2002	9/12/1945
Polzin	George W. Dr.		08/06/1899	9/27/1974	10/4/1918
Cook Jr.	Lawrence S.		5/4/1935	5/22/2008	6/23/1952
Cronmiller	Bruce		4/14/1923	11/11/1996	12/11/1942
Holbrook	Ronald L		7/19/1943	11/18/1995	7/3/1961
Brown	James E.		6/4/1941	2/10/2009	3/30/1959
Werth	Robert L.		6/10/1933	3/18/1998	
Lichterman	Lynn	J	7/2/1931	8/25/2013	
Lichterman	Gerald	A	6/5/1961	10/9/1997	11/25/1983
Ester	Leland		4/22/1928	4/13/2006	
Wilber	Marion	Bernard	4/5/1933	4/20/2010	
Filen	Howard	L	12/4/1915	8/28/1978	4/13/1945
Filen	James	H	7/2/1938	12/22/2014	
Boyer	Cheney	K	04/16/1886	2/11/1943	5/13/1917
Borden	Keith	F	11/11/1938	5/22/2006	
Corbett	Kenneth	H	4/30/1900	11/3/1964	10/14/1918
McCoy	Alexander		01/05/1842	12/08/1893	
McCoy	Donald		5/6/1900	4/29/1968	7/8/1942
Konrad	Dean	P	11/7/1931	5/7/2003	10/22/1952
Hilfert	Charles H		01/01/1845	6/21/1916	05/29/1862
Sanborn	Loran L.		09/10/1843	1/29/1922	05/19/1864
Cooper	David	A	4/28/1932	12/21/2011	
Petersen	Andrew F.		03/14/1877	1/4/1955	04/28/1898
Schmidt	Franklin	F	2/14/1917	6/28/1996	
Meyer	Otto	F	09/02/1894	9/17/1972	7/22/1918

Doerfler	Joseph H.		1/28/1910	10/21/1996	1/5/1943
Bolton	Ernest	Leroy	08/20/1877	10/17/1961	6/4/1918
Voigt	John	Louis	6/1/1935	12/12/2023	
Phinney	Michael	C	11/1/1939	5/8/2016	
Youtz	Merrill A. Dr.		12/09/1894	9/21/1964	9/18/1917
Koletzke	Max, Sr.		03/10/1887	4/28/1958	4/3/1918
Waugus	Clyde W.		4/9/1919	12/13/2006	10/15/1940
Waugus	Glenn	M	9/12/1922	12/15/2015	
Bowlby	Claude		6/7/1907	12/24/1997	9/30/1943
Bowlby	Howard	Wellington	12/22/1918	7/24/1983	7/8/1943
Faas	Bob Adrian		7/1/1934	9/22/1990	2/10/1953
Crowe	Pat M.		5/13/1948	3/12/2007	10/26/1965
Dittmer	Cedric	K	10/09/1898	1/11/1979	10/16/1918
Sherman	Irvin C.		09/25/1892	12/16/1973	5/31/1917
Krentz Jr.	Joseph M		12/2/1972	3/22/2021	
Crowe	Clarence		6/6/1906	3/1/1986	3/18/1941
Huven	James	W	11/21/1936	12/27/2014	
Graef	Lothar G		09/27/1882	9/22/1957	6/16/1916
Holmes	Burton	H	12/22/1919	3/24/1944	
Nitzbond	Eugene J.		7/30/1916	4/4/1999	11/15/1943
Johnson	Bentley M.		03/17/1893	11/19/1962	5/14/1918
Chandler	James C.		2/3/1921	4/3/1961	9/24/1942
Hoh	Orrin W		7/3/1902	8/8/1962	9/16/1942
Zeh	Edward		12/29/1903	7/21/1952	
Wolt	Darold	D	9/22/1926	2/12/1981	6/4/1944
Zilske	Robert	G	1/16/1906	12/6/1954	
Grunst	Otto		01/11/1887	6/18/1956	4/29/1918
Slattery	Kenneth Lt.	T	1/1/1919	6/18/1944	11/10/1944
Grearson	Filmore		7/16/1917	11/9/1988	8/13/1943
Buesing	Melvin		12/26/1915	7/28/1989	3/10/1941
Buesing	Ralph	A	4/8/1924	7/7/2018	
Baumler	John L.		9/5/1928	10/8/2011	6/27/1946
Risse	Adolph	C	01/01/1887	2/26/1943	7/22/1918
Welsch	Herbert	Lloyd	6/27/1919	5/5/2013	
Engelland	Arthur	H	7/31/1921	3/26/2004	1/18/1944
Hanselman	Norman Wm		6/18/1912	3/2/1989	10/14/1942
Page	Rueben	F	4/7/1919	4/14/2008	2/2/1943
Hoppe	Eugene O.		1/4/1928	3/14/1986	3/7/1946
Ingenthron	Richard J.		4/29/1930	6/22/2003	10/25/1946
Wege	Roger		9/8/1931	12/7/2001	1/30/1952
LeMieux	Henri J.		8/8/1922	7/14/1979	
Slomski	Alvin T.		8/10/1923	8/19/2001	9/23/1940
Slomski	Mark	D	7/23/1954	6/1/1993	
Manske	Clifford	R	2/16/1921	10/25/2011	

Slomski	Patrick	A	6/7/1952	10/3/2012	
Pingel	Alfred	W	11/13/1896	11/2/1987	7/3/1917
Warren	Dwight	D	12/4/2011	12/4/2011	
Risse	Rudolph A.		02/06/1893	10/21/1969	9/4/1918
Bradley	Everett	J	3/27/1922	1/3/2001	10/16/1942
Rawlinson	George R.		02/06/1890	3/1/1958	9/3/1918
Cumber	Frank	J	07/30/1883	3/2/1958	
Lehr	Klaus	W	10/8/1941	2/1/1992	
Thao	Yeng Pao		6/15/1958	2/25/2016	
Willer	Harvey E.		3/7/1930	12/19/1994	2/23/1949
Willer	Gene	D	1/1/1933	1/13/1977	1/7/1953
La Pine	Lewis	James	04/30/1897	1/22/1968	5/1/1918
Dowe	John H.		2/19/1906	2/23/1991	
Nicholson	Harry	A	10/4/1906	10/20/1970	1/25/1943
Keller	Raymond Fred		10/18/1902	11/3/1996	
Gensler	Melvin H.		9/26/1913	6/21/1980	4/25/1942
Mueller	Lloyd	J	4/12/1922	1/14/2015	
Budrick	Robert Paul		12/11/1956	3/12/1987	12/31/1974
Budrick	John K.		12/11/1956	4/17/1993	
Allinger	Don		6/15/1927	9/23/2017	
Boye	Charles		04/16/1842	9/24/1920	08/21/1862
Henk	Ray Sr		10/22/1897	3/21/1966	5/9/1917
Randall	Rier H.		08/11/1825	1/11/1907	07/11/1861
Rehlender	Herman F.		07/05/1893	8/22/1977	7/22/1918
Mueller	Bruce	E	7/9/1946	5/10/2014	1/1/1965
Kranzusch	Melvin	H	7/23/1911	1/3/1988	3/27/1942
Schmidli	Emil H. H. Jr.		12/15/1921	6/18/2005	6/13/1942
Gaulke	Edward A.		01/01/1888	10/28/1965	
Lappen	Daniel E.		6/1/1939	6/15/1997	2/23/1982
Van Heuklon	James		01/16/1883	8/11/1938	
Whirry	Harvey W.		11/30/1891	12/13/1951	5/25/1918
Felzer	Theodore	W	04/30/1892	8/26/1968	7/18/1918
Felzer	Theodore "Ted"	C	2/12/1925	12/25/2018	
Holmes	Ira J. S.		01/01/1824	7/22/1916	07/31/1862
Aspinall	Alfred		01/10/1821	7/8/1902	01/03/1862
McCrary	Sidney		07/14/1899	6/2/1918	
Ahlschwede	Joseph	L	12/7/1907	8/9/1982	8/28/1942
Prink	James	A	1/17/1927	7/30/2013	
Pearson	Charles M.		11/14/1895	2/23/1963	10/1/1917
Semler	Richard	A	08/15/1887	8/30/1959	9/28/1917
Learned	Lawrence	C	01/01/1897	10/27/1966	
Jahnke	Herman	O	09/04/1892	10/11/1918	12/15/1914
Collins	Steven	J	5/7/1947	7/20/2023	6/23/1967
Lorenz	Kenneth	W	4/14/1932	7/27/1984	

Estergaard	Jack		7/2/1904	7/23/1967	
Pauls	Roy		08/11/1894	12/14/1938	7/8/1918
Wolff	Edwin		10/03/1891	11/27/1918	5/25/1918
Gibson	Wm. (Bill)	A	11/10/1939	6/13/1998	10/29/1959
Auerswald	Edgar H		04/22/1894	2/12/1944	
Stillman	Richard	Lester	1/26/1931	5/9/1984	9/14/1951
Hoppe	Leo	Mike	8/1/1937	6/11/2019	
Rehmer	Charles	F	09/25/1894	3/24/1927	7/15/1917
Reetz	William	Albert	09/02/1895	6/7/1988	4/25/1917
Steffen	Clement	Henry	9/4/1903	11/16/1956	
Wegner	Albert	F	11/12/1886	5/12/1926	2/8/1918
Goman	Helen	B	11/28/1913	10/15/2008	4/26/1943
Goman	Robert	L	8/10/1914	5/19/2012	
Nelson	Archie		04/15/1889	6/5/1919	5/17/1918
Rohrig	William			07/05/1897	03/03/1862
Pasch	Reinhold	A	08/22/1891	12/25/1957	5/25/1918
Schatzman	Frank	B	01/01/1889	8/31/1931	5/25/1918
Rohrbach	Ludwig		09/15/1835	04/02/1899	
Martienssen	Adolph	J	03/15/1831	7/31/1916	01/01/1850
Arnold	Fredrich		09/28/1825	3/9/1903	10/01/1864
Korte	Fred	William	05/11/1888	6/2/1934	9/18/1917
Bedell	John W		04/14/1828	11/15/1907	01/08/1862
Stillman	David B.		06/03/1824	3/17/1910	08/30/1864
Brinkman	Walter N.		01/01/1892	11/24/1951	11/27/1917
Fox	H.D.		01/02/1842	2/7/1920	05/18/1861
Kretschmann	Alfred E.		05/27/1891	8/24/1924	12/15/1917
McMahon	LaMoine	L	7/18/1925	9/3/1986	
Rethlesberger	John		11/21/1827	09/21/1898	10/14/1864
Streck	Otto	A	05/12/1889	10/30/1968	
Behling	Charles H		2/21/1905	1/27/1978	5/27/1942
Zilske	Frank		01/01/1892	3/6/1944	
Zilske	Charles	H.	12/22/1889	12/13/1945	9/18/1917
Zilske	William	A	05/19/1888	7/10/1963	11/21/1917
Kunstman	Richard		3/7/1930	3/12/1998	
Ricker	Andrew		01/10/1840	4/19/1919	12/01/1864
Ricker	Arthur P.		10/26/1892	12/8/1973	7/22/1918
Keller	Charles	E	6/24/1927	4/20/2019	
Smith	Carl W.		4/3/1924	11/27/2000	3/24/1943
Fischer	Donald C.		11/30/1928	9/12/2008	
Heins	John T		04/10/1891	3/9/1955	4/24/1918
Ellis	Allen Lt Col	B	11/27/1888	8/17/1943	7/15/1917
Hauert	Robert		1/14/1949	3/8/2013	
Rechner	John	J	8/8/1913	6/28/1984	12/3/1943
Panfield	Victor		12/18/1896	3/22/1974	7/14/1917

Heiss	William	B	3/23/1900	7/30/1918	5/19/1915
Harwood	Dewey	S	10/2/1926	12/28/2008	7/1/1944
Johnston	Everett Oney		12/18/1889	7/29/1918	
Fox	William T.		01/01/1875	1/3/1927	
Wheeler	Samuel S.		1/5/1903	1/5/1903	09/17/1861
Magnus	James C.		11/28/1933	11/23/1992	11/14/1951
Kipp	Malcolm	B	02/14/1890	5/13/1924	
Pfeffer	Joseph		07/28/1886	3/15/1949	5/25/1918
Hammer	James	O	5/29/1925	5/15/1944	9/1/1943
Gleisner	Henry G.		11/03/1898	4/8/1978	10/26/1942
Goehler	Robert	L	11/9/1928	7/2/1990	1/31/1946
Streck	Viola	M	9/30/1907	1/27/1996	11/7/1943
Kopenhefer	Ralph	Bradford	11/06/1878	12/2/1952	10/14/1898
Rippel	William		10/13/1839	4/13/1919	11/10/1862
Hoppe	Otto H		03/19/1896	12/12/1968	7/8/1918
Grupe	Ferdinand	G	06/01/1827	03/25/1889	09/30/1864
Dietrich	John C.		11/19/1880	5/12/1971	12/14/1898
Dietrich	Herbert G.		08/29/1896	1/8/1980	
Sheldon	Sanford	S	03/08/1849	03/04/1891	04/10/1862
Ganzen	Paul		01/12/1873	12/2/1942	04/28/1898
Calnin	Michael	H	7/9/1930	11/7/1975	10/30/1951
Ganzen	Charles H.		05/06/1874	6/28/1953	04/28/1898
Hill	Charles	W	6/16/1939	10/15/2013	
Allan	Dr. Newlin W		09/20/1894	6/30/1961	4/7/1917
Richter	Gustave	O	11/30/1909	12/20/1971	10/17/1942
Engel	Albert	F	7/21/1906	10/23/1991	7/20/1943
Anderson	Carl A.		5/21/1907	8/20/1986	
VanBuskirk	William	L	12/26/1904	5/30/1970	12/9/1942
Wolff	Glen	W	5/28/1927	5/2/2019	
Wolff	Lyle	E	6/2/1923	9/8/2015	
Radtke	Arthur	F	11/25/1899	6/11/1926	9/30/1918
Meltz	Ramona	J	4/18/1931	1/7/2019	
Court	John R.		08/27/1894	10/22/1966	7/3/1917
Guenther	Charles	Otto	12/20/1887	2/23/1970	10/2/1917
Goldbeck	Beck	H	10/31/1901	3/4/1992	11/18/1942
Burhans	Donald E.		3/9/1917	8/20/1994	12/28/1942
Mueller	Donald W.		1/22/1919	11/16/1963	9/10/1941
Baker	John	S	04/28/1841	8/15/1901	08/13/1862
Schulz	Harold F		11/02/1898	5/14/1954	9/30/1918
Robinson	Edmund		01/01/1826	02/23/1894	08/13/1862
Steward	James	G	8/13/1923	9/18/1995	
Mason	William	A	01/01/1827	02/21/1885	02/29/1864
Tornow	Raymond	W	4/18/1905	9/28/1987	
Joyce	Thomas		01/01/1836	1/1/1913	03/01/1865

Behnke	Henry J		12/15/1874	12/19/1955	04/28/1898
LaCount	Bruce	R	4/6/1957	8/10/2020	
Hawley	David L.		10/7/1937	9/14/2016	
Huth	Elton C.		10/9/1932	7/3/2000	2/25/1953
Hardy	Norbert	H	5/21/1927	5/22/2011	
Reese	David	Evan	9/20/1922	7/13/1995	
Braeger	George		01/07/1890	10/14/1954	5/25/1918
Matthes	John		01/01/1829	10/13/1910	12/20/1864
Knuth	Elmer	C	4/21/1912	2/26/1990	3/20/1942
Knuth	Fred	Charles	12/10/1893	3/3/1957	7/22/1918
Wing	Ebenezer		05/19/1829	8/20/1910	08/27/1864
Schafelke	William	G	11/14/1893	7/15/1918	6/22/1916
Fraser	Earle	J	04/04/1897	12/2/1968	4/2/1917
Dryer	Joseph		12/19/1838	11/25/1917	
Armstrong	Robert C		7/5/1909	2/22/1988	12/29/1942
Armstrong	Thomas M.		8/5/1942	6/14/2005	8/31/1962
Gothe	Donald	Louis	12/13/1927	5/17/1927	1/1/1950
Steinert	William		04/29/1836	6/4/1918	
Steinert	William	F	10/09/1863	7/14/1932	04/21/1862
Steinert	George	H	02/26/1892	3/9/1956	2/20/1918
Holzer	Leslie	F	07/06/1895	11/1/1950	9/7/1917
Longworth	Thomas	T	03/04/1893	11/7/1955	6/3/1918
Steiner	Chester	E	11/6/1921	2/18/2019	
Miotke	George	Charles	3/21/1925	11/14/1999	7/5/1943
Sheldon	George	S	05/27/1839	8/14/1917	08/12/1862
Weimar	Fredrick	K	5/7/2000	1/11/1910	12/31/1861
Artis	Horace			6/11/1910	
Hill	Floyd	August	8/2/1912	2/6/1948	3/27/1944
Williams	Kenneth	O	4/4/1907	3/31/1972	1/6/1944
Portmann	Joseph	J	2/24/1913	12/30/1996	1/27/1941
Isenberg	William	H	1/1/1943		
Pierre	John A.		09/25/1895	10/10/1969	7/23/1917
Miller	William	T	4/29/1933	6/2/2013	
Hoffmann	Louis	A	01/01/1897	4/7/1926	8/13/1918
Gatz	Emil	F	02/28/1887	2/19/1958	9/18/1917
Peotter	Walter	G	11/26/1889	4/1/1970	5/1/1918
Campbell	Howard		7/14/1917	7/7/1995	2/5/1943
Verwey	George		01/01/1898	2/15/1971	7/3/1917
Kuban	Walter		3/13/1903	1/18/1989	8/19/1942
Hrudka	Ladimir	M	12/22/1893	6/11/1959	5/24/1918
Bomier	Godrey Vet.		04/14/1847	4/6/1915	05/27/1864
Morgan	Nathan	Evan	05/12/1842	10/10/1916	04/28/1898
Popp	Elmer C.		12/04/1896	10/8/1920	
Dort	Oscar L..		07/10/1840	1/9/1918	

Miller	Wilbur		1/15/1926	8/4/2011	
Redmond	Helen		9/12/1906	9/13/1992	
Nichols	Clarence	A	12/28/1897	2/16/1935	
Murray	Kenneth	L	5/24/1917	7/19/2000	1/29/1940
Peot	Marjorie J.		8/27/1919	7/14/2003	1/10/1944
Peot	Arthur		4/24/1918	3/3/1992	6/5/1942
Patterson	Wilson	S	6/9/1914	10/4/1993	
Hess	Reuben	J	07/16/1894	1/8/1971	
Bauer	Fred	A	02/15/1894	4/12/1947	9/5/1917
Bragg	Wallace J.		9/14/1911	1/17/1961	2/28/1942
Perry	Norman	R	9/2/1932	8/27/2019	
Popp	Conrad		07/13/1865	2/16/1923	08/15/1862
Rohm	Elmer R.		04/06/1898	8/13/1966	5/10/1915
Norman	Lawrence T.		3/23/1919	8/6/2003	6/27/1941
Wundrow	Wilbert Len		5/1/1924	5/6/2002	6/26/1944
Meidam	Adrian	W	3/16/1912	3/30/1984	12/17/1943
Gilbertson	Gordon	W	9/11/1915	9/13/1999	1/13/1942
Anderson	Cyrus			2/8/1920	5/25/1918
Storm	William		09/17/1891	5/30/1921	4/25/1918
Storm	Ernest		09/11/1889	3/8/1926	7/8/1918
Rothe	Eugene G.	G	5/8/1925	2/18/1998	9/8/1943
Hameister	Herman E		04/19/1896	12/19/1959	4/20/1918
Hameister	William	C	7/15/1934	2/25/2006	
Plank	David		5/15/1932	9/30/2020	
Bongers	Robert (Bert)		06/19/1892	4/29/1958	4/2/1918
Bongers	Roy	E	2/6/1924	1/11/1993	7/2/1943
Everson	Harold		1/23/1922	1/13/1999	
Schroeder	Orville H enry		04/29/1896	11/11/1933	07/14/1818
Whitman	Cecil E.		8/4/1912	5/8/1994	5/11/1945
Barry	John	C	1/10/1928	9/10/2014	
Spaude	Louis		11/09/1878	9/3/1918	
Juhnke	John		10/26/1896	9/2/1921	
Laabs	Harry		11/16/1892	3/10/1978	2/18/1918
Miller	Carlton H.		1/19/1929	9/28/2003	
Harris	Richard		5/30/1915	6/10/1989	5/26/1942
LaChappelle	William Joseph		11/12/1905	6/3/1987	
Gordon	David O		4/25/1907	3/19/1958	6/27/1942
Pommerenke	Walter J		1/2/1928	8/21/2006	
Busch	Edward J.		1/17/1939	1/28/2012	
Rusch	Emery	R	04/03/1896	2/20/1946	7/8/1918
Brewer	James	W	10/28/1918	1/21/1943	
Brewer	Frank Marshall		5/22/1916	10/30/1977	2/18/1942
Schwendler	Carl	G	3/12/1937	9/5/2018	
Reinke	Harry F.		11/20/1918	10/23/1971	

Reinke	Clifford		3/17/1914	1/14/1973	11/20/1942
Reinke	Roy	William	4/23/1910	5/14/1973	2/17/1942
Reinke	Harold	E	9/9/1911	12/14/1980	8/10/1942
Kibbie	Fred William		01/01/1888	4/7/1938	5/15/1918
Keane	Keith	M	6/22/1920	10/13/2011	
Keane	Elizabeth	C	3/22/1921	4/26/2005	
Fellows	Walter W.		06/09/1893	10/3/1966	6/11/1917
Herrmann	Rudolph	C	07/04/1896	7/6/1966	4/3/1917
Herrmann	Donald	Martin	2/7/1930	1/17/2008	
Potter	Ralph Oram		11/18/1887	5/17/1927	11/22/1917
Cleveland	Theodore	D	6/1/1929	8/11/1990	7/5/1946
Abendroth	Frederick	C	01/25/1895	11/11/1980	5/31/1918
Errington	William	F	6/28/1927	6/6/2015	
Liesch	Anton		10/17/1889	5/7/1970	5/1/1918
Mead	Leonard	William	05/30/1896	11/3/1941	4/12/1917
Renner	George A.		03/09/1889	8/27/1930	5/25/1918
Brainerd	Carlos	M	01/17/1838	5/7/1926	
Steenis	Wilbur	H	8/17/1909	12/7/1974	1/23/1945
Sager	William F.		08/20/1889	11/29/1964	1/10/1918
Sager	Arthur E.		03/06/1897	8/22/1981	8/13/1918
Burton	Norman	John	5/13/1928	4/14/2018	
Lyons	Clifford	H	7/21/1928	11/21/2014	
Bartel	Edward		01/01/1846	12/24/1930	
Bartel	William		01/11/1889	2/7/1971	7/22/1918
Nickasch	Ruben		02/20/1896	12/31/1946	5/30/1918
Gmeiner	Russell	L	8/28/1942	7/12/2006	
Kenyon	William		11/27/1844	1/31/1908	03/23/1865
McDonald	William James		2/26/1908	12/25/1983	
Hartsworn	Gerald	L	8/1/1916	1/13/1975	6/13/1941
Kenney	Dr. Robert A.		9/8/1926	9/11/2020	
Strobel	Alex		9/2/1922	9/5/2022	
Kampo	Alex	F	3/30/1919	3/19/1998	10/15/1940
Sanders	Henry	V	06/01/1895	5/5/1955	9/17/1917
Carpenter	Howard F.		11/14/1894	8/14/1945	2/20/1918
Wood	Emmett C.		07/30/1891	8/25/1964	7/18/1918
Strutz	Donald		5/6/1923	8/13/2016	
Thompson	Wilber		02/05/1842	11/1/1922	
Kranz	Douglas	A	6/11/1924	5/24/1998	3/24/1943
Kranzusch	Arthur	C	01/10/1897	1/24/1942	9/4/1918
Kimball	Thomas	E	4/8/1928	8/3/2004	4/9/1945
Brown	Benj. F.		01/19/1847	6/13/1925	10/23/1864
Schabo	Elmer	C	05/22/1897	6/15/1980	8/26/1918
Korte	Arnold H.		01/01/1893	11/8/1918	
Herzfeldt	Clarence	L	6/9/1909	7/16/1972	5/29/1943

Ellmore	Joseph Miles		04/18/1851	6/20/1913	
Bullock	Alonzo	M	09/22/1842	1/14/1913	08/08/1862
Dorschner	Roger F.		9/17/1934	11/12/2008	4/6/1955
Krolow	Fred	P	01/10/1885	12/29/1956	5/25/1918
Dix	Harold	E	3/8/1919	12/10/1994	
Endlich	James H.		12/14/1934	9/19/2019	
Prink	Verne	E	9/12/1914	11/29/1999	5/27/1942
Asman	Arthur R		06/19/1893	8/13/1954	10/21/1918
Uckerman	Herman	O	03/23/1891	4/20/1956	4/29/1918
Radtke	Clarence	W	7/25/1914	8/4/2000	1/29/1945
Dercks	John	Leonard	7/28/1911	5/11/1987	3/3/1943
Immel	Herbert	H	5/8/1904	5/19/1974	10/10/1942
Schwandt	Gustave	C	01/01/1873	6/7/1936	04/28/1898
Bauer	Anson	J	04/10/1877	4/30/1942	4/27/1942
Bauer	Clifford A.		7/29/1915	3/19/2002	
Tock	Edward	H	5/27/1925	2/14/2014	
Tock	Raymond Otto		2/8/1906	4/19/1985	12/18/1943
Kuschel	Omar	H	5/18/1928	9/10/2015	
Holmes	Wesley		09/17/1839	10/18/1913	10/23/1861
Warner	Charles	H	01/01/1843	4/22/1917	08/15/1862
Hall	Albert A		01/01/1838	8/6/1913	05/17/1861
Hardacker	Floyd	A	05/20/1895	9/12/1974	6/15/1918
Nass	Harry	W	09/30/1899	8/19/1980	8/28/1942
Nass	Edward Wm. Jr.		11/2/1946	10/4/1981	10/19/1965
Johnson	William	Kendall	11/20/1891	12/2/1934	5/6/1916
Johnson	Amos A.		09/30/1846	10/10/1927	
Werner	Rudolph	N	06/02/1891	1/30/1974	5/25/1918
Schmidt	John F.		01/01/1830	3/23/1912	09/20/1864
Coon	Ted	R	12/26/1951	12/24/2024	2/16/1971
Atwood	Carroll	D	12/13/1927	9/25/1968	4/7/1946
Kahler	Harvey I.		5/6/1914	4/20/2001	
Kenyon	Wallace B.		01/13/1845	09/25/1890	02/14/1862
Elias	Ewald	J	11/12/1896	6/4/1984	9/4/1918
Maynard	William	L	4/7/1924	2/5/2007	
Maynard	Gary		5/24/1949	6/7/2024	3/9/1981
Lappen	Cliffird	C	10/24/1922	5/19/1980	12/28/1942
Ogilvie	Andrew	G	03/12/1893	11/8/1918	7/22/1918
Towner	Thomas J.		8/12/2018	8/25/2018	
Lange	Eugene F.		4/30/1924	8/19/2009	
Vosper	James	E	5/15/1920	5/4/2014	
Reffke	Forrest	G	4/12/1926	12/8/1946	7/27/1944
Bailey	Frances		01/01/1845	1/30/1930	
Engel	Earl	E	12/18/1897	6/3/1967	3/1/1916
DeFord	Joshua	T. A.	9/21/1990	6/10/2014	

Spaulding	George	H	12/04/1895	3/22/1977	
Schabo	Earl W.		6/26/1922	6/24/2006	
Philipsen	Wayne	C	12/14/1932	9/24/1979	2/1/1950
Wiegand	John W.		12/31/1922	7/20/1996	3/3/1943
Frederick	Wilbert J.		9/17/1916	5/30/1998	12/28/1942
Keddell	Kenneth R.		11/20/1927	11/1/2009	
Noffke	Sherman C.		9/3/1925	4/2/1975	2/22/1944
Noffke	Harold L.		7/29/1927	9/21/1986	10/10/1945
Noffke	Ralph F		12/31/1922	3/18/1994	2/2/1943
Sternagel	Otto	P	09/21/1894	10/20/1977	9/18/1917
Horn	Arthur	H	11/30/1890	11/6/1957	7/22/1918
Neunfeldt	Raymond		06/28/1895	10/13/1918	9/4/1918
Voeltz	Wayland	R	4/3/1929	8/19/1975	
Gregory	Loranzo	T	12/6/1913	12/17/1983	6/13/1941
Bunkert	Ronald	R	5/27/1941	2/26/2015	1/1/1962
Damrow	Eugene	Edward	9/25/1918	10/15/1943	5/18/1942
Keats	Fenton G.		12/3/1900	12/2/1933	4/14/1917
Sauer	Tim A.		02/24/1895	6/13/1972	5/2/1918
Jury	Lewis	E	08/11/1893	10/1/1970	
Maas	Ernest		07/11/1841	8/5/1917	03/18/1864
Thiel	Robert L		1/1/1922	9/5/1988	6/10/1943
Jury	Emerson E. Rev.		2/1/1921	6/10/1995	
Jury	Donald	L	9/30/1926	3/14/2015	
Thiel	Robert Bruce		6/27/1946	11/10/1990	9/26/1966
Muenster	Lester E.		5/22/1921	12/30/1999	9/26/1942
Bruchs	Ira		3/17/1942	7/12/2012	
Kottke	Jack	E	2/5/1939	12/30/2016	
Motiska	Michael		9/24/1915	11/20/1966	6/6/1941
Kruse	George T.			5/6/1942	8/26/1918
Kruse	Henry Karl		10/27/1894	10/22/1960	2/27/1918
McGinnis	Edward J.		10/05/1898	1/1/1956	6/12/1918
Dorn	David	L	7/28/1933	6/14/2022	
Spychalla	Leonard J.		11/8/1925	6/7/2008	1/5/1944
Thompson	Merrel	W	01/01/1894	3/28/1920	9/18/1917
Salentine	Edward A.		9/4/1948	9/9/2021	
Salentine	Carl	M	4/30/1923	12/16/1994	10/16/1942
Eggert	Francis R.		6/11/1917	10/16/2002	6/14/1945
Giuliani	Joseph	Isidore	05/19/1896	9/14/1975	
Giuliana	Joseph Chas.		9/15/1928	3/27/2000	9/11/1947
Gillespie	William J.		03/30/1895	10/22/1918	2/7/1918
Kamine	Reinhart	Louis	4/8/1926	2/27/2016	
Tischer	Kenneth W.		2/3/1951	7/1/2011	
Bucholtz	Garnet L.		4/14/1917	3/17/1976	8/27/1941
Hausher	Meta A.		12/13/1913	12/29/1950	

Hancock	Edward	W	09/05/1881	12/14/1957	5/10/1915
Tawter	Joseph	T	9/11/1907	4/11/1998	
Neuman	Albert	E	11/27/1922	1/8/1985	
Ray	David A.		6/29/1932	2/15/2007	7/8/1952
Burby	Donald L.		9/12/1925	5/6/1993	
Maahs	Charles John		08/29/1896	8/27/1986	6/8/1918
Brueggemann	Max	G	09/08/1894	5/5/1925	12/14/1917
Hopkins	Charles W		07/04/1825	2/14/1910	08/08/1864
Gloff	John	S	02/15/1899	3/18/1977	11/24/1942
Lesselyong	Thomas	W	12/6/1929	6/30/2007	
Barth	Clifford	W	10/11/1924	12/23/1983	4/26/1943
Bremer	John	H	05/12/1832	7/5/1920	
Appleton	John	W	04/13/1842	12/19/1882	11/27/1863
Franke	Douglas G.		7/24/1950	7/6/1977	1/22/1970
Borchardt	Clarence	G	12/20/1908	12/20/1952	7/30/1943
Recker	David R.		6/9/1947	12/2/2008	7/12/1965
Rehbein	George R.		3/21/1938	1/5/2008	6/5/1959
Lillge	Roy		11/27/1894	7/9/1954	5/1/1918
Brueggemann	Richard		12/12/1938	11/30/2016	
Streufert	Gerhardt	E	2/16/1926	8/8/1985	8/31/1944
Gitter	Richard E.		11/30/1948	3/7/2001	9/19/1967
Dreier	Clarence	L.	6/4/1917	11/8/1977	2/22/1945
Wilcox	Russell L.		2/12/1923	11/22/1963	2/11/1943
Helm	Oscar	W	06/19/1889	12/18/1947	6/15/1918
Sorges	DeWayne	G	3/18/1932	7/14/2018	
Berholtz	John A		5/11/1918	10/13/1984	2/15/1944
VanLinn	David	James	10/31/1957	12/27/1980	1/23/1976
VanLinn	Edward J.		5/11/1929	1/25/2005	9/19/1946
Bessey	Millard	A	05/25/1897	12/11/1948	3/30/1918
Sheridan	Neil P.		5/7/1935	5/3/2007	3/24/1951
Jorstad	Vernon	L	10/6/1921	6/24/1996	3/16/1945
Jorstad Sr.	Douglas	Lee	7/31/1948	3/27/1980	6/11/1968
Jorstad	Jerome L.		3/12/1942	6/13/2018	
Babcock	Tyrone		11/3/1943	9/6/2021	
Scheinpflug	John		10/31/1948	9/23/2021	
Hansen	Richard A.		5/25/1936	11/21/2024	
Metko	Ronald	R	9/24/1967	9/3/2018	
Babcock	Darwood "Lee"		5/31/1940	4/9/2023	12/3/1958
Mentzel	Richard		6/21/1932	2/7/2023	8/15/1952
Mentzel	Thomas E.		12/10/1958	8/10/2021	
Bishop	Douglas	Steven	10/29/1956	9/9/2021	
Conn	Timmy Alan		3/13/1962	2/13/2018	
Howerton	Ambers		9/30/1948	3/24/2025	
Meacham	G. Richard		2/9/1943	7/14/2022	

Derks	Jerome	R	3/30/1953	4/8/1999	
Reynebeau	Richard	P	1/24/1941	1/30/2016	
Meisenhelder	Daniel	Edward	4/25/1946	4/3/2013	
Peterson	Eugene	C	1/4/1946	11/21/2012	
Hawkins	Robert, B		7/22/1944	11/11/2015	
Bessett	Roger	J	8/16/1924	5/26/1992	11/4/1942
Glass	Roy		1/26/1931	9/18/1988	1/11/1952
Griem	Jon		4/25/1919	11/23/1972	
Bodway	Norbert M.		1/5/1931	4/20/2013	
Mitchell	John H.		10/05/1897	4/15/1985	7/25/1918
Haase	Roy Reynold		5/28/1919	8/28/2000	7/29/1941
Timm	Earl J.		12/23/1918	8/19/1999	2/21/1941
Pickering	Clyde "Ben"		04/25/1891	10/28/1965	5/4/1918
Mielke	Albert		03/30/1893	9/28/1960	9/18/1918
Glass	Henry J.		06/15/1895	3/30/1962	6/28/1918
Larsen	LaVerne	Roy	2/16/1936	6/14/2009	
Smith	Fredrick		2/4/1928	2/23/1998	8/10/1948
Langdon	Duane C.		5/23/1920	8/2/2011	
Gatz	Max F.		03/16/1890	4/22/1940	
Roth	Ralph G.		11/19/1924	3/31/1971	6/11/1942
Gass	Orville	E	5/23/1932	1/10/2001	5/27/1949
Nohr	Louis F.		10/21/1881	8/25/1937	10/19/1918
Glass	Emil		04/26/1892	3/5/1955	3/20/1916
Glass	John J.		5/23/1932	12/9/2006	12/3/1952
Green	John T.		8/17/1917	4/7/2001	9/9/1942
Holtz	Lyle		9/16/1916	6/16/1988	2/15/1944
Groth	Gerald K		2/9/1931	9/11/1995	6/24/1955
Wiegand	Frank H.		9/9/1920	2/27/2010	
Wiegand	Clara M.		9/21/1919	6/11/2002	12/28/1942
Wiegand	Robert John		4/29/1917	10/19/1988	8/10/1942
Haufschildt	Leroy		4/9/1923	12/1/2003	1/11/1943
Strover	Glendale	James	7/16/1913	3/16/1989	1/18/1945
Peterson	Allen O.		01/25/1883	11/19/1962	
Walters	Erie H.		10/24/1887	11/25/1962	5/27/1918
Brockman	Arthur	J	08/09/1884	3/2/1964	7/22/1918
Stark	Ernest		12/19/1893	11/22/1973	7/26/1918
Deltour	Richard M.		1/13/1943	6/25/2010	8/13/1968
Dennis	Philip Leo		1/28/1942	7/10/2003	2/2/1961
Buxton	Warren O.		3/15/1925	5/17/1959	6/24/1943
Stake	Sylvester V.		7/9/1913	1/14/1991	9/24/1940
Zuhlke	Raymond J.		11/30/1948	8/17/2008	
Zuhlke	Rudolph H.	H	12/28/1908	10/3/1953	10/1/1942
Boyden	Edward		5/19/1928	5/28/2021	11/20/1950
Swamer	Bernard		1/12/1913	3/14/1972	6/13/1942

Ziemer	Albert	A	11/02/1895	12/28/1991	
Ziemer	William	F	03/12/1897	10/31/1986	9/4/1918
Braeger	Walter		10/10/1891	7/23/1939	4/26/1918
Essler	Edward W.		9/19/1905	1/19/1962	6/25/1943
Sindahl	Armond	C	6/13/1907	7/13/1995	12/28/1943
Morgan	Bernard R.		11/5/1916	5/28/2001	4/3/1945
Aspen	Leonard	Clifford	3/28/1984	3/28/1984	2/15/1943
Jewell	Clifford	W	11/27/1923	3/10/2017	
Jewell	Thomas E.		8/17/1959	11/13/1978	8/23/1976
Managan	Thomas		8/20/1927	9/8/2014	
Wilpolt	Louis	E	01/01/1896	5/1/1941	
Schulze	John W.		11/26/1912	12/23/1987	2/18/1942
Kellner	Roger		2/8/1950	3/14/1980	9/18/1969
Behl	Gerald H.		3/25/1926	4/29/2011	6/26/1944
Schulze	Willard R.		8/26/1926	12/3/2002	5/14/1945
Piette	Richard	Noble	1/1/1923	1/1/1942	
Ossian	William Franklin "Frank"		12/10/1933	8/24/2018	
Sachs	William H.		06/11/1891	12/23/1964	7/27/1918
Schroeder	Carlton J.		12/10/1933	2/29/2008	
Schuck	Kenneth J.		11/9/1922	6/10/2011	
Schuck	Pearl		10/10/1924	1/12/2001	6/29/1945
Schroeder	Brian	Howard	5/24/1956	10/2/1985	
Heise	Kenneth K		5/13/1931	10/27/1950	4/28/1950
Jahnke	Floyd		3/15/1927	5/15/1993	
Bailey	Sylvester	Matt	6/27/1906	10/6/1984	8/4/1943
Weiss	John H.		09/27/1894	8/6/1967	6/19/1916
Sonsthagen	Owen L.		1/19/1930	5/18/2023	1/1/1948
Schmelzling	Hans		7/29/1937	10/11/2013	
Woosnam	Jane		11/20/1922	11/25/1993	12/16/1943
Immel	Victor H		3/11/1919	2/10/1971	6/17/1941
Grishaber	Carleton G		8/19/1919	3/5/1995	2/18/1942
Klemp	Clyde		9/6/1926	6/13/2014	
Mossholder	David M.		7/2/1944	5/13/2019	
Olson	Robert G		09/07/1894	6/10/1977	4/7/1917
Johnson	Yngve	A	2/1/1919	11/8/1980	10/18/1940
Johnson	Sigvard L.		7/24/1911	8/19/1976	7/24/1942
Meltz	Lawrence L.		10/20/1927	11/17/2008	
Regenfuss	Robert M.		12/09/1897	12/22/1958	3/20/1917
Burkett	Robt. Geo.		05/02/1898	7/11/1937	5/22/1918
Whirry	Earl C.		5/10/1900	2/8/1966	2/18/1918
Swiertz	Walter V. Jr		10/27/1930	6/2/1961	11/9/1948
Wilson	Lewis		04/15/1845	4/30/1931	11/24/1863
Fulcer	George H.		02/14/1892	6/19/1931	9/3/1918
Klitzke	William Carl		09/17/1894	3/4/1931	4/25/1918

Dinegeldein	Fred	H	5/9/1923	12/6/1951	
Wiersema	Jimmy	A	2/28/1938	5/20/2007	
Kearn	John		03/29/1885	6/8/1933	
Scheibe	Harold		7/2/1933	6/22/2015	
Lillge	Norman	E	09/11/1893	7/2/1952	
Lillge	Gordon	O	11/10/1925	4/18/1970	2/22/1944
Haworth	Edgar		04/17/1893	6/30/1931	
Kosbab	Richard		06/17/1896	2/2/1929	10/24/1918
Kranzusch	Theodore	A	7/15/1917	8/22/1996	6/13/1945
Gutowski	Alexander		02/23/1896	12/5/1927	7/3/1917
Frese	John W		11/18/1891	7/23/1969	5/25/1918
Hendricks	Robert. J		5/15/1920	10/13/1999	6/16/1943
Klarner	Ervin W.		3/24/1908	5/27/2004	10/14/1943
Mayer	Otto J.		10/16/1891	6/2/1963	5/3/1918
Mayer	Larry Norman		10/27/1939	8/9/1982	10/15/1961
Jurgensen	Leonard R.		2/23/1926	8/4/1979	6/27/1944
Gregory	Harvey G		8/20/1914	7/17/1986	10/27/1941
Gregory	Eleanor	E	6/14/1920	4/4/2003	
Roll	George A.		07/23/1895	4/29/1978	4/30/1917
Dessel	Joseph		04/27/1895	10/17/1955	5/10/1917
Hoerning	Bernard		04/06/1889	11/3/1971	7/22/1918
Elseth	Jeanette	Eunice	3/15/1924	8/8/1998	4/20/1944
Schneider	Orville	T	1/30/1908	4/21/1945	
Fiebelkorn	William G.		1/25/1917	10/29/1946	10/15/1940
Bermann	Harold	H	8/9/1921	2/22/1998	
VanPatten	Cornelius J.		5/6/1940	5/12/1987	
Taubel	Raymond	Robert	5/7/1935	10/27/2013	
Page	William G.		4/14/1914	10/26/1978	10/15/1940
Davis	Thomas Pearson		03/14/1897	8/29/1930	06/17/1899
Daniels Sr.	Charles D.		09/20/1877	3/29/1952	06/06/1898
Adjet	William		01/17/1893	11/1/1938	6/2/1917
Ginnow	Walter L.		01/03/1894	4/28/1926	4/25/1918
Washatka	John		8/6/1925	8/24/2003	
Schroeder	Arthur		8/18/1925	7/24/2017	
Hansen	John I.		05/26/1895	1/26/1944	7/22/1918
Hertel	John		05/23/1895	10/25/1931	
Bierman	Gerald C.		6/22/1932	7/5/2018	
Daniels	Daniel Melvin Sr		1/21/1924	9/13/1983	1/23/1948
Young	Ivan		9/23/1923	10/21/1993	1/28/1944
Bittorf	Fred		12/13/1928	11/6/2016	
Gonnering	Sylvester	L	1/22/1938	9/26/1995	10/15/1961
Koerner	Elmer	E	05/11/1895	4/5/1961	
Schwerbel	Ralph Lt.	C	9/16/1916	12/25/1944	10/1/1940
Doerfler	Harold	A	2/2/1921	5/31/1981	1/4/1943

Reinke	Herman G.		3/30/1925	7/4/1997	
Reinke	Richard W.		2/23/1931	12/23/2010	1/11/1952
Miller	John P.		09/26/1892	1/3/1973	5/29/1944
Lahn	Harold C.		4/21/1942	7/15/1965	8/6/1960
Burmeister	Arthur	T	05/28/1891	3/18/1973	
Emrich	Roger C.		7/16/1914	12/28/1995	10/25/1943
Herzog	Bruce	C	9/24/1952	11/13/2012	
Herzog	Charles	V	1/1/1915	2/28/1966	9/11/1942
Reffke	Erwin Carl		5/11/1920	12/14/1982	11/25/1942
Potter	Thomas J. Sr.		12/19/1890	3/13/1964	1/24/1949
McGuire	Leland		11/8/1924	11/17/1987	6/25/1943
Elm	Lemuel Nelson		6/20/1927	2/25/1989	6/13/1945
Reetz	Louis F.		10/01/1896	4/11/1932	7/26/1918
Moore	Ralph D.		01/21/1897	12/4/1964	5/29/1917
Jansen	Edward C.		10/19/1913	1/13/2001	1/4/1943
Schultz	Albert	F	09/21/1874	1/15/1960	06/15/1898
Eastman	Jan		3/12/1949	9/14/1991	3/12/1969
Reick	Clarence A.		12/18/1911	8/7/1979	4/9/1941
Hesse	Harold	Edward	11/20/1923	8/8/2018	
Hedberg	Oscar W		01/15/1898	12/22/1929	7/3/1917
Hedberg	David N		02/13/1894	7/3/1943	6/4/1917
Brown	Gordon A.		4/8/1924	4/13/2012	
Radtke	Ferdinand		07/07/1878	2/24/1942	04/08/1898
Radtke	Richard T.		11/27/1933	5/30/1997	9/14/1953
Archambault	Brian		8/5/1955	1/21/2007	
Radtke	John		3/9/1934	10/28/2016	
McGuire	Howard R.		12/21/1927	9/25/2007	
Zuehlke	Marylne		9/11/1933	2/28/2018	
Fredricks	Marvin L.		5/22/1924	10/27/1944	3/31/1943
Wichman	Kenneth E.		6/6/1937	5/2/2008	7/15/1960
Schroeder	George	O	05/16/1888	5/20/1957	7/18/1918
Lahn	Gerald		9/15/1918	7/4/1980	1/4/1943
Schinke	Robert J.		8/8/1909	7/9/1968	4/13/1945
Kohl	Charles	E	5/2/1948	9/12/2017	
Whitefoot	Robert J.		12/03/1896	12/1/1960	
Getsfried	Leo P.		11/4/1919	2/21/2005	12/30/1941
Wick	Raymond M.		7/3/1918	12/24/2015	
Parish	Harold F.		03/22/1895	5/13/1979	
Frank	Theodore		02/08/1896	9/18/1977	6/15/1918
Herzberg	Albert		11/22/1895	10/2/1981	3/29/1918
Moll	Otto	C	01/01/1893	10/27/1934	6/4/1917
De Shaney	June E.		3/10/1924	8/8/1999	9/26/1942
DeShaney	James L.		4/22/1921	12/4/1995	
DeShaney	Walter M.		2/15/1917	6/3/1998	3/14/1945

Driessen	Leo A.		5/4/1935	12/9/2004	2/22/1945
Richter	Fredrick		11/21/1901	5/26/1971	
Wagner	Elde I		2/6/1925	12/8/2009	
Schroeder	Milton G.		3/29/1908	4/27/1962	1/6/1943
Luttman	Arthur	H	08/29/1893	12/8/1956	12/5/1942
Miller	George		04/01/1840	2/6/1924	11/19/1862
Mory	Harry E.		06/28/1893	6/21/1942	2/25/1918
Zerbel	Aaron		01/24/1878	6/23/1950	04/28/1898
Bauman	Stanley		10/9/1909	3/16/1969	
Bauman	Fenton E		12/21/1906	6/2/1979	1/28/1942
Anholzer	George	J	03/28/1897	4/15/1990	8/13/1918
Bellis	Merlin Sr		12/2/1905	2/15/1986	12/16/1941
King	James	Edward	02/28/1845	12/11/1923	01/01/1861
Pierre	Harvey V.		04/11/1889	7/15/1918	4/11/1917
Bloom	Donald A		5/5/1912	11/11/1981	1/25/1945
Bosser	Richard		05/26/1890	7/2/1965	7/8/1918
Wilken	DuWayne E.		6/24/1926	6/15/1982	5/31/1944
Shimek	Benjamin	Charles	08/26/1897	3/7/1983	6/28/1918
Wegner	Reinhardt A.		10/15/1897	7/1/1925	4/3/1917
Honick	Peter J		09/21/1896	7/19/1961	7/18/1918
McHugh	Francis J.		3/20/1923	7/26/1987	9/10/1945
Downey	Herbert F.		5/1/1921	3/30/2005	3/2/1943
Stilp	Albert J.		12/29/1914	1/29/1967	7/29/1942
Hageman	William		01/01/1895	7/17/1918	4/6/1918
Klundt	Henry		9/23/1983	9/12/1983	3/29/1918
Daily	Tom J.		3/14/1915	3/22/1995	
Hancock	Johnson		01/01/1846	2/4/1931	01/28/1864
Ellenbecker	Raymond A.		9/11/1931	12/9/1993	2/13/1951
Priebe	Thomas G.		5/12/1934	12/28/1994	10/6/1952
Stammer	William		03/14/1844	8/15/1924	08/14/1862
Gebheim	Alfred A.		7/31/1906	6/9/1959	6/29/1942
Roocks	Erwin F.		8/1/1911	11/2/1977	
Coulthard	Homer William		12/28/1914	2/28/1976	11/8/1942
Buske	Max	Charles	09/13/1889	7/15/1968	5/1/1918
Heinritz	Jay R		12/21/1930	12/7/1994	11/4/1948
Grobe	Lewis E		06/25/1895	1/10/1978	4/29/1918
Wilbur	Russell W.		12/30/1930	10/15/2005	8/30/1951
Wilbur	Wayne W.			7/3/1973	6/24/1916
Downey	Howard A. Dr.		01/02/1891	6/8/1958	1/5/1918
Dhein	Neil Edward			5/11/2005	8/31/1942
Hert	William	Keith	3/9/2022	4/12/2022	
Rydell	Edward	A	3/18/1921	4/14/2008	
Boettcher	Herbert J.		12/22/1896	6/17/1977	9/4/1918
McIntire	William A. W.		08/06/1899	10/15/1958	

Bucklew	John J		5/26/1914	4/1/1974	3/19/1943
McCrary	Robert G.		5/9/1924	3/21/2016	
Poppe	Frederick W.		02/18/1887	2/28/1957	7/22/1918
Root	Elmer Wallace		11/21/1897	2/17/1983	9/30/1918
Nee	Donald J. Vet.		1/25/1907	12/7/1964	4/25/1942
Plamann	Melvin E.		8/22/1912	1/9/1983	3/26/1942
Brennecke	Richard		3/22/1941	9/4/2013	
Dahms	Michael C.		9/1/1953	10/22/2020	
Beyer	Vernon M.		4/2/1931	3/29/2001	12/13/1949
Koestner	Robert			11/8/2017	5/29/1943
Kiser	Kenneth		12/23/1928	9/9/2006	
Haas	Francis	F	7/25/1930	12/26/2013	
Phillips	Carl Roy		5/13/1931	1/22/1997	10/4/1951
Standiford	Justin H.		4/1/1929	2/1/2000	10/2/1946
Benishek	Carl F.		10/20/1944	5/13/2000	7/31/1964
Kessler	Floyd R.		09/02/1896	7/27/1965	7/15/1917
Kessler	Robert B.		2/7/1922	4/20/1944	12/1/1942
Wiese	George		04/06/1892	9/12/1946	5/25/1918
Muench	Raymond	J	12/23/1896	11/24/1981	11/16/1919
Schroeder	Carl A.		9/22/1902	1/14/1981	8/26/1942
Scheil	Clarence		10/11/1895	7/28/1972	10/2/1917
Quigg	Edward	C	5/29/1916	1/14/1999	3/8/1943
Brehmer	Leroy E.		4/15/1923	4/1/1999	1/19/1943
Oettinger	Milton	G	1/14/1933	3/22/2018	
Speel	Francis L.		4/14/1923	3/26/2005	
Mata	Jacob	P	4/14/1996	1/5/2024	
Wakeland	George		5/29/1939	6/3/2008	8/27/1962
Lust	William E.		08/12/1897	6/15/1990	
Greselin	Geno	J	12/23/1907	3/3/1998	7/13/1942
Totzke	Elmer	F	3/16/1907	5/6/1987	
Bodner	Clarence		11/28/1896	4/16/1988	7/22/1918
Palmbach	Clemens		4/13/1917	5/6/1992	
Gostas	Michael	Charles	8/29/1942	1/15/2022	3/2/1964
Hastings	Fredrick		10/1/1941	10/6/2013	
Koletzke	Dean R.		11/30/1916	3/18/2008	
Brinkman	Lawrence	J	5/26/1945	9/10/2021	
Schafelke	Gerald	B	11/29/1935	1/19/2021	7/30/1953
Thatcher	Stanley		5/11/1927	6/4/2012	
Johnson	Fredrick		4/24/1964	5/26/2013	
Olson	Alton Arthur		6/24/1937	8/28/2017	
McFarland	Walter	W	07/28/1894	1/8/1944	
Klause	Oscar	P	5/30/1918	7/21/1944	10/22/1942
Niemuth	Samuel P.		12/31/1903	5/24/1985	9/12/1942
Porlier	George		4/5/1950	1/27/2017	

Loew	James		8/18/1940	7/29/2024	
Kielgas	Allan	E	3/7/1932	5/7/2013	
Chern	Diomed M.		1/10/1924	5/1/1999	7/3/1943
Gostas	Spyro		12/10/1909	10/7/1982	10/9/1942
Chern	Michael		05/01/1894	5/5/1981	7/3/1943
Dilley	Darrell G.		11/29/1937	10/1/2000	2/25/1955
Olfson	Walter Irvine		08/01/1889	11/8/1948	12/15/1917
Yost	Donald	E	6/11/1921	1/12/2000	
Burgess	Jack	Ray	9/9/1941	8/7/1987	10/25/1960
Lee	Donald L.		2/10/1940	5/28/2013	
Tralongo	Salvatore		9/8/1922	1/6/2015	
Kuether	Frank		12/09/1893	2/18/1957	7/23/1918
Brennecke	Henry	H	05/11/1897	1/9/1957	8/14/1918
Koerner	Edward C.		12/17/1911	12/6/1993	
Ellmaker	William G.		01/14/1894	3/15/1963	4/21/1917
McGregor	Roy C.		04/16/1899	10/27/1962	
Sager	Robert		7/31/1922	11/4/1944	
Thomas	Earl		08/27/1895	5/1/1955	2/26/1918
Kuester	Donald	R	11/21/1927	11/10/1948	11/7/1945
Niemuth	Karl P.		8/8/1940	7/25/2007	7/10/1958
Peotter	Franklin Ens	H	7/15/1924	5/13/1945	1/13/1943
Mandel	Raymond	A	12/1/1911	12/31/1988	7/9/1942
Cumber	Charles	S	11/16/1924	9/25/2005	
Landmann	Ted		12/12/1944	10/21/2015	
Crapeau	Philip	Gui	7/31/1932	3/27/2006	2/10/1943
Reinke	Rob John		12/21/1967	10/7/2015	
Chavlovich	Stephen		3/4/1930	7/16/2009	
Rusch Jr.	Alvin		1/5/1956	8/21/2012	
Rusch	Alvin E.		7/14/1925	12/26/1982	11/26/1943
Glander	Carl	A	07/13/1894	2/5/1969	7/8/1918
Hickinbotham	James	J	5/13/1933	1/1/2023	
Brauer	Harold W.		8/30/1917	4/26/1968	10/18/1940
Besch	Donald		9/24/1925	8/31/2015	
Schultz	Donald	O	8/19/1928	4/4/2018	
Turkow	Martin		09/05/1894	10/15/1969	8/1/1918
Miller	Clarence F.		8/14/1922	2/1/1976	10/15/1942
Kaphingst	Louis J.		04/02/1892	10/18/1983	6/15/1918
Walbrun	David	J	10/20/1937	7/21/2012	3/17/1958
Johnson	Kenneth		9/10/1930	7/8/2013	
Stammer	Clarence		01/20/1889	10/10/1923	7/22/1918
Stammer	Sheldon		04/05/1895	2/17/1953	9/18/1917
Horn	Glenn Joseph		1/21/1931	12/26/1999	1/11/1951
Banker	John A		10/14/1843	2/3/1922	08/29/1864
Carter	John A.		04/02/1875	3/7/1971	

Klahorst	Henry H.		02/19/1892	5/31/1969	6/14/1918
Rondou	Clifford J.		3/29/1924	1/6/1984	2/15/1943
Jorgenson	Harvey			8/17/1988	9/15/1942
Ruwoldt	John	L	9/28/1948	6/26/2012	
Wolff	Helmuth O.		12/16/1892	3/27/1963	4/25/1918
Vanden Berg	Elmer J.		7/29/1924	1/27/2008	
Kuck	Carlton	E	10/8/1915	2/3/1999	11/7/1942
Chavez	Joseph J.		7/25/1960	10/3/1979	
Deeg	Lynn		5/29/1943	11/27/2023	9/28/1962
Benjamin	Louis V		08/05/1897	4/15/1967	7/3/1917
Schultz	Junior H.		1/10/1925	10/13/2003	12/12/1942
Koester	Walter	Henry	09/12/1895	2/18/1952	
Pingel	Ernest	C	03/15/1890	4/14/1957	5/25/1918
Karrow	Herbert H.		1/16/1914	8/15/2002	2/4/1942
Gutche	Melvin E.		4/4/1927	5/9/2001	
Porlier	Warner A.		1/1/1916	6/16/1982	4/4/1944
Ecker	Robert F		7/31/1917	2/24/2002	
Wenzlaff	Richard G.		03/01/1878	11/24/1929	8/10/1942
Wenzlaff	Richard W.		1/6/1910	2/24/1944	8/10/1942
Wenzlaff	Walter	H	07/15/1897	12/4/1962	10/22/1918
Wilke	Paul C.		12/29/1893	11/18/1963	9/15/1914
Elsner Sr.	Willis W.		09/08/1899	10/28/1977	
Hurst	Harry		9/30/1924	1/2/2015	
Storch	Carl August		08/28/1887	8/16/1950	2/14/1908
McGinty	James T.		8/21/1906	5/12/1971	4/25/1942
Johnson	Robert	E	6/21/1927	6/17/2007	
Johnson	George	E	01/26/1892	6/16/1972	7/25/1918
Feide	William		11/4/1926	4/30/2024	
Molling	Joseph J.		4/19/1915	6/27/1999	3/14/1941
Mann	Marie M.		1/28/1916	1/6/2003	
Wojahn	Henry	O	08/20/1891	3/1/1947	7/8/1918
Sabater-Tirado	Frank		7/15/1967	5/16/2018	3/30/1988
Steinfeldt	Thomas	F	4/13/1941	3/31/2024	
DeFord	Marquito	L	4/9/1951	3/27/2019	
DeFord	Rodney	R	6/19/1938	12/1/2017	
Hand	Norman	LeRoy	2/1/1934	8/30/2004	9/10/1954
Wheeler	Richard A.		10/13/1895	9/28/1980	6/19/1916
Pollo	John Jr.		06/29/1895	10/23/1980	7/19/1916
Brinkman	Earl	C	11/26/1932	7/18/2024	
Schaefer	Donald		9/7/1926	12/27/2012	
Holeton	Joseph R.		4/4/1938	8/30/2010	
Knuijt	Jeffery J			2/20/2003	
Neveau	Alfred G.		8/10/1929	9/2/2017	
Zempurs	Indulis G.		10/9/1926	2/19/2021	

Lemke	Edward C.		03/19/1890	1/5/1983	7/23/1918
Yingling	Francis	H	8/29/1927	2/12/2002	
Giebisch	Herbert		3/16/1919	8/12/1998	1/19/1942
Losselyong	Donald F.		9/21/1935	8/19/2007	
Martell	Michael		3/17/1953	12/3/2011	
De Janes	Robert Floyd		8/5/1915	2/20/1985	6/4/1942
Yaeger	Harold G.C.		6/22/1926	5/25/1994	12/28/1944
Bergan	Robert L.		1/3/1931	4/8/2003	12/7/1951
Fischer	Cyril J.		12/5/1938	12/24/2004	9/10/1958
Nabbefeld	Arthur John		2/15/1929	10/21/1997	5/2/1946
Ohler	Richard E		2/1/1945	4/16/2006	
Behm	Francis A		3/21/1909	5/7/1994	12/20/1943
Zarins	Gunars		9/7/1932	11/24/2011	1/1/1954
Roth	Walter E.		4/26/1919	1/30/1996	8/12/1941
Arenz	Donald E.		6/24/1920	3/29/2000	11/25/1941
Gasper	Merton A.		3/1/1923	9/22/2003	11/18/1942
Boettcher	Adelbert L.		10/14/1921	12/2/2009	
Ross	William August		03/06/1875	10/22/1963	04/28/1898
Stoeger	Charles F.		3/14/1910	9/11/1975	12/7/1942
Peotter	Gilbert E.		2/14/1926	3/17/2008	7/28/1944
Skeens	Sharon	K	3/2/1945	8/29/2020	
Skeens	Lowell	F	1/21/1946	3/16/2015	
Skeens	Michael	Anthony	10/22/1967	9/2/2013	
Knostenberg	John	U	5/27/1938	3/7/2023	6/8/1956
Svetlauskas	James		11/9/1946	2/11/2020	
McComber	Dennis	G	1/28/1939	10/16/2020	
Bartelt	James A.		4/23/1929	8/9/2010	
Porter	David	L	7/14/2014	12/17/2014	
Cotter	James C.		8/28/1932	9/11/2010	
Henschel	Rodney A.		1/22/1944	7/29/2021	
Johnson	Dennis Clark		1/12/1940	6/1/2022	
Pettegrew	Percy	Draper	06/06/1899	6/22/1991	10/1/1918
Schmelzer	Eugene R.		1/28/1955	3/14/2016	
Jensen	Mark	P	6/22/1961	2/22/2023	
Jensen	Arthur	Robert	8/23/1927	6/4/2001	5/15/1947
Kahler	Charles F.		12/30/1900	4/4/1972	11/25/1942
Voigt	Steven		12/17/1952	8/26/2014	
Notaras	Paul	A	03/15/1893	7/16/1957	
Notaras	John	George	11/27/1926	11/5/1979	5/2/1945
Nagan	Robert	F	11/11/1920	2/18/2007	
Bartelt	Harvey	A	8/31/1906	9/21/1987	
Bartelt	Donald	H. E.	1/7/1925	3/22/1987	
Doire	George	Victor	2/2/1950	6/3/2006	10/27/1972
Dresang	David L.		3/16/1936	8/7/2006	

Doire	George	Louis	5/15/1923	10/3/2015	
Gabathuler	Roland L.		4/2/1927	12/20/1990	
Ritchie	Garrett B.		4/15/1920	5/8/2007	12/12/1941
Heiges	Howard M.		6/4/1919	1/2/2007	
Greunke	Emmery	A	12/30/1893	6/22/1954	
Stillman	Ellicott		12/29/1895	1/12/1985	5/29/1918
Washechek	Geo. J.		3/2/1919	1/11/1989	3/12/1944
Laemmrich	Robet P.		12/20/1939	12/19/1999	10/13/1958
Radtke	Norman A.		4/16/1915	3/17/1997	2/4/1942
Uebel	Moritz E.		01/25/1873	11/1/1951	04/28/1898
Klahorst Jr.	Edward	A	11/20/1919	6/12/2007	
Cavert	Kenneth G.		7/30/1910	9/6/1993	
Relien	Gilbert J.		10/20/1914	6/25/1990	5/28/1944
Wheeler	Clifford A.		10/1/1930	4/21/1996	9/13/1949
Carr	Charles	H	4/30/1928	1/30/2013	
Dorchester	Daniel	E	4/30/1933	3/19/2010	
Giles	Albert Edward		3/4/1921	6/7/1982	3/28/1944
Gibbs	Charles		10/18/1943	1/23/2014	
Stapel	Carl A.		3/23/1930	2/5/2009	
Lemke	Howard	K	7/21/1927	12/6/2017	
Schucknecht	Walter H.		09/06/1895	6/30/1931	7/18/1918
Dame	George C.		12/11/1896	3/9/1976	7/16/1918
Grogan	Jerome J.		7/20/1929	3/9/1999	9/25/1951
Newhouse	Eugene	H	9/19/1933	3/11/2015	
Busch	Benjamin		3/18/1942	12/16/1992	2/20/1960
Harper	Glenn	D	5/21/1932	3/9/2014	
Marcinek	Robert		7/17/1929	10/25/2017	
Losse	Howard H.		4/4/1914	6/28/2005	5/28/1941
Hussner	Helm C		04/25/1897	2/22/1972	7/6/1918
Bruehl	William C.		9/25/1924	8/19/1994	5/22/1943
Radick	Michael		01/01/1889	12/15/1957	4/23/1918
Haroski	John		5/6/1920	11/18/2003	
Kasten	Robert	Pete	1/13/1937	7/23/2024	
Kasten	Herman		11/29/1889	9/1/1971	
Ferron	Willard P.		11/16/1911	3/26/2003	7/8/1943
Haferbecker	Howard		6/28/1913	11/27/2005	2/15/1949
Reetz	Wayne		7/17/1934	12/29/2016	
VanRooy	Thomas		7/13/1936	5/14/1997	3/11/1959
Missling	Ralph J.		10/13/1924	1/16/2000	2/24/1943
Larsen	Niels C.		9/18/1918	10/20/1993	3/21/1941
Hansen	Allen J.		4/18/1930	12/21/2017	
Bloomer	John F.		10/17/1899	10/25/1965	1/8/1918
Kunstman	Frank C.		06/07/1895	11/29/1965	2/13/1918
Doerfler	Mathias		07/11/1872	4/21/1930	06/15/1898

Doerfler	Reno S.		12/23/1899	9/11/1996	9/30/1918
Jahnke	Wm. Edward		3/6/1918	10/19/1982	2/24/1942
Macklin	Wilmot	F	5/2/1918	3/12/1998	
Koch	Frank C.		06/01/1896	7/19/1991	9/18/1917
Hoffman	Kenneth B.		9/29/1922	3/8/2010	
Clark	John B.		10/13/1899	12/27/1962	
Clark	John T.		11/30/1943	12/8/2013	
Peske	Fred C.		02/15/1893	1/24/1967	5/28/1918
Belling	John		12/29/1935	11/11/2012	
Kuehnl	John		9/21/1949	4/23/2000	6/17/1969
Flaherty	Janice		2/3/1936	7/8/2024	
Flaherty	Kevin	P	4/4/1932	3/23/2023	
Paul	William	L	3/9/1938	5/13/2007	
Reitz	Herbert		10/29/1932	8/30/1998	
Conkey	Theodore		12/11/1819	03/17/1880	01/16/1862
Fyfe	Donald	McGregor	3/10/1926	11/7/2021	
Brophy	James R.		3/21/1940	10/22/2006	
Hansen	Wayne F.		11/10/1927	7/19/2010	
Randall	Levi		01/01/1829	2/7/1911	07/16/1861
Reeve	James	Theodore	01/01/1834	11/3/1906	09/18/1861
Winslow	Kenelm			5/29/1969	8/30/1918
Robbins	Dale	Walder	9/15/1943	8/5/1983	8/16/1967
Kolosso Sr.	Jerome E.		1/19/1936	4/11/2009	
Miller	Willis	H	6/27/1910	2/4/1992	10/2/1944
Owen	James B.		10/29/1938	8/2/1994	11/2/1955
Knutson	Douglas	Dean	4/6/1921	6/19/1990	2/24/1943
Playman	Harold	L	08/24/1894	6/15/1971	9/25/1918
Hackworthy	Herbert	F	10/09/1891	4/16/1961	12/12/1917
Morse	Ernest B.		09/10/1894	8/1/1936	6/10/1918
Consolo	Suzanne	M	1/8/1941	3/15/2019	12/27/1961
Consolo	Thomas	P	4/2/1939	3/4/2023	12/5/1961
Vanden Boom	William		5/10/1951	8/12/2023	9/25/1991
Drootsan	Thomas		8/25/1937	12/28/2022	9/1/1955
Langdon	Roy		8/7/1945	6/12/2024	
Fietzer	Douglas E.		1/16/1943	6/11/2021	
Kontny	Anthony	W	7/25/1975	8/23/2023	4/26/1995
Kirchner	Robert D.		2/27/1947	9/1/2021	
Wesolowski	Joseph	Ronald	6/23/1938	12/6/2013	10/20/1961
Losselyong	Daniel	Nicholas	9/21/1935	4/14/2004	10/11/1955
Schleitwiler	Frank J.		8/17/1914	10/6/2016	
Chastain	Charles		10/17/1930	8/21/2023	7/4/1957
Godfrey	James W.		08/07/1835	5/31/1911	
Gurnee	W.T.		01/01/1833	07/20/1898	08/25/1862
Snell	George				

Dwy	Wilson		11/21/1819	02/16/1878	
Underhill	Robert A.		5/1/1921	9/24/1983	
Schoen	William		7/23/1936	4/14/2016	
Schiller	LaVern	E	2/8/1933	7/15/1996	2/25/1953
Beilke	Kenneth	H.R.	12/26/1925	12/2/1992	3/30/1944
Greenman	Edwin	Gardener	2/10/1922	2/4/1993	5/15/1943
von Allmen	Joseph	R	9/3/1925	6/13/2013	
Zuehlke	William	H	02/16/1874	2/1/1969	04/28/1898
Christianson	Lewis M.		12/16/1923	7/4/2004	
Hogenson	John	Robert	8/15/1934	11/3/2004	7/16/1952
Patton	Worthington		01/26/1841	12/22/1909	06/28/1861
Heckert	Herman Sr		02/25/1845	1/4/1923	10/04/1864
Meidam	Dennis Sr.		04/28/1846	12/21/1928	10/07/1864
Smith	Shelby	J	9/26/1923	4/25/2003	
Shellard	Albert	F	8/9/1933	10/13/2006	6/8/1953
Sample	Charles		1/5/1920	5/15/2001	1/4/1943
Kowald	Roger	B	8/17/1930	4/1/2017	3/1/1951
Kowald	Margaret	R	4/8/1932	11/18/2014	8/28/1950
Lindloff	William K.		2/23/1927	6/3/2017	
Fairbanks	Sylvester	Arista	01/10/1820	10/26/1889	09/30/1864
Lashway	Henry	C	1/18/1912	11/22/1993	9/1/1942
Lester	Richard		11/01/1840	01/08/1882	
Waldo	L.H.		03/30/1841	04/06/1895	08/06/1862
Edwards	Nathaniel M.		07/05/1837	7/20/1908	04/17/1861
Sykes	Lewis H			05/14/1864	
Hoppe	Earl		8/22/1923	10/27/2010	
Law	Ransom		04/19/1834	2/17/1904	
Bogan	Cylus			2/28/1918	1/18/1918
Danielsen	Ralph	W	10/20/1917	7/6/1989	2/23/1944
Lyman	Gerald H.		1/30/1932	2/27/2007	2/2/1950
Smith	Paul		9/4/1916	9/6/1999	5/26/1944
Kugel	James M.		6/5/1927	1/13/2002	6/4/1945
Porter	James	Mathias	12/2/1920	7/3/2010	
White	Lyman L.			03/17/1873	06/28/1861
Sproat	William		01/01/1826	08/20/1867	06/28/1861
Meidam	Stephen		05/27/1848	7/15/1937	
Stark	John J.		1/7/1910	4/8/1965	1/2/1943
Alexander	George A		03/25/1876	5/2/1938	
Stark	James J.		6/15/1938	12/20/2014	
Wolcott	James	A	04/04/1844	8/15/1920	
Stegamann	William L.			12/23/1901	04/28/1898
Turner	Henry		01/01/1834	01/01/1879	08/07/1862
Petraske	Glenn	R	1/1/1918	10/26/2003	
Gass	Frederick		03/01/1845	7/13/1924	11/25/1863

Gilson	Samuel H.		02/03/1823	04/17/1881	10/09/1861
Smith	William Corp.	H		02/04/1894	
Orbison	Mary		01/07/1898	9/10/1980	10/13/1918
Orbison	Thomas	E	05/24/1888	10/4/1963	
Orbison	Frank	Harwood	4/14/1920	4/7/1980	7/31/1942
Harn	Mark		2/19/1941	1/18/2014	
Humphries Sr.	James W		2/11/1913	7/3/1959	10/30/1943
Gurnee	David C		1/24/1918	7/20/1972	6/13/1945
Gurnee	Franklin S.		10/24/1933	2/11/2005	
Kutler	Fred W.		01/01/1835	1/1/2000	08/01/1862
Jones	Henry	Miner	05/16/1841	03/18/1888	01/01/1862
Gallagher	Francis	F	03/25/1834	11/14/1898	11/21/1863
Briggs	Lewis A.		01/21/1845	5/23/1923	12/16/1861
Damon	Richard O.		7/23/1934	12/17/1995	1/7/1943
Peterman	Steve		5/27/1961	5/11/1991	7/19/1979
Benoit	Louis	N	05/21/1846	11/09/1881	05/13/1864
Dallas	Laughlin D.			01/01/1894	12/24/1864
Monroe	James			12/24/1899	
Bullock	Lovell			03/26/1895	11/12/1861
Stevens	Charles	A	01/01/1824	1/1/1911	04/13/1865
Koleske	James		11/4/1940	2/3/2020	
Buchanan	William		02/15/1843	5/14/1920	
Buchanan	William	E		2/13/1993	
Buchanan	James	P	6/9/1920	6/11/1964	5/22/1942
Purdy	Roy H.		03/25/1890	8/9/1971	6/14/1918
Purdy	Thomas Lee		7/1/1953	7/27/2022	
Blood	E.J.		04/16/1848	09/27/1885	01/02/1862
Ming	Samual	P	06/18/1818	01/10/1896	03/24/1862
Matschke	Fred		05/31/1824	9/8/1907	02/24/1865
Ryan	David J.		06/20/1840	1/30/1917	08/05/1862
Ryan	Samuel Sr.		05/22/1789	04/12/1876	
Ryan	Sam L. Jr.		03/13/1824	3/28/1907	02/18/1862
Patton	Zoroaster				07/16/1861
Decker	Elmer Ford		01/01/1836	1/1/1911	
Kruschke	Walter F.		10/07/1891	11/16/1954	
Kuebler	james		8/28/1932	8/14/2015	
Pomeroy	Henry, Lt. Col.		11/22/1824	02/29/1876	11/01/1861
Pomeroy	Ralph		11/01/1861	1/4/1921	04/28/1898
Pomeroy Capt.	Hugh		09/14/1866	10/25/1940	04/28/1898
Ducklow	William		9/18/1920	6/23/1985	
Miller	Roland	Norton	08/13/1889	4/15/1953	9/3/1918
Merrill	Willard (Pvt)	J	11/29/1874	03/25/1899	04/28/1898
Merrill	Wilber F.			2/24/1900	02/03/1865
Russell	Charles		09/02/1841	04/09/1877	

Adsit	Franklin	Elias	07/29/1839	02/11/1891	10/10/1861
Galpin	Alfred		06/20/1841	5/19/1924	
Galpin	Harold		03/27/1848	4/24/1907	08/15/1862
Galpin	Algernon	Sydney	10/23/1854	10/1/1932	09/16/1861
Anderson	John H. A.		02/12/1896	3/10/1925	6/5/1917
Spencer	Frank	S	04/24/1852	4/24/1921	
Goodland	Clark		05/18/1892	7/22/1929	1/9/1918
Claspill	John H. Sr.		01/16/1822	06/24/1885	
Conner	James	Gilbert	06/16/1841	2/8/1906	
O'Bright	George R.		5/9/1931	9/14/1992	1/20/1951
LaBorde	Eugene F.		10/4/1920	7/18/2000	5/21/1942
Clark	Norman B.		05/11/1831	7/14/1906	12/24/1864
Timmel	Alfred R.		3/23/1928	2/11/1988	1/23/1946
Freeman	Hiram	Guernsey	01/03/1844	12/3/1926	09/12/1861
Wood	George	Gerry	07/05/1898	4/16/1949	10/29/1918
Marston	Joseph	Hilton	06/01/1829	10/6/1920	
Smyrneos	Charles		2/24/1921	2/2/1997	10/10/1942
Marston	Joseph	Hilton	10/7/1922	8/15/2021	
Marston	Robie	Drake	06/17/1841	10/08/1862	07/28/1862
Marston	Joseph Hilton		10/07/1895	12/16/1938	
Weber	Russell	G	10/10/1935	1/28/1988	8/10/1953
Davis	Evan	Albert	08/19/1843	07/18/1880	10/25/1863
Davis	Allen E.		10/24/1845	11/14/1930	03/01/1865
**Everts	A. B.			10/25/1873	
Dunn	Thomas C.		01/01/1829	1/1/1918	
Robinson	Andrew	N	01/01/1825	01/01/1890	09/18/1861
Hehne	Mildred L.		04/07/1893	2/27/2000	11/9/1918
Soper	Amasa	B	09/18/1828	02/12/1883	10/26/1861
Ashman	John		01/01/1846	01/26/1892	
Carey	James B.			4/17/1900	11/19/1863
Cole	Charles	M	01/01/1841	12/9/1908	
Leimer	Charles		01/12/1847	01/27/1879	08/14/1862
**Breitung	Henry	L		04/30/1864	
Breitung	Albert A.		11/11/1835	3/26/1918	10/27/1863
McKendree	William			07/02/1863	01/11/1862
Ballard	Allen W.		09/13/1840	7/5/1926	
**Brown	Martin		03/21/1848	5/19/1918	01/05/1862
Lake	John R.		09/27/1839	7/12/1923	08/13/1862
Schricker	Gerald	J	9/15/1944	4/25/2023	5/10/1965
Pearson	Silas	D	09/30/1832	9/7/1909	08/04/1862
Pierce	Allan	A	7/29/1938	11/29/1997	1/10/1962
Apel	John	W	06/26/1848	09/20/1873	
Kirchner	George		10/23/1832	03/03/1896	03/01/1864
Wettengel	Frederick	William	08/15/1836	04/24/1882	08/16/1861

Strong	Henry F.		01/01/1838	09/20/1896	10/03/1861
Armstrong	Clarence	W	6/1/1907	5/9/1986	
Sandborn	Monroe		12/18/1847	09/01/1876	
Johnston	William Col.		11/07/1798	09/02/1881	
Johnston	George C.		10/11/1883	6/23/1906	
Johnston	Fremont Faville		03/09/1899	12/27/1992	9/30/1918
Green	William		01/01/1840	06/30/1894	09/03/1861
Scheil	Oscar	G	02/17/1889	10/18/1977	12/14/1917
Braeger	Clarence A.		11/10/1893	6/30/1963	9/18/1917
Braeger	Herman	V	02/18/1898	10/29/1966	
Braeger	Marvin	Frank	12/5/1926	8/13/2013	
Braeger	George W.		7/9/1928	4/23/1993	2/26/1946
**Knapp	Lonrig Corp	B	01/01/1838	01/01/1862	04/20/1861
Brown	Jason		01/01/1817	07/21/1861	
Wing	James Corp		03/01/1840	3/7/1923	02/27/1864
Gillespie	Ivon Alexander		1/1/1907	10/21/1943	3/2/1942
Eggleston	George D.		10/04/1840	06/06/1882	06/28/1861
Eggleston	Raymond L.		04/27/1880	7/18/1955	05/16/1898
Reams	Olin M.		7/24/1916	12/15/1986	
Wolfram	Christian		07/12/1832	12/01/1894	10/01/1864
Hoefler	Fred William		10/01/1847	2/28/1913	01/18/1864
Gehring	John L.		10/10/1841	10/24/1924	08/21/1862
Gehring	Gottlieb		01/01/1834	4/26/1902	09/03/1864
Everetts	A. B.		01/01/1825	01/01/1873	
Bates	Robert G.		4/28/1931	11/4/1974	5/3/1948
Babcock	D. C.		11/21/1843	02/04/1888	
Hansen	Jens		09/18/1828	5/5/1904	11/27/1863
Hanson	George	W	02/22/1886	11/23/1946	7/22/1918
Bushey	George P.		06/29/1833	2/1/1917	11/12/1863
Burley	Lawrence	A	4/9/1910	2/16/1980	6/13/1944
Gooding	Charles L		9/2/1914	4/17/1996	11/9/1942
Hauert	Edwin	J	08/20/1897	7/15/1966	
Jones	Billie		8/16/1928	11/25/2004	
Schulz	Joseph H.		12/22/1893	2/28/1965	5/25/1918
Xiong	Neng		4/4/1947	12/11/2020	
Neff	Christen	Johann	01/01/1833	08/10/1899	11/21/1862
**Kesting	Charles		01/01/1824	01/01/1898	02/24/1865
Schlegel	Harry	A	08/04/1892	12/11/1954	5/24/1918
Ritger	Arthur		02/02/1881	1/14/1951	10/29/1918
Wolf	Edward	C	04/25/1891	11/5/1950	5/16/1918
Spencer	Frank E.		01/01/1893	4/7/1930	4/7/1919
Spencer	Frank Sibley		2/6/1922	9/16/2016	9/22/1942
Spencer	Dorothy		1/1/1922	3/24/2005	
Lee	Rufus V.			1/1/1910	10/21/1861

Strobl	Howard	G	9/28/1932	3/18/1979	2/25/1953
Hacket	Robert	M	4/2/1944	9/6/2013	6/20/1966
Selig	Edward F.		11/25/1888	11/30/1951	7/18/1918
Brainard	A. K.		10/31/1828	1/9/1901	08/15/1864
Horn	Rueben	R	9/29/1920	11/24/1943	8/12/1942
Schultz	Walter J.		03/29/1894	4/12/1971	4/2/1918
Swamp	George	N	11/5/1920	7/7/1968	9/26/1942
Swamp	Gordon L.		8/12/1922	11/23/2007	
Franklin	Edward R.		12/19/1825	08/22/1898	02/27/1864
Blom	Dennis P.		9/23/1936	8/13/2020	
Russell	Abraham		06/10/1844	10/14/1891	
Rule	Russell		10/26/1880	12/24/1926	5/25/1918
Rule	Clinton	B	01/30/1890	1/11/1977	5/25/1918
Grube	Fred		09/29/1852	9/20/1926	
Lambie	Del		04/25/1895	8/1/1985	4/2/1918
Verstegen	Michael H.		01/19/1895	6/10/1931	9/18/1917
Miller	Harold	W	04/11/1899	12/26/1987	8/5/1917
Schleis	Edward	L	12/6/1921	8/5/2007	
Scholz	Gottlieb		12/21/1823	05/25/1899	10/04/1864
Laabs	Mahlon W.		6/9/1918	10/11/1999	10/31/1941
Laabs	Marguerite	E	1/12/1913	8/26/2000	11/22/1944
Millheiser	Frank J.		03/10/1817	07/13/1886	08/15/1862
Chadek	Edward		11/30/1926	4/20/1979	1/18/1944
Lansing	Abraham		04/25/1819	08/23/1888	08/25/1864
Hecht	Albert O		01/06/1871	5/18/1951	04/28/1898
Reichelt	George C.		11/4/1922	6/16/1994	11/18/1942
Baer	Albert	W	7/11/1917	2/26/1990	10/15/1940
Packard	Strong C.		01/01/1827	6/21/1903	08/27/1864
Spychalla	Frank	Charles	03/08/1896	11/1/1984	4/21/1917
Carini	Dominic	John	6/8/1937	5/20/2024	
Verity	William Corp		09/18/1825	01/27/1899	09/03/1864
Engler	Carl H.		8/1/1906	3/21/1972	6/6/1942
Gennigen	Paul	William	10/26/1934	1/14/2016	
Puffer	Waldo J.		06/16/1893	2/9/1960	1/26/1943
**Puffer	John	I	03/18/1846	12/12/1864	
Puffer	Richard	G	1/12/1932	4/28/2015	
Trettien	Fredrich		10/19/1821	03/19/1891	
Town	Ephraim	P	06/03/1831	10/20/1890	08/25/1864
Hoffman	Archabald		3/9/1925	9/7/2015	
Schutte	Frederick		1/9/1927	12/16/2015	
Gibson	Arrington		04/24/1790	09/16/1860	
Ochsner	Friedrich		02/11/1832	12/15/1909	03/04/1865
Borchers	Fred	J.F.	02/01/1812	07/28/1881	01/24/1862
Jones	William	H		8/24/1915	03/08/1864

Busse	John		03/10/1872	02/25/1897	03/23/1865
Grundeman	Erwin	F	05/05/1887	1/1/1973	
Limpert	John A.		8/21/1900	3/21/1944	1/28/1954
Limpert	George J.		01/21/1893	7/16/1957	8/30/1918
Cavert	Charles		10/08/1824	1/1/1904	02/20/1864
Johnson	Stanley		12/12/1927	12/9/2015	
Steenis	Peter		04/07/1839	03/25/1885	06/28/1861
Walker	Gordon		1/17/1916	8/14/2014	
Goldbeck	Charles	Bruno	03/15/1894	3/19/1978	4/1/1918
McGrath	Morris D.		03/10/1810	12/27/1887	12/30/1861
Bentley	Charles		07/29/1840	5/20/1925	08/12/1862
Noble	George	W	10/07/1827	11/11/1899	08/11/1862
Sherriff	Robert			1/1/1912	08/28/1864
Hanchett	James	D	01/01/1842	1/26/1929	07/30/1863
Will	Herbert		02/21/1892	4/27/1922	4/25/1918
Darling	Joseph	Willis	6/12/1938	6/5/1983	2/17/1958
McSorley	Raymond	F	12/25/1927	5/1/2005	
Palmer	Samuel		09/27/1825	10/08/1863	09/07/1861
Neumann	Fredrich	J	11/15/1827	9/23/1910	08/14/1862
Sabee	Agnes	E	9/24/1922	1/8/1979	5/25/1944
Sabee	James	H	2/26/1916	1/16/1980	5/7/1940
Gartmann	Ervin William		10/19/1947	4/1/1968	5/16/1967
Kleinhans	Theodore J. Rev		3/28/1924	2/27/2002	
Wood	Grayson	B	7/3/1921	6/3/2019	
Wood	Carolyn	M	8/12/2013	5/13/2013	
Scott	Bruce Robt.		9/12/1914	9/2/2002	8/2/1943
Pierce	Kenneth W.		10/16/1918	12/10/2000	9/28/1942
Gosz	Clarence		5/6/1920	3/23/2003	11/10/1941
Gosz	Richard		3/15/1947	6/12/2013	
Nichols	William R.		3/13/1931	1/11/2022	
Mory	George	Horan	08/15/1898	8/18/1948	7/5/1918
Snider	Egbert L.		01/01/1838	1/1/1918	
Albrecht	Sylvester		2/17/1922	10/7/1972	10/10/1942
Comella	Frank P.		12/10/1927	8/18/1986	1/14/1946
Hoffman	Willis C		08/06/1897	8/3/1962	11/11/1918
Krause	Leo H.		07/15/1894	1/1/1943	5/25/1918
Bullock	Loring B.		12/13/1834	3/25/1914	11/23/1863
Czechowicz	Dennis S.		9/22/1951	7/19/2005	4/19/1971
Janda	Rudolph		2/12/1930	10/23/2004	
Sager	Robert K.		9/30/1918	7/26/1963	2/7/1940
Sager	Eugene R.		7/20/1923	4/30/1969	12/14/1942
Reetz	Walter	Julius	10/23/1897	5/31/1944	6/5/1918
Kluess	Raymond		01/01/1896	12/1/1918	7/24/1918
Gowey	Daniel	A	7/22/1947	11/17/2022	6/20/1966

Eick	Ernest	C	02/01/1874	3/1/1906	06/16/1898
Schaefer	Charles F.		01/01/1872	3/11/1930	3/5/1900
Pohlman	Peter Henry		07/19/1892	8/4/1929	5/25/1918
Gillett	Irving E.		09/19/1873	11/29/1937	06/30/1898
Falk	Regina V.		8/4/1923	3/25/2010	5/18/1944
Falk	Stanley W.		9/7/1919	9/2/1996	1/19/1940
Schley	Norman		6/13/1943	8/8/2024	
Zumach	Irvin W.		03/15/1896	1/7/1975	7/1/1918
Pond	Charles Sr.		02/17/1897	8/29/1971	5/6/1957
Hoepfner	Paul		12/27/1886	3/9/1979	5/25/1918
Hoepfner	Fred Jr		11/26/1891	7/17/1971	5/25/1918
Woldt	Earl	G	8/10/1929	8/27/2024	
Woldt	Gilbert W.		2/24/1921	9/19/2004	10/26/1942
Lillge	Melvin R.		6/8/1924	6/2/2009	
Jones	Newland P.		3/16/1908	4/1/1962	6/2/1941
Bethe	Everett	Wilson	04/10/1874	9/1/1930	04/28/1898
De Bruin	Mark	L	4/26/1946	9/10/2018	
Zimmerman	Arnold	D	5/2/1935	12/9/2017	
Williams	David	L	2/24/1967	12/2/1986	7/25/1985
Sengstock	Victor	M	11/2/1918	8/8/1997	4/19/1943
Acker	Ralph L.		5/1/1927	4/10/2022	
Bomier	Raymond W.		03/21/1898	8/5/1970	8/26/1942
VanLoo	Clarence		12/8/1906	8/29/1979	
Ward	Richard		6/30/1936	6/2/2015	
Worcester	John Bigelow		8/28/1923	12/4/1985	12/14/1942
Merollo	Daniel	J	5/9/1921	5/27/1974	5/4/1943
Ehrhardt	Earl	W	4/8/1915	10/22/2010	
Merollo	Daniel	J	12/27/1898	4/1/1981	5/8/1918
Bergner	Robert B.		9/8/1949	1/8/2000	9/24/1969
Treiber	David A.		1/9/1938	12/23/2002	7/14/1956
Kranzusch	James Henry		10/27/1926	9/24/1986	11/12/1944
Barnhart	Samuel H.		03/01/1843	3/21/1926	08/16/1864
Hoffmann	Rudolph H		09/29/1895	8/30/1975	5/14/1917
Wiegand	William		1/21/1914	1/21/1914	03/27/1864
Wurm	Emil C.		12/16/1905	2/26/1996	4/25/1942
Boettcher	Herbert A.		09/17/1892	10/14/1953	
Grapengieser	Earl H.		9/19/1907	12/27/1969	6/24/1942
Hoffman	Emil C		02/06/1878	4/17/1946	04/28/1898
Merkle	Chester A.		11/06/1896	12/26/1987	8/13/1918
Kimball	Nelson W.		01/01/1848	4/8/1901	10/21/1864
Mentzel	Donald "Don" D.		6/4/1956	11/11/2021	
Stricker	Nicholas H.		1/18/1942	10/22/2009	4/9/1964
Miller	Robert	E	7/16/1933	5/22/2006	
Loveall	Thomas R.		11/26/1932	6/7/2013	

Mahloch	Ronald J.		5/29/1951	9/9/1993	4/19/1976
Tobin	Ernest James		7/29/1920	3/17/1987	8/11/1942
Tobin	James Lee		9/9/1948	3/8/1995	6/5/1969
Kronberg	Douglas	R	2/17/1962	5/4/1995	
Sykes	Richard		11/01/1875	10/26/1963	04/28/1898
Buske	William		04/24/1870	3/4/1939	12/16/1896
Crouch	Jesse			02/14/1894	
Arnell	Joseph P		10/8/1915	7/20/1978	2/27/1942
Skarweski	Gaylord A.		11/29/1921	2/12/1995	7/2/1942
Weber	Norbert Arthur		3/22/1932	4/23/1995	7/29/1953
Fenner	Donald B.		5/2/1925	9/18/1994	5/22/1944
Stabe	Allen		11/7/1919	9/12/1986	4/8/1942
Robinson	G. L. Prt.				
Gottschalk	Lida Mae		7/30/1945	7/31/1971	4/27/1967
Wutt	Delmar A.		12/23/1934	6/26/1980	
Krueger	Carl F.		05/13/1848	12/13/1900	10/01/1864
Hartmanstorfer	Frank		8/3/1911	11/25/1982	10/27/1942
Miller	David Ervin Capt.		8/31/1957	7/1/1985	7/15/1979
Humphrey	John			9/19/1901	
VanderZanden	Scott D.		6/19/1968	2/26/1992	8/7/1986
Bertrand	Steven R.		11/8/1953	7/14/2006	9/30/1971
Newling	Maurice		9/18/1922	12/22/2006	11/23/1942
Sparks	Dan		2/8/1931	9/4/2020	
Brandt	David L.		3/7/1931	5/7/2007	1/18/1952
Hollenback	Jerome N.		12/24/1928	8/24/2007	9/4/1946
Mitchler Sr.	Gerald Geo.		6/9/1933	11/4/2007	10/23/1969
Paddock	Oscar			7/13/1911	09/02/1864
Saxton	W. J.			12/20/1894	08/21/1862
Lohrenz	Wm.		02/23/1827	3/6/1907	10/01/1864
Lowery	Jaime M.		6/16/1976	10/5/2005	
Neville	Almond		5/6/1931	4/4/1990	5/17/1949
Miller	George		10/5/1944	11/15/2014	
Klopstein	Orville C.		5/13/1918	9/17/1992	9/25/1941
Blaese	Roger C		11/15/1932	2/20/1995	4/16/1952
Grobe	Laurence D		6/23/1921	7/8/1995	9/28/1944
Morgan	William J.		2/4/1922	7/13/1997	10/8/1940
Craig	Clinton Arthur		2/23/1915	4/28/1998	6/13/1940
Nygaard	Erick Dan		11/16/1922	12/11/2017	
DuBord	James		5/22/1940	11/25/2014	
Doering	Ronald		8/19/1946	6/7/2013	1/22/1969
Lauer	James R.		1/22/1949	12/28/2021	
Stierman	Paul T.		8/8/1950	1/24/2008	2/19/1970
McCarthy	Leo A		7/24/1945	1/20/2022	
Chapman	Clyde K. (Jr.)		2/13/1945	12/12/2020	

Weyker	Andrew	J	1/26/1965	12/4/2024	
Sanchez	Arturo		1/7/1942	7/12/2013	
Schmitz	John E.		01/03/1894	10/19/1971	5/25/1918
O'Donnell	William J.		01/01/1878	6/30/1946	06/24/1898
Weller	William		01/01/1821	07/10/1899	01/01/1864
Prust	Henry		07/14/1895	5/28/1966	5/25/1918
Sagert	Charles Wm.		3/9/1940	9/12/1997	10/26/1961
Berggren	Russell E.		10/26/1913	11/12/1995	4/15/1941
Sonnleitner	Joseph John		3/20/1919	11/20/1996	1/5/1943
Bradley	Gregory	James	2/14/1969	7/16/1995	11/30/1993
Rusch	Gordon A. Sr.		2/27/1927	12/9/1985	
Kuehn	Joseph		03/11/1826	09/09/1899	01/11/1862
Herber	Francis N.		8/20/1922	11/27/1988	5/22/1945
Beschta	Norman A		1/5/1912	10/14/1981	9/26/1947
Fink	Robert H.		4/30/1937	5/27/1998	2/18/1957
Johnson	Donald D.		10/11/1936	10/1/1998	1/26/1956
Williams	Richard G.		12/2/1927	11/8/2001	1/13/1949
Barnard	Allan L.		9/29/1936	1/15/1999	8/4/1955
Lemmers	Stephen		2/6/1932	5/25/2023	3/19/1952
Clements	Douglas		7/5/1952	3/20/2018	
Cerbolles	Rudolfo "Rudy"		12/22/1977	5/26/2019	
Hartwig	Earl W		11/01/1894	1/12/1982	7/13/1917
Hartwig	Albert C		12/04/1894	3/14/1966	7/3/1918
Joos	Rudolph			07/03/1885	
Tierney	Gerald E.		10/16/1937	2/1/1971	2/15/1955
Murray	Gordon James		2/19/1953	11/22/2000	6/21/1971
Kerrigan	Earl J.		10/28/1918	1/21/1999	1/19/1942
Fries	John M.		6/18/1942	2/25/1998	10/31/1962
Gosha	Charles		03/21/1840	1/17/1941	12/28/1863
Schmelling	Theo.		03/24/1840	11/20/1887	12/30/1863
Tubbs	Byron B.		07/13/1837	8/4/1924	09/07/1864
Fellion	John B.		06/03/1831	8/1/1924	08/14/1862
Schinderte	Arthur J.		5/30/1922	2/11/1999	10/8/1942
Bellrichard	Andrew A.		2/9/1939	7/25/1999	3/8/1957
Judge	Basil T. Sr.		7/19/1928	3/4/2000	9/30/1946
Kamasky	Mary M.		3/3/1914	8/3/2004	3/15/1945
Hurley	Terrance	H	12/24/1943	9/21/2021	3/15/1965
Bourassa	Michael J.		2/3/1949	7/16/2020	
Krause	Theodore R.		2/14/1947	8/30/2021	
Lamers	Dennis D.		12/11/1950	7/24/1994	6/24/1970
Strehmel	John	D	11/29/1933	6/30/2009	8/25/1954
Smith	Corwin L.		6/8/1931	1/21/1995	7/27/1949
Wrege	Marvin		12/9/1941	2/22/2021	
VanHandel	Anthony J.		8/26/1926	6/24/1991	10/26/1948

Hough	Shannon L.		5/14/2008	7/5/2008	6/14/1994
Fraser	William				06/28/1861
VanHandel	Cornelius J.		11/9/1909	9/12/1964	7/14/1945
Cleveland	Jay		03/22/1895	6/12/1961	4/10/1917
Wilson	Francis G.				05/14/1864
Glander	Otto C . Sr.		06/14/1892	10/27/1964	5/25/1918
Pozolinski	Joseph H.		12/27/1927	7/2/2001	3/6/1946
Gundlach	Audrey R.		5/24/1924	2/22/2008	5/24/1944
Taylor	Kenneth D.		10/21/1928	5/2/2021	
Cutshall	Hudson W.		7/31/1935	1/12/2001	1/31/1955
Brandner	Joseph		03/22/1836	5/11/1923	03/06/1865
Knapp	Luke				08/18/1864
Kolngen	Nicholaus		01/18/1841	11/2/1921	
Hurd	Henry Harrison		05/02/1841	2/3/1921	02/24/1864
Stiener	John B.		12/01/1827	12/06/1893	03/20/1865
Kamasky	Edmund J.		4/20/1918	12/10/2008	3/22/1944
Rupiper	Donald J.		10/28/1932	7/13/2002	3/15/1950
Vinci	Harold		3/15/1927	1/25/2006	3/22/1944
DeLong	Donald V.		8/3/1929	9/30/2002	3/26/1951
Peterson	Ralph		8/16/1909	6/21/1999	8/21/1940
Bahr	Willian	Herbert	11/25/1934	2/8/2004	
Purath	Frederick		06/16/1820	4/12/1904	01/31/1865
Carlson	Clarence D.		3/26/1920	8/24/2004	4/3/1942
Jewett	John D.			11/21/1862	08/26/1862
VanHandel	Edward H.		9/16/1918	10/25/1976	1/1/1942
VanHandel	Raymond		8/23/1921	2/18/1967	10/27/1942
Waters	Emery		6/22/1947	11/9/2014	
Barney	Steven C.		7/19/1946	4/13/2004	3/19/1965
Graham	Michael		5/25/1967	3/27/2015	
Ince	Frank		8/24/1919	8/23/2002	9/7/1950
Hoffman	Harry K. Sr.		7/29/1931	9/5/2003	8/10/1948
Ruth	William L.		3/23/1944	12/25/2004	6/2/1964
Goodman	Solomon		1/4/1925	6/26/2010	
Wunderlich	Michael		10/25/1950	1/4/2006	
Christensen	Carlyen H.		9/15/1908	6/3/2000	7/22/1942
Coakley	Robert		4/26/1929	12/7/2011	
Richards	James E.				05/20/1863
Collins	Joseph C.		7/5/1938	4/11/1982	7/3/1964
Fransway	Charles			7/24/1912	02/17/1865
Mahloch	Christopher	JOHN	8/25/1968	8/11/1990	
Beach	S. E.				
Schoepke	Gerald		2/27/1935	1/8/1987	1/20/1958
LaBerge	Roger G.		4/2/1909	1/11/1984	10/14/1943
Fenno	Miles H.			06/10/1866	08/15/1862

Hartel	John F.		3/18/1920	2/19/2001	10/2/1940
Maloney	Francis D.		6/15/1929	6/25/2008	1/9/1951
Gabrielson	Floyd		1/23/1928	11/30/2016	
Huckins	George				
Attwood	Andrew	J	03/04/1836	12/11/1903	09/28/1864
Brady	Henry			1/31/1908	08/15/1863
Brownell	Tellinghast			4/20/1914	07/30/1862
Volpe	Geno		3/14/1927	12/25/1991	7/24/1952
Kiar	Robert T.		11/30/1919	9/23/2002	6/7/1942
Craven	Daniel H.		5/31/1939	12/7/2009	
Frazier	Drew C.		9/14/1926	12/19/2009	4/2/1945
Dalke	Ronald		2/21/1931	4/22/2013	
Hartel	Margaret		1/15/1923	12/29/2013	
Parker	Ronald A.		5/15/1933	6/18/2017	
Dahms	Steve		6/20/1947	2/13/2024	3/3/1967
Sanger	Herbert J.		5/17/1938	11/30/2017	
Godschalx	Maria		10/10/1921	8/8/2018	
Seidl	Thomas	M	8/4/1941	3/19/2024	3/26/1959
Carroll	Bret C.		10/27/1965	7/11/2019	6/20/1987
Trams	Curtis D.		2/15/1934	1/1/2019	
Lewis	Valerie M.		8/27/1953	4/11/2020	
Cook	Allen		5/27/1942	5/8/2018	
Bennett	Michael J.		10/7/1950	6/25/2018	
Kuusisto	Ronald, Sr.		3/10/1943	8/27/2016	
Hammond	James Gordong		12/12/1961	3/7/1991	
Hammond	Benjamin D		1/29/1961	7/23/1996	11/24/1982
Springer	Kenneth W.		11/12/1928	12/17/2001	6/20/1946
Wingert	Eugene		2/3/1924	1/1/2015	
Haas	Louis A.		8/27/1933	7/10/2014	
Schmitz	Robert	E	10/27/1928	12/17/2022	
Janssen	James		5/19/1949	1/5/2015	
Britton	Gene E.		7/23/1932	11/10/2011	
Bruss	Llyod		10/2/1937	1/29/2010	
Asmus	John R		9/13/1916	7/13/1994	12/30/1942
Staedt	Thomas		2/3/1939	12/9/2011	
Wilson	James A.		7/15/1933	4/27/2000	
Decleene	Bernard J.		1/14/1950	3/27/2012	
Wilfer	Michael J.			2/28/2004	7/1/1969
Horn	Henry H. Jr.		5/23/1919	4/3/2002	11/10/1941
Mitala	Joseph		8/12/1946	5/18/2012	
O'Brien	George, Jr.		2/23/1927	6/6/2018	5/11/1945
Powell	Duane L.			5/31/2005	7/21/1965
Annen Sr.	Harold W.		4/10/1933	12/5/2007	
Mach	Robert L.		2/16/1925	3/30/2013	

Kennedy	Ronald		4/21/1931	9/5/2024	
Rosewitz	Jerry		5/31/1932	12/16/2022	
Kuebler	John I		4/4/1927	11/3/2009	
Kent	David		12/9/1929	11/1/2021	
Alsbury	Charles R.		11/6/1942	9/22/2014	
Melzer	Willilam G.		10/27/1934	10/13/2008	
Yach	Jerome S.		11/16/1918	5/22/1996	4/18/1941
Von Holt	William		10/23/1941	11/16/2025	
Lemke	Richard	W.	4/27/1926	10/3/2022	
Sheldon	Willard R.		7/28/1914	4/14/2011	
Onkels	Melvin K.		7/18/1930	10/30/2000	
Belling	Richard E.		9/4/1909	11/6/1997	2/25/1942
Tesch	Lester E.		8/25/1918	9/30/1998	
Immel	Norman W.		8/11/1931	7/24/2001	7/18/1952
Ernst	Alvina D.		2/28/1926	5/15/1992	
Ernst	Delbert		12/22/1926	6/25/2010	
Calto	George Wm.		9/4/1912	6/5/2002	5/29/1943
Timm Jr.	Marvin W.		1/17/1949	5/2/2010	
Timm	Jane A.		2/15/1949	10/16/2002	
Timm Sr.	Marvin		1/15/1925	9/4/2013	
Heiden	Dean	Merle	4/13/1949	1/24/2023	
Wiedemann	Daniel		4/6/1944	6/15/1994	6/8/1961
Dyer	John D.		9/4/1923	11/25/2010	
Conkey	Julian H.		9/30/1925	7/7/2021	
Azzi	Frank		1/5/1922	6/10/2007	
Ryan	Francis D.		2/1/1932	1/10/2000	
Stein	John D.		9/8/1925	9/29/1998	
Heeter	Charles		4/16/1918	1/2/1997	6/29/1942
Bauer	Billy A.		4/26/1917	4/1/1993	
Calahan	John F.		10/12/1924	1/17/1999	12/17/1943
Field	Walter F.		6/21/1935	9/2/2009	6/1/1953
Vail	John		12/19/1926	9/26/2011	
Lee	O. Richard		7/8/1929	9/2/2017	
Reifsnnyder	S. Boyd		3/14/1921	8/4/1996	
Stephan	John J.		1/20/1922	9/14/2017	
Wolff	Delbert		4/19/1924	1/28/2013	10/23/1942
Noffke	Roy O.		8/8/1920	3/21/1999	9/9/1942
Prentice	Eldon Nathaniel (Jr.)		1/5/1929	9/2/2020	
Reese	Jessie D.		03/01/1849	07/16/1896	12/29/1863
Mory	Arthur E.		06/23/1895	9/5/1938	2/12/1917
Mory	George	Horan	1/1/1989	6/18/1948	
Werner	Martin		8/8/1926	9/2/1998	
Leppla	Harold	M	1/21/1900	9/26/1960	10/21/1918
Van Heukelom	George		05/19/1843	09/24/1897	10/10/1861

Harwood	Paul	Allen	10/12/1944	8/28/2023	
Brettschneider	Elmer	Joseph	01/01/1897	4/16/1926	4/13/1917
Johnston	Alden M.		06/21/1889	10/21/1967	8/13/1917
Sherry	Carl	A	02/07/1896	9/24/1997	2/27/1918
Sherry	William	C	1/28/1925	1/10/2012	
Scott	Ira C.		05/01/1837	6/11/1909	10/10/1864
Ames	William	D	10/25/1832	11/07/1898	06/16/1864
Stroebe	Reinhold		03/08/1841	08/06/1899	03/11/1865
Kirsch	Nicholaus		09/07/1837	4/24/1925	09/17/1861
Zimmerman	Robert		11/2/1953	3/26/2011	
Lemke	Fred		05/08/1835	12/12/1905	12/18/1861
Wirth	John		11/30/1832	7/23/1916	
Hinnenthal	Donald		7/8/1930	8/23/2024	
Hinnenthal	Hugo H		06/30/1895	1/25/1981	9/7/1917
Saiberlich	Henry		01/01/1827	7/25/1910	09/28/1864
Dite	Ferdinand		02/04/1847	4/17/1917	01/18/1864
Halfmann	Phil B		08/20/1891	8/21/1980	3/29/1918
Saiberlich	Raymond A.		06/20/1897	6/21/1988	10/15/1918
Waedel	Friedrich		01/01/1828	2/25/1914	08/14/1862
Cate	Alden G.		04/13/1837	1/1/1906	12/28/1861
Wegenke	George	Drager	7/18/1917	4/26/2006	5/22/1942
Thompson	William E.		03/07/1870	3/1/1939	
Thompson	Charles M.		10/02/1899	1/17/1959	11/12/1917
Thies	John		8/29/1925	7/1/1974	2/22/1944
Leman	Angelo	L	12/13/1889	4/20/1933	12/9/1913
Leman	Craig	A	9/1/1922	3/31/1987	12/9/1913
Kruschke	Herman		01/01/1857	1/1/1903	
Zuehlke	Julius		03/19/1839	3/4/1918	09/23/1864
Thalke	Charles	W	08/01/1891	11/20/1948	8/2/1917
Merrill	William	Wallace	10/23/1843	08/17/1895	01/28/1865
Dutton	Arthur H.		8/16/1912	9/21/2006	2/7/1943
Hayden Dr.	Franklin L.		04/21/1849	07/17/1895	01/15/1864
Rochon	Lawrence	M	4/5/1915	9/6/1979	3/3/1943
Acher	Aaron J.		01/01/1828	09/08/1894	09/08/1864
Brown	Jonas	G	01/01/1811	12/27/1893	12/31/1861
Bartmann	John Fred.		02/04/1897	4/15/1983	6/24/1917
Clark	Charles Lewis		01/04/1879	9/9/1944	04/28/1898
Reeck	Marlin	H	4/12/1937	3/23/2024	1/1/1955
Gruenstern	Reinhold	A	7/5/1917	7/8/1972	4/11/1941
Schultz	William	Ludwig	06/01/1828	6/11/1914	
Burroughs	Robert	J	4/29/1921	4/15/1983	7/25/1939
Cooley	T. F.		09/08/1823	1/14/1901	01/04/1864
Brockmann	Friederick	U	12/22/1831	7/21/1904	03/09/1865
Brockman	Fred	P	05/19/1882	10/24/1951	

Wilson	George	F	02/22/1895	11/4/1929	1/15/1918
Wilson	William		03/29/1847	12/17/1928	03/04/1861
Roesken	Juergen H.		11/11/1951	3/11/2010	
Johnson	Arlin E.		10/26/1936	10/17/1992	1/9/1956
Reynolds	Charles C.		08/07/1848	8/9/1920	01/05/1864
Cleggett	William	S	01/01/1832	5/20/1916	
Waltman	Frank	L	09/05/1886	7/12/1933	5/25/1918
Groth	Norman C.		8/14/1946	12/4/2017	5/28/1965
Schulz	Samuel		05/21/1891	3/28/1958	12/12/1918
Hrdlick	Richard	Joseph	9/9/1927	1/20/2009	
Miller	George F.		01/01/1882	1/15/1917	
Voge	John F.		08/11/1879	8/2/1957	7/15/1917
Meyer	Gerald	L	9/22/1924	7/11/1994	
Meyer	Raymond		8/10/1930	4/23/1997	3/5/1947
Kruse	Henry R.		4/14/1926	11/1/1986	7/27/1944
Jones	Mark L.		2/7/1962	6/24/2021	
Friedrick	August C.		12/17/1826	9/15/1919	02/27/1865
Zimmerman	John D.		08/16/1832	1/10/1922	10/03/1864
Zimmerman	Karel	Kenneth	11/23/1917	8/30/1997	9/9/1942
Lillge	Edwin J.		11/02/1891	4/5/1925	9/18/1917
Lillge	Henry		10/16/1889	10/18/1940	7/8/1918
Witthuhn	Elmer			10/17/1918	9/3/1918
Diener	Henry		01/01/1830	1/24/1918	09/28/1864
Zschaechner	Robt. H.		3/26/1908	2/8/1989	1/5/1943
Riesenweber	Charles		03/08/1839	5/18/1924	03/03/1864
Kanouse	Abijah	Wood	08/24/1845	5/31/1928	08/24/1864
Kanouse	Ralph	Elijah	04/13/1880	8/29/1911	04/28/1898
Herrmann	Robert K		10/21/1916	9/21/1975	1/22/1942
Bilster	Benjamin		04/25/1894	3/19/1921	4/10/1917
Rohan	Benjamin	J	6/13/1922	5/23/1994	
Krueger	John W.		9/2/1917	2/5/1937	
Blackwood	Josiah	Eaton	10/12/1844	8/16/1911	01/23/1863
Rogers	Richard	Earl	9/28/1931	12/29/1997	1/6/1951
Stowe	Dennis Gilbert		03/11/1844	6/23/1917	08/31/1864
Saiberlich	Henry A.		3/17/1911	10/25/1958	7/24/1943
Bixby	Charles	Howard	4/25/1919	3/28/1943	
Bixby	Philip		9/5/1916	4/14/1945	
Sannes	Kenneth E.			5/25/2009	
Christensen	Robert A.		1/22/1925	1/3/1969	
Dutcher	John W.		8/1/1918	7/6/1993	10/14/1943
Peotter	George E.		05/28/1896	9/20/1972	1/30/1918
Abbott	Leslie	C	10/3/1933	9/10/1976	5/11/1955
Brain	Thomas	E	01/10/1853	5/27/1947	3/30/1942
Mather	Willard G.			12/6/1918	10/2/1918

Bishop	Glenn		3/29/1939	3/10/2013	
Bishop	Arthur J.		08/17/1892	8/21/1974	7/22/1918
**Kemp	Charles	B	02/11/1881	5/13/1932	7/13/1901
Feavel	Harvey		12/11/1895	10/2/1918	5/25/1918
Feavel	Robert		9/17/1948	6/13/2015	
Feavel	Leland		8/7/1900	4/30/1971	4/23/1943
Hebbring	William	Andrew	11/13/1949	11/19/1949	
Hulbert	Clyde Ira		8/6/1930	9/14/2001	9/16/1947
Mitchell	Robert	Sanford	12/03/1877	5/17/1926	
Mitchell	Robert	Sanford	8/2/1909	7/20/1966	
Smith	Leslie C.		08/05/1896	9/11/1976	6/14/1918
Waldron	Jonathon	G	3/10/1910	4/6/1974	9/15/1942
Langstadt	Godfried		10/18/1835	5/15/1931	01/25/1862
Watkins	Robert		03/25/1892	6/27/1980	9/20/1917
DeBruin	Henry P.		3/7/1937	10/14/2010	
De Bruin	Harold F.		1/6/1930	3/20/1999	7/6/1945
Andrews	James	Joseph	10/16/1907	1/25/1980	2/24/1943
Becker	Robert	M	11/5/1931	11/27/1992	4/14/1952
Hoffman	Frank J.		12/05/1875	6/22/1937	03/01/1897
Gerdin	Oscar		05/31/1889	5/6/1939	10/15/1917
Pleckham	Frank		12/30/1898	8/27/1939	7/8/1918
Norenberg	Carl		04/30/1887	7/15/1918	8/6/1917
Brown	William M.			7/15/1918	
Phillips	Charles Theo.		10/26/1899	3/30/1925	6/22/1916
Parker	George J.		03/03/1886	8/22/1940	5/9/1917
Rehfeldt	Rudolph		08/23/1895	12/3/1947	4/25/1918
Santkyul	Henry H.		01/11/1887	9/5/1952	8/14/1918
Landry	Thomas W.		09/11/1895	6/12/1956	2/6/1943
Schafelke	Henry A.		11/11/1891	11/6/1959	5/15/1918
Parkinson	George		03/22/1890	5/11/1960	4/15/1917
Voigt	Martin W.		03/14/1889	7/29/1960	8/14/1918
De Young	Francis W.		9/7/1916	8/19/1978	3/25/1941
Baetz	Sheldon P.		04/09/1898	4/6/1980	11/20/1917
Hartzheim	Emery Walter		5/14/1918	10/14/1985	4/25/1942
Schwingle	Eugene		9/21/1936	9/10/1992	9/29/1953
Buchanan	Merlin	G	7/10/1914	5/3/1999	3/16/1944
Reinke	Robert	L	4/4/1949	9/30/2024	
Sonsthagen	Allen	D	2/12/1962	4/4/1990	
Beula	Richard	J	7/10/1926	8/30/1992	5/24/1944
Lewis	Chester	J	8/15/1921	11/26/1995	
Gottschalk	Donald	L	4/15/1943	7/19/1999	7/29/1964
Stadler	Marvin	W	9/30/1938	4/27/2003	12/10/1958
Wofford	Noble	A	11/6/1931	8/9/2021	
Grootemont	John	M	1/16/1924	11/22/2002	

Thompson	John	Wilbur	12/4/1925	12/11/2015	
Weissahn	Clifford	F	12/2/1931	11/17/2001	5/31/1951
Wells	Day	E	5/11/1931	11/15/1993	3/18/1949
Tedford	Clinton	S	10/29/1940	3/18/2003	10/21/1958
Landis	Ralph	V	08/29/1897	12/26/1978	6/8/1942
Krause	Arthur	R	10/9/1927	12/12/2006	
Smith	Wendall		11/2/1922	1/8/2015	
Oenes	Erwin	Julian	2/16/1929	3/7/1992	
De Noble	Lloyd	A	10/27/1924	9/16/1996	2/10/1943
Younger	Frank B.		05/02/1896	10/16/1943	8/23/1943
Rouman	John		1/18/1923	2/16/2013	
Rademacher	John	P	3/17/1944	5/18/2025	
Stelzer	George		9/3/1929	7/15/2001	1/6/1954
Barney	Milo	Charles	5/3/1916	5/22/2002	5/16/1934
Whitcomb	Robert	T	12/30/1929	1/13/2003	
Smith	Douglas	D	9/1/1954	10/23/1989	7/31/1972
Sawyers	Robert	M	4/19/1925	10/23/2015	
Sell	David A.		10/5/1954	4/16/2020	
Duvernay	Ronald	W	9/11/1944	10/13/2011	
Schmitz	Richard	R	5/30/1926	3/10/2000	7/1/1944
Smith	Dean Allen		4/18/1925	3/4/1980	
Smith	Philip	G	4/8/1948	3/4/2014	
Weir	Donald		5/24/1935	10/23/2023	
Mielke	Joseph	H	1/24/1934	2/9/1994	12/1/1952
Lundt	Warner	O	11/9/1924	10/14/2013	
Meagher	William	D	3/27/1927	6/17/2002	
Hopfensperger	Clarence	C	5/18/1912	9/21/1964	9/17/1943
Chapman	Charles	D	1/8/1922	5/7/2007	9/3/1942
Weller	John	F	4/11/1915	4/3/2009	
Learman	Llyod		8/19/1941	6/3/2025	
Learman	Anthony	E	6/26/1973	3/29/2004	
Retzlaff	Gerald	W	3/6/1941	3/20/2013	
Krasinski	Roman	Z	7/9/1913	4/6/1979	3/5/1941
Smith	Lloyd	W	05/25/1896	3/22/1968	7/30/1917
Prindle	Kenneth	G	10/5/1913	12/4/1986	7/15/1941
Schneider	Elmer	Alvin	06/29/1885	9/7/1968	2/19/1915
Schneider	Thomas	Herrick	1/29/1927	5/17/1953	7/11/1945
Radtke	Paul	A	6/14/1924	9/10/1998	11/15/1943
Much	Richard	J	2/28/1952	8/20/2000	10/18/1972
Ultang	James	E	10/11/1938	7/25/2016	
Rowe	Julian	H	10/6/1917	11/15/2010	
Endter	Richard	P	6/9/1939	6/3/1973	9/19/1961
Endter	Robert		8/21/1942	5/20/2022	9/15/1967
Kasten	Herman	B	10/21/1867	11/1/1933	5/15/1918

Kasten	Ervin	E	6/12/1909	5/4/1981	12/28/1943
Moder	Luke	Thomas	8/4/1947	2/3/2015	
Schultz	Theodore	Bernhardt	10/14/1894	2/26/1963	
Walters	Walter	J	07/04/1869	6/4/1900	
Shepherd	Sewell	L	08/06/1828	9/26/1909	08/31/1864
Schultz	Ferdinand		04/14/1822	08/20/1899	02/22/1865
Pasch	Robert	G	01/01/1875	08/22/1899	04/28/1898
Burmeister	Fredrick C.			1/1/1902	12/28/1864
Goodrich	Bertrand	F	01/01/1874	3/8/1931	04/26/1898
Goodrich	George	Robert	2/18/1913	6/30/1950	
Herrmann	Nicholas		03/28/1828	6/14/1912	10/13/1864
Enos	Truman		03/26/1826	7/28/1900	
Jabas	Richard	L	4/21/1929	10/17/1970	6/20/1946
VanderLois	Russell	F	4/7/1926	2/27/1979	2/17/1944
Wagg	Fred	E.G.	01/15/1876	8/18/1900	04/28/1898
Johnson	Robert	W	3/19/1922	2/16/2012	
Downer	Arthur	Brooks	10/5/1914	4/7/1998	
VanWyk	Paul		06/16/1896	10/30/1921	4/15/1915
VanWyk	Frank	J	12/4/1902	8/16/1992	
Delong	Leonard		10/28/1878	2/7/1922	
Haugen	Karl	M	06/18/1891	8/13/1958	11/19/1917
Meidam	Miles	R	9/16/1918	12/28/1997	3/30/1943
Hamilton	Harold	Lewis	4/5/1903	9/30/1958	3/1/1941
Graef	Aldor	Edward	03/01/1889	4/28/1949	
Reuss	Clarence	W	7/1/1915	4/11/1957	11/1/1939
Reuss	James	E	3/20/1913	2/6/1998	12/9/1942
Tradewell	Jean	N	8/17/1924	2/18/2005	10/9/1944
Gruentzel	Bette	R	8/18/1922	7/14/1979	4/5/1943
Weimar	Edmund	G	11/20/1838	4/1/1902	10/14/1861
Wunderlich	Lyle	W	7/21/2004	8/1/2004	9/24/1942
Rogers	Holbrook, (Bud)		7/21/1925	6/9/1992	1/7/1942
Farwell	Francis	Ross	5/13/1913	9/10/1940	
Holub	Sylvester	G	4/27/1921	7/20/2002	7/20/1942
Wendt	Wilburn	E	5/11/1924	3/23/2007	
Lenz	William	C	6/10/1957	12/4/2017	
Latzko	Robert	L	8/19/1924	6/6/2018	
Friedwald	George	B	5/25/1914	3/5/2005	2/20/1942
Vaughn	Russell	A	6/17/1919	7/11/2002	4/5/1941
Conard	Ralph	J	10/6/1917	6/30/1998	8/6/1941
Reynolds	Laurence	W	4/20/1923	9/3/1999	2/15/1943
Morris	Marion	C	10/14/1932	5/12/2013	
Carlson	Harold	Peter	10/1/1927	7/17/2002	4/3/1942
Noyes	Russell	L	6/12/1929	1/6/2003	
Boldt	Oscar	J	12/11/1895	2/8/1970	7/22/1918

Brannan	William	M	12/28/1925	10/27/2009	
Boldt	Oscar	C	4/20/1924	6/9/2020	
Vanden Boogaai	Elmer	J	7/20/1920	10/2/2009	
Deckers	Adrian	J	4/20/1921	3/22/1988	
Balch	Robert	F	10/18/1924	10/13/1989	
LeGault	Douglas	A	10/27/1918	4/8/1978	10/15/1940
Kuenzli	Quentin	D	2/8/1917	3/5/2007	
Guyon	William	J	8/20/1933	6/11/2019	
Hermanson	Matthew	D	5/27/1988	4/28/2011	
Lamers	Stephen	E	2/28/2019	5/25/2019	
Lamers	Richard	H	11/14/1922	10/16/1981	10/1/1942
Van Zeeland	Larry	M	6/1/1960	10/16/2017	
Bosser	Alfred	C	04/27/1890	12/29/1965	8/17/1917
Troy	Stanley	E	8/14/1940	12/14/2022	7/7/1964
Nielsen	Arthur	J	9/27/1920	10/27/2013	
Parker	John	Marvin	7/31/1927	6/26/2017	
Ronk	Robert	C	6/7/1922	3/9/1990	
Stabile	Michael	L	6/10/1951	11/17/2015	
Buss	George	J	2/20/1930	6/22/2002	1/23/1951
Buss	Rick	Thomas	6/30/1952	1/20/2020	
Lamers	Denny		7/8/1948	10/29/2022	
Malott	Gregory	C	5/21/1956	3/31/1990	9/13/1973
Goldgar	Bertrand	Alvin	11/17/1927	10/14/2009	
Miller	James	F	5/13/1921	10/28/2016	
Gabert	Stanley	R	7/12/1915	2/1/2010	
Schubbe	Burnell	W	7/2/1930	1/9/2015	
Lor	Nhia	Vang	2/10/1937	2/25/2018	
Tracanna	Peter N.		7/1/1937	5/20/2018	
Griffin	Gary	L	9/17/1932	4/6/2017	
Fahrenkrug	Carl	F	3/14/1931	9/15/1998	
Fritz	Sydney	L	7/17/1929	1/26/1987	
Burmeister	Roy		4/2/1928	5/16/1993	
Rector	Robert	H	7/23/1933	5/18/2024	
DeZemler	Charles	M	7/14/1915	10/27/1987	4/25/1942
Schroeder	Carl	J	09/08/1897	12/9/1969	2/5/1918
Brownlee	Robert	Wallace	7/27/1921	4/25/1972	
Gast	Daniel	F	4/24/1950	2/14/1995	3/24/1971
Heckert	Herman		08/09/1874	11/3/1957	
Stratton	Dale		12/12/1928	2/24/2013	
Kallio	Robert	W	10/1/1939	2/14/2014	
Hayford	Donald	E	9/6/1931	5/15/2017	
Vaughan	James	J	9/18/1934	3/24/2016	
Knauf	Charles	F	6/7/1917	6/3/2008	
Plainse	Ross	Roy	9/18/1925	1/17/2013	2/28/1944

Pederson	Peter	Clarence	10/13/1893	7/31/1979	5/7/1918
Elmer	Wayne	F	12/2/1936	5/30/2004	4/25/1960
Walter	Robert	L	11/10/1941	5/29/2018	
Nutting	Harry	E	11/15/1899	11/7/1987	
McConagha	William	A	08/04/1890	12/21/1983	5/13/1918
Sitterson	Cephas	B	4/8/1916	10/19/1963	
Roth	Donald	L	11/22/1935	3/16/1986	
Butch	Amel	J	2/1/1919	12/3/1990	6/13/1944
McConnell	Richard "Dick"		12/7/1931	2/22/2023	10/19/1955
Balestrieri	Jerome	F	1/8/1921	6/17/1998	12/5/1942
Kerschl	Freidrich		4/14/1926	9/15/1987	
Ehlert	Dennis	A	12/18/1949	10/5/1974	10/12/1970
Ehlert	Elroy	A	5/11/1926	7/19/2013	
Miller	James	J	9/20/1938	3/28/2025	11/20/1961
Lundgren	Richard	E	7/11/1925	1/15/1992	
Sloane	Henry	C	08/12/1854	1/14/1915	03/18/1865
Brown	Charles	F	04/27/1845	11/11/1938	05/02/1863
De Leest	Robert	F	10/26/1919	6/27/1993	
Logan	Anthony	E	05/04/1831	11/27/1900	01/09/1862
Simpson	Albert	C	03/29/1847	9/9/1926	09/03/1864
Myers	George	H	10/24/1824	08/01/1891	02/18/1865
Nelis	James	H	4/26/1936	7/26/2004	1/28/1957
Spencer	William	E	01/01/1843	09/26/1862	10/01/1862
Wolter	Robert	Kirtland	5/4/1918	1/9/1945	
Maves	Robert	T	6/4/1918	5/11/2002	11/13/1942
Ballard	Harry	P	07/14/1887	3/7/1978	6/30/1916
Ballard	Jesse	Earl	05/01/1894	7/2/1986	7/3/1917
Ballard	Jesse		08/27/1833	11/09/1894	08/23/1864
Peterson	Russell	C	7/29/1924	3/20/1989	6/30/1943
Muttart	Raymond	Joseph	02/03/1897	7/20/1982	8/13/1918
Schneider	Andrew	S	02/13/1889	6/9/1946	8/15/1917
Stansbury	Emory		08/29/1839	04/02/1899	08/20/1861
Reckard	J. Marion		01/01/1843	10/01/1868	01/06/1863
Tischer	Fredrick		01/01/1835	07/08/1893	02/22/1865
Pardee	Charles	A	08/13/1895	4/22/1955	
Melchert	Donald	A	12/8/1922	7/23/1974	2/2/1943
Miles	Samuel	W	10/15/1920	6/4/1973	7/15/1942
Brooks	Frederick	E	3/24/1925	9/9/1985	6/10/1943
White	William		08/02/1849	04/26/1882	
White	Edwin	R	12/08/1840	5/9/1901	02/12/1864
Wallace	Robert	R	07/18/1835	12/29/1885	
Lahee	Horace	R	12/28/1821	08/14/1899	05/07/1861
Dane	Peter	E	01/16/1840	08/09/1880	08/11/1862
Heil	Stephen	J	4/7/1948	3/12/2020	

Meek	David	E	1/21/1943	2/1/2021	10/17/1963
Derks	Larry	Royce	2/13/1938	8/8/2019	11/20/1956
Breitzman	Marvin	E	9/24/1920	11/23/1972	10/28/1942
Sorenson	LeRoy	J	11/2/1928	2/15/1988	4/11/1951
Laubenstein	Jerome	H	7/24/1934	4/13/2024	
Mitchell	Thomas	H	03/06/1847	4/29/1919	05/02/1864
Torres	Jesus		9/10/1947	5/21/2013	
Bravick, MD	Donald	D	9/4/1926	12/13/2021	
Bradford	Alfred	S	03/20/1897	12/29/1973	9/18/1967
Schneider	Frank		10/13/1886	8/14/1951	5/1/1918
Buckland	Comfort	Starr	04/18/1846	1/10/1924	
Spencer	Lyle	Mannly	5/10/1911	8/21/1968	1/14/1943
Jakl	Dennis	A	7/17/1939	12/6/2018	
Cole	Frank	L	12/11/1873	5/3/1933	08/12/1898
Brandt	Chester	F	1/25/1917	2/1/1988	10/29/1942
Newell	Braton	O		11/19/1962	08/12/1862
**Fuller	Charles	A	08/22/1814	12/16/1890	
Fernandez	Albert	Story	02/13/1881	10/31/1933	
Stewart	Issac	N	01/09/1838	12/6/1915	09/23/1864
Whitman	John	George	08/11/1837	09/28/1877	04/22/1861
Rice	Otis	Laverne	6/24/1922	12/17/2015	11/13/1942
Burton	Francis	H	6/17/1928	11/26/2013	
Weiland	Gary	E	11/16/1946	12/1/2013	
Kretschmar	Hanns	O	12/20/1923	5/15/2000	2/15/1955
Newhouse	Wesley	N	12/31/1929	10/16/2024	
Timmins	Lynn		9/11/1955	7/6/2023	
Timmins	Thomas	Joseph	11/12/1928	7/30/1997	8/8/1974
Barlow	Raymond	C	12/31/1941	2/2/2008	9/14/1961
Hidde	Roland "Jack"		4/4/1933	2/11/2010	
Vanden Boomer	Arnold	C	5/19/1926	12/11/2019	
Dodd	Brooks			1/10/2023	
Never	Lee	G	3/2/1938	7/4/1997	9/27/1956
Zwack	James	Bertae	12/1/1927	12/23/1995	
Reff	Charles	Robert	5/2/1940	3/3/2022	5/31/1963
McSorley	Jeffrey	J	9/10/1949	1/22/2007	5/13/1969
Herrling	Dennis	W	4/13/1932	6/25/1983	8/22/1954
Clark	Dean	E	4/16/1937	5/3/2001	9/12/1960
Alexander	Harold	J	2/12/1906	1/19/2004	
Jenkins	Jerry	H	3/15/1936	7/8/2024	
Bitter	William	E	12/27/1925	8/6/2020	
Selingo	Robert	J	7/25/1921	10/7/1984	3/3/1943
Jesser	Eugene	A	1/13/1941	7/17/1998	
Pooler	Larry	G	8/31/1928	8/3/2014	
Auterburn	Herbert	F	6/16/1916	6/18/1975	6/11/1943

Lingelbach	Charles	J	12/14/1917	2/27/2010	3/8/1942
Piette	Robert & Germaine		6/8/1929	4/7/1988	
Werner	Frank	L	11/14/1899	12/24/1964	
Bremer	Charles	B	4/10/1931	5/16/1995	3/29/1951
Grobe	James	M	11/25/1932	9/2/1977	1/5/1953
Brackey	Leslie	L	9/18/1912	12/7/1991	7/3/1942
Clarke	James	A	3/14/1936	2/13/2010	
Scheig	Henry	F	6/14/1924	2/3/2014	
Godschalx	Raymond	J	12/30/1919	8/4/1997	1/27/1942
Fiscella	Ben	J	1/2/1911	8/17/1989	9/26/1942
Swanson	Robert	L	5/26/1939	8/15/2002	11/26/1957
Sairs	George	T	2/27/1915	7/24/1976	3/28/1942
Peterson	Talbot		3/16/1922	10/4/1979	8/30/1943
Peterson	Raymond	A	09/23/1896	6/17/1971	7/27/1918
Boon	Richard	Henry	8/20/1926	10/24/1959	6/28/1944
Murphy	Daniel	S	11/10/1917	9/7/1950	

Discharged Date	Branch	Rank	War
	United States Army		Civil War
	United States Army		Civil War
	United States Army		Spanish American
	United States Army		Mexican
06/20/1865	United States Army		Civil War
10/19/1864	United States Army		Civil War
10/30/1919	United States Army		World War I
05/15/1865	United States Army		Civil War
07/16/1865	United States Army		Civil War
12/28/1861	United States Army		Civil War
02/27/1863	United States Army		Civil War
03/21/1865	United States Army		Civil War
	United States Army		World War I
11/10/1945	United States Air Force		World War II
9/30/1921	United States Navy		World War I
12/17/1918	United States Army		World War I
1/6/1946	United States Marine Corps		World War II
05/21/1862	United States Army		Civil War
	National Guard		Unknown
	United States Navy		World War II
1/19/1945	United States Navy	PT Boat Captain	World War II
	United States Marine Corps		World War II
5/29/1919	United States Army		World War I
	National Guard		Civil War
	United States Army		Peace Time
	United States Army		World War II
2/7/1964	United States Coast Guard		Peace Time
4/25/1954	United States Navy		Korean War
12/7/1954	United States Air Force		Korean War
5/18/2006	United States Army		World War I
1/29/1954	United States Marine Corps		Korean War
8/15/1953	United States Army		Korean War
	United States Army		World War I
12/21/1918	United States Army		World War I
8/5/1919	United States Army		World War I
	United States Army		World War II
4/17/1919	United States Army		World War I
			World War II
2/17/1988	United States Navy		Peace Time
	United States Marine Corps		World War II
10/29/1946	United States Army		World War II
11/2/1947	United States Navy		World War II

10/15/1948	United States Marine Corps	Peace Time
	United States Air Force	Korean War and Vi
	United States Navy	Korean War
7/13/1946	United States Navy	World War II
	US Army and Air Force	Unknown
	United States Navy	Unknown
2/26/1946	United States Army	World War II
3/28/1953	United States Army	Korean War
	United States Air Force	Korean War
	United States Coast Guard	VietNam War
9/8/1945	United States Air Force	World War II
	United States Marine Corps	World War II
1/24/1946	United States Army	World War II
	United States Coast Guard	Korean War
11/1/1955	United States Air Force	Korean War
1/5/1946	United States Navy	World War II and K
3/4/1946	United States Army	World War II
2/24/1955	United States Army	Korean War
1/21/1968	United States Army	VietNam War
	National Guard	Unknown
	United States Army	Peace Time
12/20/1945	United States Army	World War II
	United States Army	World War I
5/24/1919	United States Army	World War I
8/8/1949	United States Navy	World War I
	United States Army	Korean War
12/04/1864	United States Army	Civil War
4/27/1928	United States Navy	World War II
11/30/1945	United States Navy	World War II
		World War II
11/7/1945	United States Army	World War II
8/1/1962	United States Army	Peace Time
	United States Air Force	Peace Time
6/17/1953	United States Army	Korean War
11/1/1963	United States Army	Peace Time
11/29/1945	United States Army	World War II
	United States Navy	World War II
	United States Army	Unknown
	United States Army	Unknown
12/15/1967	United States Air Force	VietNam War
		Unknown
8/10/1962	National Guard	Unknown
1/8/1946	United States Air Force	World War II
1/10/1946	United States Army	World War II

10/20/1945	United States Marine Corps		World War II
	United States Army		Unknown
12/11/1918	United States Army		World War I
4/19/1947	United States Army		World War II
	United States Army		Peace Time
	United States Army		VietNam War
11/30/1946	United States Army		World War II
10/28/1945	United States Navy		World War II
	United States Army		Unknown
3/24/1961	United States Army		Peace Time
	United States Army		World War II
	United States Army		World War II
	United States Army		World War I
2/20/1946	United States Navy		World War II
3/13/1960	United States Army		Peace Time
			Unknown
2/5/1967	United States Navy		VietNam War
10/20/1945	United States Army		World War II
	United States Army		Korean War
2/6/1946	United States Army		World War II
12/18/1918	United States Army		World War I
6/22/1955	United States Army	CPL	Korean War
12/3/1945	United States Army		World War II
7/1/1964	United States Navy		Peace Time
3/29/1962	United States Navy		Peace Time
	United States Navy		World War II
	United States Coast Guard		Unknown
2/24/1988	United States Navy		Peace Time
	United States Army		Korean War
	United States Army		Korean War
12/13/1945	United States Army		World War II
	United States Navy		Peace Time
10/31/1919	United States Army		World War I
	United States Navy		Korean War
12/21/1918	United States Army	PVT	World War I
			Civil War
2/6/1945	United States Army		World War II
6/30/1953	United States Army		Korean War
01/31/1863	United States Army		Civil War
09/16/1864	United States Army		Civil War
	United States Army		Korean War
11/09/1898	United States Army		Spanish American
	United States Navy		World War II
12/24/1918	United States Army		World War I

11/2/1945	United States Army		World War II
12/30/1918	United States Army		World War I
	United States Army		Unknown
			Unknown
2/28/1919	United States Army		World War I
12/19/1918	United States Army		World War I
3/23/1946	United States Army		World War II
	United States Marine Corps		Peace Time
11/8/1945	United States Navy		World War II
2/4/1946	United States Army		World War II
2/5/1957	United States Navy		Korean War
10/31/1985	United States Army		VietNam War
12/14/1918	United States Army		World War I
7/15/1919	United States Army		Civil War
	United States Army		Unknown
6/28/1945	United States Army		World War II
	United States Army		Peace Time
5/22/1919	United States Army		World War I
	United States Air Force		World War II
3/28/1946	United States Army		World War II
9/30/1921	United States Navy		World War I
11/30/1945	United States Army		World War II
4/16/1943	United States Army		World War II
			World War II
7/5/1946	United States Navy		World War II
			World War II
7/14/1919	United States Army		World War I
6/17/1977	United States Army		World War II
9/23/1945	United States Army		World War II
3/26/1946	United States Army		World War II
	United States Army		World War II and Ki
5/4/1948	United States Navy		World War II
2/20/1919	United States Army		World War I
	United States Army	Officer	World War II
2/12/1946	United States Army		World War II
2/9/1946	United States Army		World War II
11/19/1945	United States Army	tec 4	World War II
8/1/1947	United States Army		World War II
4/1/1948	United States Army		World War II
1/6/1954	United States Army		Korean War
	United States Navy		World War II
8/18/1945	United States Army		World War II
			VietNam War
	United States Air Force		World War II

	United States Navy	Peace Time
3/27/1919	United States Army	World War I
	United States Army	World War II and K
3/13/1919	United States Army	World War I
12/9/1945	United States Army	World War II
1/24/1919	United States Army	World War I
	National Guard	Unknown
		Unknown
2/21/1950	United States Navy	Korean War
1/6/1956	United States Marine Corps	Korean War
6/30/1919	United States Army	World War I
		World War II
6/15/1943	United States Army	World War II
	United States Air Force	World War I
11/11/1945	United States Army	World War II
	United States Army	World War II
12/7/1981	United States Marine Corps	VietNam War
	United States Army	VietNam War
	United States Army	World War II
11/28/1864	United States Army	Civil War
5/24/1919	United States Army	World War I
09/27/1861	United States Army	Civil War
12/16/1918	United States Army	World War I
1/1/1972	United States Army	VietNam War
11/19/1945	United States Army	World War II
2/5/1946	United States Army	World War II
	United States Army	World War I
7/25/1982	United States Marine Corps	Peace Time
		World War I
7/21/1919		World War I
1/23/1919	United States Army	World War I
	United States Coast Guard	World War II
01/18/1863	United States Army	Civil War
10/07/1862	United States Army	Civil War
		World War I
12/30/1944	United States Army	World War II
	United States Navy	Peace Time
9/4/1919	United States Army	World War I
4/23/1919	United States Army	World War I
	United States Army	World War I
10/11/1918	United States Army	World War I
6/20/1969	United States Army	VietNam War
	United States Air Force	Korean War

			Peace Time
1/16/1919	United States Army		World War I
11/27/1918	United States Army		World War I
9/30/1960	United States Air Force		Peace Time
	United States Army		World War I
10/31/1951	United States Navy		Korean War
	United States Marine Corps		Korean War
5/16/1919	United States Army		World War I
6/1/1919	United States Army		World War I
	United States Army		World War II
7/28/1919	United States Army		World War I
1/14/1946	United States Navy	PM2C	World War II
			World War II and K
	United States Army		World War I
04/06/1863	United States Army		Civil War
5/30/1919	United States Army		World War I
5/22/1919	United States Army		World War I
	United States Army		Civil War
01/01/1856	United States Army	Private	Peace Time
06/02/1865	United States Army		Civil War
5/26/1919	United States Army		World War I
03/17/1863	United States Army		Civil War
06/20/1865	United States Army		Civil War
6/10/1919	United States Army		World War I
09/22/1862	United States Army		Civil War
6/27/1919	United States Army		World War I
			World War II
07/14/1864	United States Army		Civil War
	United States Army		World War I
3/27/1943	United States Army		World War II
	United States Army		World War I
1/13/1919	United States Army		World War I
1/10/1919	United States Army		World War I
	United States Navy		Peace Time
10/09/1865	United States Army		Civil War
9/4/1918	United States Army		World War I
	United States Navy		World War II
5/8/1945	United States Army		World War II
	United States Air Force		World War II
8/13/1919	United States Army		World War I
6/1/1919	United States Army		World War I
	United States Navy		VietNam War
12/30/1945	United States Navy		World War II
5/24/1919	United States Army		World War I

7/30/1918	United States Army		World War I
6/15/1946	United States Navy	S1C	World War II
7/29/1918	United States Army		World War I
	United States Army		Spanish American
05/25/1864	United States Army		Civil War
11/13/1954	United States Marine Corps		Korean War
	United States Army		World War I
6/1/1919	United States Army		World War I
5/15/1944	United States Army	PVT.	World War II
1/10/1945	United States Army		World War II
6/8/1948	United States Army		World War II
11/2/1945	United States Army		World War II
03/23/1899	United States Army		Spanish American
01/29/1865	United States Army		Civil War
9/16/1919	United States Army		World War I
06/14/1865	United States Army		Civil War
12/14/1899	United States Army		Spanish American
	United States Navy		World War I
04/10/1865	United States Army	Corporal	Civil War
11/09/1898	United States Army		Spanish American
10/13/1953	United States Army		World War II and Korea
11/09/1898	United States Army		Spanish American
	United States Army		Peace Time
5/24/1919	United States Army		World War I
3/10/1943	United States Air Force		World War II
10/15/1945	United States Navy		World War I
			World War II
6/18/1946	United States Army		World War II
	United States Army		World War II
	United States Coast Guard		World War II
12/20/1918	United States Army		World War I
	United States Army	MSGT	Korean War and Vietnam
5/18/1919	United States Army		World War I
4/14/1919	United States Army		World War I
7/12/1945	United States Navy		World War II
1/9/1946	United States Army		World War II
10/28/1945	United States Army		World War II
06/08/1865	United States Army	Corporal	Civil War
12/20/1918	United States Army		World War I
03/15/1864	United States Army		Civil War
	United States Army		World War II
09/29/1865	United States Army		Civil War
			World War II
05/26/1865	United States Army		Civil War

05/12/1898	United States Army		Spanish American
	United States Marine Corps		Peace Time
	United States Air Force		Unknown
2/18/1955	United States Army		Korean War
			World War II
	United States Army		World War II
1/21/1919	United States Army		World War I
08/26/1865	United States Army		Civil War
10/19/1945	United States Army		World War II
12/11/1918	United States Army		World War I
06/02/1865	United States Army		Civil War
7/15/1918	United States Army		World War I
4/19/1919	United States Army		World War I
	United States Army		Civil War
11/5/1944	United States Army		World War II
8/30/1965	United States Army		VietNam War
1/1/1952	United States Army		Korean War
	United States Navy		Civil War
03/10/1863	United States Army		Peace Time
6/21/1919	United States Army		World War I
6/6/1919	United States Army		World War I
9/30/1921	United States Navy		World War I
	United States Marine Corps		World War II
12/22/1945	United States Navy		World War II
01/25/1863	United States Army		Civil War
12/04/1863	United States Army		Civil War
	United States Army		Civil War
1/8/1947	United States Navy		World War II
8/30/1945	United States Army		World War II
12/22/1945	United States Army		World War II
	United States Air Force	Tech Sergeant	VietNam War
1/17/1919	United States Army		World War I
	United States Army		Korean War
12/10/1918	United States Army		World War I
5/26/1919	United States Army		World War I
7/3/1919	United States Army		World War I
7/31/1945	United States Army		World War II
5/16/1919	United States Army		World War I
12/28/1943	United States Army		World War II
7/31/1918	United States Army		World War I
09/23/1864	United States Army		Civil War
11/15/1898	United States Army		Spanish American
	United States Army		Civil War
	United States Army		Civil War

	United States Army		World War II
	United States Air Force		Peace Time
11/11/1918	United States Army		World War I
11/2/1945	United States Army		World War II
12/3/1945	United States Marine Corps		World War II
1/20/1946	United States Army		World War II
	United States Army		World War II
	United States Army		World War I
3/21/1919	United States Army		World War I
9/23/1945	United States Army		World War II
	United States Navy		Korean War
	United States Army		Civil War
12/4/1919	United States Army	SGT	World War I
6/26/1946	United States Army		World War II
7/28/1944	United States Army		World War II
10/23/1945	United States Army	pfc	World War II
11/30/1945	United States Army		World War II
6/3/1919	United States Army		World War I
3/11/1919	United States Army	PVT	World War I
1/17/1919	United States Army	PVT	World War I
3/19/1946	United States Navy		World War II
12/27/1918	United States Army		World War I
	United States Army		Korean War
	United States Navy		Korean War
4/24/1918	United States Army		World War I
3/13/1946	United States Navy		World War II
	United States Air Force		World War II
5/14/1919	United States Army		World War I
8/22/1946	United States Army		World War II
	United States Navy		Peace Time
	United States Army		Spanish American
	United States Army		World War I
4/24/1919	United States Army		World War I
	United States Army		Korean War and Vi
10/20/1945	United States Coast Guard		World War II
	United States Navy		World War II
1/6/1945	United States Army		World War II
	United States Army		World War II
	United States Army		Korean War
3/14/1919	United States Army		World War I
	United States Army	S/SGT	World War II
4/20/1946	United States Army	T/SGT	World War II
	United States Marine Corps		VietNam War
	United States Army		World War II

11/18/1945	United States Army	Cpl	World War II
1/1/1945	United States Army	SGT	World War II
1/21/1946	United States Army		World War II
1/15/1919	United States Army		World War I
	United States Army		Unknown
	United States Air Force		Peace Time
4/14/1919	United States Navy		World War I
5/13/1919	United States Army		World War I
	United States Air Force		VietNam War
7/24/1919	United States Army		World War I
11/6/1947	United States Army		Korean War and Vi
12/30/1918	United States Navy		World War I
	United States Army		World War II
1/3/1919	United States Army		World War I
8/19/1919	United States Army		World War I
3/24/1919	United States Navy		World War I
	United States Army		Civil War
2/18/1946	United States Army		World War II
7/16/1919	United States Army		World War I
1/24/1919	United States Army		World War I
	United States Marine Corps		Peace Time
	United States Army		Unknown
			World War I
2/6/1919	United States Army		World War I
9/30/1921	United States Marine Corps		World War I
			Peace Time
07/28/1865	United States Army		Civil War
	United States Air Force		World War II
10/19/1945	United States Army		World War II
	United States Army		Unknown
	United States Army		World War II
7/13/1945	United States Army		World War II
8/13/1919	United States Army		World War I
9/4/1919	United States Army		World War I
1/11/1919	United States Army		World War I
	US Army and Air Force		World War II
	United States Army		Civil War
12/1/1945	United States Army		World War II
12/18/1918	United States Army		World War I
4/11/1949	United States Navy		World War II and Ki
06/12/1865	United States Army		Civil War
1/7/1919	United States Army		World War I
	United States Army		World War I
3/3/1947	United States Navy		World War II

	United States Army		Civil War
06/23/1865	United States Army		Civil War
4/5/1957	United States Army	SP3	Unknown
2/24/1919	United States Army		World War I
			World War II
	National Guard		Unknown
2/18/1946	United States Air Force		World War II
2/6/1919	United States Army		World War I
5/14/1919	United States Army		World War I
10/24/1946	United States Army		World War II
11/13/1945	United States Navy		World War II
3/16/1943	United States Army		World War II
11/10/1898	United States Army		Spanish American
1/29/1946	United States Army		Spanish American
	United States Air Force		World War II
	United States Navy		World War II
10/30/1945	United States Army		World War II
	United States Army		Peace Time
06/14/1865	United States Army		Civil War
06/08/1865	United States Army		Civil War
08/21/1861	United States Army		Civil War
12/13/1919	United States Army		World War I
5/26/1945	United States Army		World War II
10/19/1967	United States Navy		VietNam War
12/20/1920	United States Marine Corps		World War I
			Spanish American
5/28/1919	United States Army		World War I
07/02/1865	United States Army		Civil War
2/15/1977	United States Army	PV1/ Sp4	Unknown
1/30/1948	United States Army		World War II
			Unknown
04/02/1863	United States Army		Civil War
1/8/1919	United States Army		World War I
	United States Air Force		World War II
9/30/1990	United States Air Force	MSGT	Unknown
11/17/1945	United States Army		World War II
11/8/1918	United States Army	Corporal	World War I
	United States Army		Unknown
	United States Navy		World War I
	United States Navy		World War II
6/23/1946	United States Army		World War II
	United States Army		Civil War
5/21/1919	United States Army		World War I and W
	United States Army		Peace Time

	United States Army		World War I
	United States Army		World War II
11/24/1953	United States Navy		Korean War
1/7/1946	United States Army		World War II
12/20/1945	United States Army		World War II
	National Guard		Unknown
5/3/1966	United States Navy		World War II and K
6/23/1947	United States Army		World War II
1/10/1946	United States Army		World War II
7/2/1919	United States Army		World War I
2/6/1919	United States Army		World War I
10/13/1918	United States Army		World War I
	United States Air Force		Korean War
6/30/1961	United States Army		World War II and K
1/1/1965	United States Army		Peace Time
10/15/1943	United States Army		World War II
6/3/1919	United States Navy		World War I
6/26/1919	United States Navy		World War I
			Unknown
07/01/1865	United States Army		Civil War
10/31/1962	United States Army		World War II and K
	United States Army		World War II
	United States Navy		World War II
9/18/1969	United States Army		VietNam War
12/4/1943	United States Air Force		World War II
	United States Army		Unknown
			Unknown
12/1/1945	United States Army		World War II
3/21/1919	United States Army		World War I
3/14/1918	United States Army		World War I
9/30/1921	United States Navy		World War I
	United States Navy		Unknown
5/18/1946	United States Air Force	PFC	World War II
8/4/1919	United States Army		World War I
	United States Army		Unknown
3/17/1954	United States Air Force		World War II and K
12/11/1945	United States Army		World War II
	United States Army		World War I
9/10/1951	United States Marine Corps		Korean War
10/22/1918	United States Navy		World War I
			World War II and K
	United States Marine Corps		VietNam and Dese
11/23/1945	United States Army		World War II
	United States Marine Corps		World War II

8/13/1917	United States Army		World War I
	United States Navy		World War II
	United States Army		World War II
1/14/1955	United States Navy		World War II and Korea
	United States Army		World War II
9/3/1919	United States Navy	FIREMN2C	World War I
8/7/1920	United States Navy		World War I
07/17/1865	United States Army		Civil War
3/9/1943	United States Army		World War II
	United States Marine Corps		Korean War
4/13/1946	United States Army		World War II
	United States Army		Civil War
04/01/1865	United States Army		Civil War
9/27/2006	United States Army		VietNam War
11/30/1945	United States Navy		World War II
4/30/1969	United States Marine Corps	SGT & 1SG	VietNam War
6/7/1960	United States Air Force		Korean War
6/30/1919	United States Army		World War I
	United States Navy		Unknown
7/9/1946	United States Army		World War II
8/15/1971	United States Air Force		VietNam War
12/14/1946	United States Army		World War II
12/8/1945	United States Navy		World War II
6/14/1919	United States Army		World War I
	United States Army		Korean War
2/27/1946	United States Army		World War II
1/22/1979	United States Marine Corps		Peace Time
2/7/1948	United States Air Force		Korean War
6/27/1919	United States Army		World War I
3/25/1952	United States Marine Corps		Korean War
12/8/1945	United States Army		World War II
6/4/1970	United States Army		VietNam War
	United States Army		Unknown
	United States Army	SSG	VietNam War
10/28/1974	United States Navy		Unknown
	National Guard		Unknown
	United States Army		Peace Time
3/1/1962	United States Army	sp4 (E-4) (T)	Unknown
8/14/1954	United States Army	Private	Unknown
	United States Navy		Unknown
	United States Army		Unknown
	United States Air Force		Unknown
	United States Air Force		Unknown
	United States Air Force	AFC E-3	Unknown

	United States Navy		Unknown
	United States Army		Peace Time
	United States Army		VietNam War
	United States Air Force		VietNam War
	United States Army		Unknown
11/4/1948	United States Navy		World War II
10/10/1953	United States Army		Korean War
	United States Army		World War II
	United States Army		Korean War
7/18/1919	United States Army		World War I
5/20/1945	United States Army		World War II
10/3/1945	United States Army		World War II
1/11/1919	United States Army		World War I
9/26/1918	United States Army		World War I
1/31/1919	United States Army		World War I
	United States Air Force		Korean War and Vi
8/15/1952	United States Army		Korean War
	United States Army	MSGT	World War II
			World War I
11/5/1945	United States Army		World War II
11/10/1952	United States Army		Korean War
12/18/1918	United States Army	PVT	World War I
8/15/1917	United States Army		World War I
12/2/1954	United States Army		Korean War
10/14/1945	United States Army		World War II
5/29/1946	United States Army		World War II
6/23/1957	United States Air Force		Peace Time
	United States Army		World War II
3/31/1946	United States Army		World War II
11/7/1945	United States Army		World War II
1/10/1946	United States Army		World War II
1/21/1945	United States Coast Guard		World War II
	United States Navy		Peace Time
7/21/1919	United States Army		World War I
12/13/1918	United States Army		World War I
12/11/1918	United States Army		World War I
8/12/1970	United States Army	SP4	VietNam War
1/26/1965	United States Air Force		VietNam War
1/1/1944	United States Army		World War II
7/1/1945	United States Army	S/STG	World War II
	United States Marine Corps		VietNam War
10/27/1945	United States Army	pfc	World War II
	United States Navy	lietenant junior grade	Korean War
3/21/1946	United States Army		World War II

			World War I
1/6/1919	United States Army		World War I
4/15/1919	United States Army		World War I
10/26/1945	United States Navy		World War II
6/8/1944	United States Army		World War II
7/30/1946	United States Army	PFC	World War II
12/15/1945	United States Army		World War II
	US Army and Air Force		World War II
9/13/1976	United States Army		Peace Time
	United States Navy		World War II
	United States Army		World War I
12/8/1945	United States Army		World War II
3/19/1972	United States Army		VietNam War
7/5/1946	United States Navy	PM2C	World War II
8/15/1945	United States Marine Corps		World War II
	United States Navy	S2	World War II
	United States Army		Unknown
2/7/1919	United States Army		World War I
	United States Navy		Korean War
	United States Air Force		World War II
7/10/1946	United States Navy		World War II
			Unknown
	United States Army		Korean War
	United States Army		World War II and Ki
8/16/1946	United States Air Force	Capt.	World War II
5/16/1919	United States Army	CPL	World War I
	United States Army		Korean War
	National Guard		Unknown
1/3/1945	United States Navy		World War II
10/4/1941	United States Army		World War II
11/25/1946	United States Air Force		World War II
	United States Navy		Unknown
			Unknown
5/18/1919	United States Army		World War I
1/22/1946	United States Army		World War II
8/29/1945	United States Navy		World War II
	United States Air Force		World War II
5/18/1919	United States Army		World War I
9/30/1921	United States Navy		World War I
5/27/1919	United States Army		World War I and W
6/30/1950	United States Air Force		Korean War
09/11/1865	United States Army		Civil War
12/4/1918	United States Army		World War I
5/31/1919	United States Army		World War I

	United States Air Force	SSGT	World War II and K
	United States Air Force		Peace Time
6/8/1933	United States Army		World War I
	United States Army		Korean War
			World War I
5/8/1946	United States Navy		World War II
	United States Army		World War I
11/2/1918	United States Army		World War I
10/22/1945	United States Navy		World War II
8/14/1919	United States Army		World War I
2/19/1919	United States Army		World War I
1/18/1946	United States Navy		World War II
11/8/1945	United States Army		World War II
7/10/1919	United States Army		World War I
8/10/1962	United States Army		Peace Time
6/1/1946	United States Army		World War II
9/20/1945	United States Army		World War II
			World War II
5/19/1919	United States Army		World War I
5/30/1919	United States Army		World War I
12/13/1918	United States Army		World War I
2/20/1946	United States Navy		World War II
	United States Army	ST. SGT,	World War II
7/15/1945	United States Army		World War II
			World War II
	United States Navy		VietNam War
	United States Navy		Korean War
1/13/1946	United States Army		World War II
07/08/1899	United States Army		Spanish American
03/31/1899	United States Army		Spanish American
9/9/1919	United States Army		World War I
5/20/1919	United States Army		World War I
	United States Navy		World War II
	United States Army		World War II
2/6/1919	United States Army		World War I
			World War I
	United States Air Force		Unknown
1/22/1952	United States Army		World War II and K
11/11/1945	United States Army		Unknown
	United States Army		Unknown
8/10/1962	United States Army		Peace Time
	United States Army		World War I
12/25/1944	United States Army		World War II
5/21/1943	National Guard		World War II

	United States Army		World War II
1/12/1954	United States Army	Pvt. 1st. Class	Korean War
10/12/1945	United States Navy		World War I
2/5/1961	United States Army		Peace Time
	United States Army		World War I
10/29/1945	United States Army		World War II
	United States Army		Peace Time
2/14/1946	United States Army		World War II
8/27/1943	United States Army		World War II
5/13/1949	United States Army		Peace Time
8/28/1945	United States Marine Corps		World War II
7/28/1949	United States Navy		World War II
2/7/1919	United States Army		World War I
5/13/1919	United States Army		VietNam War
3/4/1946	United States Army		World War II
	United States Army		Spanish American
1/19/1973	United States Navy		VietNam War
1/7/1942	United States Army		World War II
	United States Navy		World War II
6/1/1919	United States Army		World War I
	United States Army		World War I
	United States Army		World War II
11/09/1898	United States Army		Spanish American
9/13/1955	United States Army		Korean War
	United States Air Force		VietNam War
	United States Army		Unknown
	United States Navy		World War II
10/4/1958	National Guard		Unknown
	United States Army		World War II
7/13/1962	United States Army	SP4	VietNam War
5/16/1919	United States Army		World War I
12/24/1945	United States Army		World War II
7/25/1946	United States Army		World War II
	United States Army		Unknown
			World War I
2/16/1945	United States Army		World War II
	United States Air Force	Captain	World War II
	United States Army		World War I
6/23/1919	United States Army		World War I
5/30/1919	United States Army		World War I
1/11/1919	United States Army		World War I
11/27/1945	United States Army		World War II
			World War II
10/30/1946	United States Army		World War II

12/14/1946	United States Army		World War II Unknown
	United States Army		World War II
12/27/1945	United States Army		World War II
11/14/1944	United States Navy	QM12/C	World War I and W
09/08/1863	United States Army		Civil War
7/29/1919	United States Army		World War I
11/11/1898	United States Army		Spanish American
	United States Army		World War II
9/13/1945	United States Army		World War II
1/7/1919	United States Army		World War I
9/22/1945	United States Navy		World War II
	United States Army	PVT Co. A 21st Wis Inf.	Civil War
7/15/1918	United States Army		World War I
2/22/1946	United States Army		World War II
2/3/1919	United States Army		World War I
6/5/1946	United States Navy		World War II
6/23/1919	United States Navy		World War I
4/25/1919	United States Army		World War I
1/8/1919	United States Army		World War I
4/29/1947	United States Army		World War II
2/4/1946	United States Marine Corps		World War II
11/30/1945	United States Army		World War II
7/17/1918	United States Army		World War I
1/25/1919	United States Army		World War I
			World War II
07/12/1865	United States Army		Civil War
2/12/1954	United States Army		Korean War
10/2/1956	United States Navy		Korean War
07/05/1865	United States Army		Civil War
1/17/1945	United States Navy		World War II
	United States Army		World War II
11/25/1945	United States Army		World War II
6/23/1919	United States Army	CPL	World War I
5/28/1952	United States Army		Korean War
6/3/1919	United States Army		World War I
8/20/1955	Royal Air Force		Korean War
6/10/1919	United States Army		World War I
12/14/1918	United States Army		World War I
10/26/1945	United States Air Force		World War II
	United States Navy		Peace Time
			World War II
2/6/1919	United States Army		World War I
			Unknown

11/9/1945	United States Army		World War II
	United States Army		World War II
12/10/1918	United States Army		World War I
12/20/1918	United States Army		World War I
9/22/1945	United States Army		World War II
11/5/1945	United States Navy		World War II
	United States Army		Unknown
	United States Army		Peace Time
12/12/1953	United States Air Force		Korean War
1/26/1946	US Army and Air Force		World War II
	United States Air Force		Unknown
	United States Army		Korean War
10/2/1953	United States Army		Korean War
4/1/1948	United States Army		World War II
9/29/1965	United States Army		VietNam War
5/16/1919	United States Army		World War I
4/20/1944	United States Army		World War II
2/9/1919	United States Army		World War I
11/16/1920	United States Army		World War I
2/12/1945	United States Army		World War I
2/22/1919	United States Army		VietNam War
10/18/1945	United States Army	Corpl.	World War II
12/30/1945	United States Army		World War II
	United States Army		Unknown
	United States Army		World War II
	United States Army		Unknown
8/26/1964	United States Army	SP4	VietNam War
			World War I
5/25/1945	United States Army		World War II
			Unknown
9/6/1919	United States Army		World War I
			World War II
3/1/1966	United States Army	SP4	VietNam War
	United States Army		VietNam War
	United States Army		World War II
	United States Army		VietNam War
7/29/1955	United States Marine Corps	PFC	Peace Time
	United States Navy		Unknown
	United States Air Force		Unknown
	United States Army		Peace Time
			Unknown
7/21/1944	United States Navy		World War II
2/6/1945	United States Army		World War II
	United States Navy	Chief Petty Officer	VietNam and Dese

	United States Navy		Unknown
	United States Army		Peace Time
2/23/1946	United States Army		World War II
12/21/1942	United States Navy		World War II
3/23/1946	United States Army		World War II
12/9/1963	United States Air Force		Peace Time
1/27/1919	United States Army		World War I
	United States Navy		World War II
10/23/1964	United States Air Force		VietNam War
	United States Navy		Unknown
	United States Coast Guard		World War II
5/9/1919	United States Army		World War I
6/17/1919	United States Army		World War I
			World War II
4/17/1919	United States Army		World War I
	United States Army		World War I
	United States Air Force		World War II
5/7/1919	United States Army		World War I
8/15/1946	United States Navy		World War II
7/9/1962	United States Air Force		World War II and K
	United States Navy		World War II
11/23/1945	United States Army	SGT	World War II
			World War II
	United States Air Force		Unknown
3/9/1946	United States Air Force	1st Lt.	World War II and K
			Unknown
	United States Army		Korean War
	US Army and Air Force		Unknown
12/16/1945	United States Army		World War II
5/17/1919	United States Army		World War I
	United States Navy		Korean War
2/25/1944	United States Army		World War II
			World War II
	United States Marine Corps		World War II and K
12/16/1918	United States Army		World War I
1/17/1946	United States Navy		World War II
12/12/1918	United States Army		World War I
3/14/1960	United States Marine Corps	LCPL	Peace Time
	United States Army		VietNam War
2/20/1919	United States Army		World War I
8/6/1919	United States Army		World War I
10/7/1959	United States Army		Korean War
06/27/1865	United States Army		Civil War
			World War II

1/13/1919	United States Navy		World War I
10/4/1945	United States Army		World War II
10/7/1946	United States Army		World War II
	United States Army		VietNam War
9/15/1919	United States Army		World War I
	United States Navy		World War II
1/24/1946	United States Army		World War II
	National Guard		Peace Time
9/27/1966	United States Air Force		Unknown
5/10/1919	United States Army		World War I
10/13/1946	United States Navy		World War II
	United States Army		World War I
7/19/1919	United States Army		World War I
2/28/1945	United States Coast Guard		World War II
	United States Navy		World War II
12/22/1945	United States Navy		World War II
	United States Army		World War II
2/24/1944	United States Army		World War II
2/24/1944	United States Air Force	Tssg	World War II
12/17/1918	United States Army		World War I
5/16/1919	United States Army		World War I
	United States Navy		World War I
	United States Army		World War II
	United States Navy		World War I
9/7/1945	United States Army		World War II
	United States Army		World War II
12/20/1918	United States Army		World War I
	United States Air Force		Unknown
10/30/1945	United States Army		World War II
	United States Navy		World War II
3/13/1919	United States Army		World War I
2/14/2001	United States Army	SGT	Unknown
	United States Army		VietNam War
			VietNam War
	United States Army		VietNam War
8/30/1956	United States Army		Korean War
5/16/1919	United States Army		World War I
6/27/1919	United States Army		World War I
	United States Army		Unknown
			Unknown
	United States Air Force		Korean War
			Unknown
	United States Army		Unknown
	United States Army		Unknown

7/9/1919	United States Army		World War I
	United States Marine Corps		WW II, Korean & Vi
10/12/1945	United States Army		World War II
	United States Marine Corps		Korean War
5/28/1986	United States Army		Unknown
1/6/1946	United States Army		World War II
7/6/1947	United States Army		World War II
12/4/1955	United States Air Force		Korean War
8/9/1961	United States Army		Korean War
3/8/1948	United States Navy		World War II
			VietNam War
11/3/1945	United States Army		World War II
1/1/1956	United States Army		Korean War
9/23/1944	United States Army		World War II
3/5/1943	United States Army		World War II
3/22/1944	United States Army	Cpl.	World War II
	United States Army		World War II
11/09/1898	United States Army		Peace Time
10/10/1945	United States Army		World War II
8/21/1946	United States Air Force	Cpl.	World War II
	United States Navy		VietNam War
	United States Navy		Unknown
	United States Army		Unknown
4/3/1959	United States Marine Corps		Unknown
	United States Air Force		VietNam War
	United States Army		Unknown
	United States Army		Korean War
	United States Army		Peace Time
			Unknown
	United States Army		VietNam War
	United States Air Force		Unknown
12/12/1918	United States Army		World War II
	United States Navy		Unknown
	United States Air Force	mst sgt e-7	Unknown
5/15/1947	United States Army		World War II
3/29/1943	United States Army		World War II
	United States Navy		VietNam War
			World War I
7/6/1946	United States Navy		World War II
			World War II
			Unknown
	United States Army		World War II
6/8/1976	United States Air Force		VietNam War
	United States Air Force		Korean War and Vi

	United States Army		World War II and K
	United States Army		World War II
9/27/1945	United States Army		World War II
	United States Army		World War II
8/1/1919	United States Army		World War I
12/24/1918	United States Navy		VietNam War
10/23/1945	United States Army		World War II
10/12/1962	United States Navy		Peace Time
12/31/1945	United States Coast Guard		World War II
11/14/1898	United States Army		Peace Time
	United States Army		World War II
	United States Navy		World War II
4/22/1946	United States Navy		World War II
11/30/1952	United States Army		Korean War
	United States Marine Corps		Korean War
			Unknown
11/7/1944	United States Army		World War II
	United States Army		VietNam War
	United States Navy		World War II
	United States Army		Unknown
3/28/1919	United States Army		World War I
2/18/1919	United States Navy		World War I
6/4/1953	United States Army		Korean War
	United States Air Force		Peace Time
6/27/1960	United States Army		Peace Time
			Peace Time
	United States Army		Korean War
6/3/1945	United States Army		World War II
1/8/1919	United States Navy		World War I
8/23/1945	United States Navy		World War II
1/8/1919	United States Army		World War I
			Unknown
	United States Air Force		Unknown
			World War I
2/13/1946	United States Army		World War II
4/30/1966	United States Army		World War II and K
	United States Army		Unknown
2/24/1961	United States Army		Peace Time
12/1/1945	United States Air Force		World War II
11/8/1945	United States Army		World War II
	United States Army	Master Sergeant	Korean War
4/9/1919	United States Navy		World War I
6/21/1919	United States Army		World War I
11/10/1898	United States Army		Spanish American

12/20/1918	United States Army		World War I
9/7/1945	United States Coast Guard		World War II
			World War II
8/12/1919	United States Army		World War I
	United States Navy		World War II
			World War I
	United States Air Force		Unknown
8/27/1919	United States Army		World War I
	United States Army		Unknown
12/22/1971	United States Army		Korean War and Vi
	United States Marine Corps	Private	Unknown
	United States Marine Corps		Unknown
	United States Army		Peace Time
			Unknown
10/27/1865	United States Army		Civil War
			World War II and K
	United States Navy		Korean War
	United States Marine Corps		World War II
09/27/1861	United States Army		Civil War
06/08/1865	United States Army		Civil War
12/10/1918	United States Army		World War I
6/3/1969	United States Marine Corps		VietNam War
	United States Army		Unknown
2/21/1946	United States Army		World War II
10/31/1958	United States Army		Peace Time
2/26/1946	United States Army		World War II
12/1/1918	United States Army		World War I
6/18/1919	United States Army		World War I
6/27/1919	United States Navy		World War I
8/13/1963	United States Army		Unknown
12/4/1963	United States Army		Unknown
4/20/1993	United States Army		Unknown
8/31/1959	United States Air Force		Unknown
	United States Army		Unknown
	US Army and Air Force		Unknown
10/8/1997	United States Air Force	a1c	Unknown
	United States Navy		VietNam War
10/4/1963	United States Army	SP4 E4 (T)	Unknown
10/10/1957	United States Army	SP 3 (T)	Unknown
	United States Navy		World War II
7/3/1959	United States Army		Unknown
	United States Army		Civil War
08/29/1865	United States Army		Civil War
	United States Army		Civil War

	United States Army		Civil War
	United States Navy		Unknown
	United States Air Force		Korean War and Vi
9/8/1959	United States Army		Korean War
5/11/1946	United States Army		World War II
2/15/1946	United States Army		World War II
	United States Army		World War II
10/18/1898	United States Army		Spanish American
			Unknown
7/15/1956	United States Marine Corps		Korean War
07/15/1864	United States Army		Civil War
08/09/1865	United States Army		Civil War
07/16/1865	United States Army		Civil War
	United States Marine Corps		Unknown
6/25/1955	United States Air Force	sgt	Unknown
11/1/1945	United States Army		World War II
8/1/1952	United States Air Force	S/SGT	Korean War
11/1/1972	United States Air Force	Master Sergeant	Peace Time
	United States Navy		World War II
07/08/1865	United States Army		Civil War
1/5/1946	United States Army		World War II
			Unknown
06/30/1865	United States Army		Civil War
06/05/1865	United States Army		Civil War
	United States Army		Civil War
	United States Army		World War II
	United States Army		Civil War
	United States Army		World War I
11/10/1945	United States Army		World War II
2/2/1953	United States Army		Korean War
9/13/1944	United States Army		World War II
8/19/1946	United States Navy		World War II
	United States Navy		World War II
07/15/1864	United States Army		Civil War
03/15/1864	United States Army		Civil War
	United States Army		Civil War
10/31/1945	United States Navy		World War II
			Unknown
	United States Army		Unknown
			Civil War
11/09/1898	United States Army		Spanish American
03/19/1865	United States Army	Captain	Civil War
	United States Army		World War II
10/23/1865	United States Army		Civil War

07/05/1862	United States Army		Civil War
	United States Army		Civil War
1/16/1920	United States Army		World War I
6/13/1919	United States Army		World War I
5/3/1947	United States Army		World War II
	United States Army		Unknown
11/12/1945	United States Navy		World War II
12/1/1945	United States Army		World War II
	United States Navy		Unknown
07/02/1865	United States Army		Civil War
10/07/1865	United States Army		Civil War
07/17/1891	United States Army		Civil War
07/14/1865	United States Army		Civil War
1/6/1956	United States Army		Korean War
7/17/1984	United States Army		Peace Time
09/16/1864	United States Army		Civil War
08/28/1865	United States Army		Civil War
	United States Army		Civil War
01/01/1863	United States Army		Civil War
04/22/1865	United States Army		Civil War
	United States Army		Unknown
	United States Army		Civil War
	United States Army		Unknown
4/2/1964	United States Army		World War II
1/24/1919	United States Army		World War I
	United States Army		Korean War
12/10/1863	United States Army		Civil War
07/25/1863	United States Army	Srgt	Civil War
07/03/1865	United States Army		Civil War
03/21/1863	United States Army	CPL	Civil War
	United States Army		Unknown
12/29/1862	United States Army		Civil War
01/20/1862	United States Army		Civil War
	United States Army		Civil War
	United States Army		World War I
			Korean War
02/11/1864	United States Army		Civil War
11/09/1898	United States Army		Spanish American
11/10/1898	United States Army		Spanish American
	United States Navy		World War II
2/10/1919	United States Army	prvt 1st class	World War I
11/09/1898	United States Army		Spanish American
10/02/1865	United States Army		Civil War
	United States Army		Civil War

08/25/1862	United States Army	Privant	Civil War Unknown
06/08/1865	United States Army		Civil War
	United States Army		Civil War
8/19/1925	United States Navy		World War I Unknown
6/18/1919	United States Army		World War I
	United States Army		Civil War
	United States Army		Civil War
1/19/1953	United States Army		Korean War
12/20/1945	United States Army		World War II
08/22/1865	United States Army		Civil War
9/20/1947	United States Army		World War II
05/10/1865	United States Army		Civil War
1/14/1919	United States Army		World War I
	United States Army		Civil War
12/16/1945	United States Army		World War II
	United States Air Force		World War II
10/08/1862	United States Navy	private	Civil War
	United States Army		World War II
8/9/1956	United States Marine Corps		Korean War
07/12/1865	United States Army		Civil War
08/29/1865	United States Army		Civil War Unknown
	United States Army		Civil War
06/26/1862	United States Army	Quarter Master SGT.	Civil War
11/5/1920	United States Army		World War I
09/30/1862	United States Army		Civil War Unknown
10/27/1865	United States Army		Civil War
	United States Army		Civil War
06/08/1865	United States Army		Civil War Civil War
05/11/1865	United States Army		Civil War
07/02/1863	United States Army		Civil War
	United States Army		Unknown
08/28/1865	United States Army		Civil War
06/12/1865	United States Army		Civil War
4/21/1967	United States Army		Unknown
01/01/1863	United States Army		Civil War
12/13/1963	United States Army		VietNam War
	United States Army		Civil War
06/27/1865	United States Army		Civil War
08/21/1861	United States Army		Civil War

04/08/1865	United States Army		Civil War
	United States Army		World War II
		Private	Civil War
	United States Army		Unknown
	United States Army		Civil War
12/20/1918	United States Army		World War I and W
11/03/1864	United States Army		Civil War
7/15/1919	United States Army		World War I
7/26/1919	United States Army		World War I
			World War I
	United States Navy		World War II
6/25/1949	United States Air Force		World War II
	United States Army		Civil War
	United States Army	1st Lt	Civil War
06/02/1865	United States Army		Civil War
	United States Army		World War II
06/09/1865	United States Army		Civil War
11/26/1898	United States Army		Spanish American Korean War and Vi
06/19/1865	United States Army		Civil War
10/27/1865	United States Army		Civil War
06/12/1865	United States Army		Civil War
06/20/1865	United States Army		Civil War
	United States Army		Civil War
5/2/1952	United States Navy		Peace Time
	United States Army	1st. LT.	Civil War
07/18/1865	United States Army		Civil War
2/7/1919	United States Army		World War I
07/20/1865	United States Army		Civil War
1/30/1946	United States Navy		World War II
11/7/1945	United States Army		World War II
			World War I
	United States Navy		World War II
4/3/1919	United States Army		World War I
			Unknown
01/01/1863	United States Army	Pvt	Civil War
10/31/1865	United States Army		Civil War
6/21/1919	United States Army		World War I
12/5/1918	United States Army		World War I
1/10/1919	United States Army		World War I
3/8/1919	United States Army		World War I
12/15/1945	United States Navy	Radioman Second Class	World War II
	United States Marine Corps		Unknown
07/23/1862	United States Army		Civil War

2/15/1955	United States Army		Korean War
6/19/1968	United States Army	SP4	Unknown
2/7/1919	United States Army		World War I
10/17/1864	United States Army		Spanish American
11/24/1943	United States Navy		World War II
3/8/1919	United States Army		World War I
8/1/1945	United States Army		World War II
	United States Air Force		World War II
06/06/1865	United States Army		Civil War
	United States Air Force		Unknown
	United States Army		Civil War
9/6/1919	United States Army		World War I
9/6/1919	United States Army		World War I
			Civil War
3/29/1919	United States Army		World War II
4/17/1919	United States Army		World War I
6/17/1919	United States Army		World War I
			World War II
07/18/1865	United States Army		Civil War
9/3/1945	United States Army		World War II
9/27/1945	United States Army		World War II
06/10/1865	United States Army		Civil War
5/23/1946	United States Navy		World War II
05/17/1865	United States Army		Civil War
11/09/1898	United States Army		Spanish American
1/2/1946	United States Navy		World War II
6/11/1945	United States Army		World War II
06/20/1865	United States Army		Civil War
5/15/1919	United States Army		World War I
	United States Army		Unknown
06/20/1865	United States Army	corp	Civil War
11/29/1945	United States Navy		World War II
	United States Marine Corps		Korean War
1/7/1946	United States Army		World War II
	United States Army		Civil War
	United States Army	Private 1st class	Korean War
	United States Army		Civil War
06/20/1865	United States Army		Civil War
	United States Army		Unknown
	United States Army		Unknown
	United States Army	Private	War of 1812
08/29/1865	United States Army		Civil War
02/17/1865	United States Army		Civil War
07/18/1865	United States Army		Civil War

07/28/1865	United States Army		Civil War
	United States Army	1st Srgt	World War I
1/27/1956	United States Air Force		Korean War
12/24/1918	United States Army		World War I
05/27/1865	United States Army		Civil War
	United States Navy		Unknown
01/23/1864	United States Army		Civil War
	United States Marine Corps	Aviator Captain	World War II
6/13/1919	United States Army		World War I
02/22/1864	United States Army		Civil War
06/12/1865	United States Army		Civil War
06/25/1865	United States Army	SGT	Civil War
06/20/1865	United States Army		Civil War
07/03/1865	United States Army		Civil War
3/11/1919	United States Army		World War I
7/15/1958	United States Marine Corps		Korean War
	United States Navy		World War II and Korea
10/08/1863	United States Army	Pvt.	Civil War
06/13/1865	United States Army		Civil War
4/6/1945	United States Army		World War II
5/1/1946	United States Navy		World War II
3/27/1968	United States Army		Peace Time
	United States Air Force		Korean War and Vietnam War
	United States Air Force		World War II
5/15/1946	United States Army		World War II
11/23/1946	United States Navy		World War II
11/10/1945	United States Army		World War II
	United States Army		VietNam War
	United States Navy		Korean War
4/11/1919	United States Navy		World War I and World War II
	United States Army		Civil War
11/26/1945	United States Army		World War II
3/22/1947	United States Army		World War II
11/11/1918	United States Army		World War I
8/5/1919	United States Army		World War I
05/19/1865	United States Army		Civil War
4/18/1973	United States Army		VietNam War
	United States Marine Corps		Korean War
9/13/1945	United States Army		World War II
9/20/1945	United States Army		World War II
1/3/1919	United States Navy		World War I
	United States Army		World War I
1/21/1969	United States Army		Korean War and Vietnam War

11/09/1898	United States Army		Spanish American
3/4/1903	United States Army		Spanish American
6/6/1919	United States Army	PVT	World War I
02/28/1899	United States Army		Spanish American
2/18/1946	United States Navy	PR3C	World War II
9/24/1945	United States Army		World War II
	United States Marine Corps		Unknown
12/12/1918	United States Army		World War I
2/24/1959	United States Army		Peace Time
5/30/1919	United States Army		World War I
7/22/1919	United States Army		World War I
	United States Navy		Unknown
10/13/1945	United States Army		World War II
	United States Navy		World War II
4/11/1946	United States Army		World War II
11/11/1908	United States Army		Spanish American
	United States Army		Peace Time
	United States Army		Peace Time
12/2/1986	United States Navy		Unknown
12/7/1944	United States Army		World War II
	United States Army		Unknown
3/20/1943	United States Army		World War II
	United States Marine Corps		World War II
	United States Army		VietNam War
10/23/1945	United States Marine Corps		World War II
11/12/1945	United States Army		World War II
	United States Army		World War II
9/30/1920	United States Navy		World War I
5/2/1971	United States Army		VietNam War
12/20/1956	United States Army		Peace Time
12/21/1946	United States Marine Corps		World War II
07/03/1865	United States Army		Civil War
10/10/1919	United States Army		World War I
07/26/1865	United States Army		Spanish American
8/21/1945	United States Army		World War II
2/20/1919	United States Navy		World War I
2/13/1943	United States Army		World War II
11/09/1898	United States Army		Spanish American
1/28/1919	United States Army		World War I
07/22/1865	United States Army		Civil War
	United States Marine Reserve		Unknown
10/17/1966	United States Army	PFC	VietNam and Dese
	United States Army		Peace Time
	United States Army		Unknown

9/26/1991	United States Coast Guard		Peace Time
12/29/1945	United States Army		World War II
7/29/1973	United States Air Force		VietNam War
			Unknown
11/09/1898	United States Army		Spanish American
12/23/1899	United States Army	Pvt.	Spanish American
	United States Army		Civil War
1/30/1946	United States Army		World War II
10/27/1946	United States Army		World War II
7/11/1955	United States Army		Korean War
4/6/1946	United States Navy		World War II
11/10/1945	United States Navy		World War II
	United States Army	Pvt.	Civil War
11/11/1970	United States Army		VietNam War
	United States Navy		Korean War
06/12/1865	United States Army	PVT	Civil War
12/20/1945	United States Army		World War II
7/1/1985	United States Air Force		Peace Time
	United States Army		Civil War
5/23/1989	United States Army		Peace Time
8/8/1978	United States Army		VietNam War
2/7/1946	United States Army		World War II
	United States Army		Unknown
1/17/1956	United States Air Force		Korean War
12/9/1947	United States Army		World War II
6/30/1972	United States Air Force		World War II and K
06/23/1865	United States Army		Civil War
02/26/1865	United States Army	Pvt.	Civil War
07/18/1865	United States Army		Civil War
	United States Army		Unknown
1/5/1953	United States Air Force	A1C	Korean War
	United States Marine Corps		VietNam War
10/26/1941	United States Army		World War II
4/15/1955	United States Army		Korean War
7/27/1946	United States Army		World War II
11/12/1946	United States Marine Corps		World War II
6/21/1945	United States Army		World War II
	United States Navy		Unknown
	United States Army		Unknown
11/8/1970	United States Army		VietNam War
	United States Army		VietNam War
9/24/1971	United States Army	SP4	VietNam War
	United States Marine Corps		VietNam War
	United States Army		VietNam War

	United States Army		Unknown
			Unknown
6/29/1919	United States Army		World War I
11/05/1898	United States Army		Spanish American
07/18/1865	United States Army	PVT	Civil War
6/17/1919	United States Army		World War I
5/1/1964	United States Army		Peace Time
10/28/1945	United States Army		World War II
12/4/1945	United States Army		World War II
7/16/1995	United States Army		Unknown
	United States Army		World War II
01/24/1865	United States Army		Civil War
7/18/1946	United States Navy		World War II
3/20/1968	United States Army		World War II and K
1/29/1960	United States Army		Korean War
11/22/1957	United States Navy		Peace Time
12/1/1952	United States Army		Korean War
8/1/1958	United States Army		Peace Time
3/27/1954	United States Army		Korean War
	United States Army		Unknown
	United States Army		Unknown
5/17/1919	United States Army		World War I
12/23/1918	United States Navy		World War I
01/15/1864	United States Army	Private	Civil War
9/10/1958	United States Navy		Peace Time
6/20/1975	United States Air Force		VietNam War
12/4/1945	United States Army		World War II
10/28/1966	United States Air Force		Peace Time
08/23/1865	United States Army	Pvt	Civil War
12/30/1864	United States Army		Civil War
05/26/1865	United States Army		Civil War
12/16/1862	United States Army	Pvt	Civil War
11/24/1945	United States Air Force		World War II
4/23/1962	United States Army		Peace Time
7/21/1949	United States Air Force		World War II and K
1/11/1946	United States Army		World War II
3/17/1967	United States Army	SGT	VietNam War
	United States Navy		Unknown
	United States Army		VietNam War
1/23/1972	United States Army		VietNam War
8/24/1956	United States Army		Korean War
11/25/1952	United States Army		Korean War
	United States Navy		Unknown
10/20/1949	United States Army		Peace Time

6/24/2005	United States Army	SPC	Unknown
08/14/1862	United States Army	Sgt.	Civil War
12/11/1945	United States Army		World War II
5/16/1919	United States Army		World War I
09/16/1864	United States Army	Sgt.	Civil War
2/9/1919	United States Army		World War I
3/25/1947	United States Army		World War II
4/7/1950	United States Navy		World War II
	United States Army		World War II and Korean War
9/17/1958	United States Air Force		Korean War
08/29/1865	United States Army		Civil War
10/26/1865	United States Army	Cpl.	Civil War
	United States Army	Private	Civil War
06/02/1865	United States Army		Civil War
07/11/1865	United States Army		Civil War
7/9/1946	United States Navy		World War II
10/9/1953	United States Navy		Korean War
7/9/1946	United States Navy		World War II
3/3/1953	United States Army		Korean War
5/31/1944	United States Army		World War II
	United States Marine Corps	Srgt	Korean War
09/04/1865	United States Army		Civil War
10/12/1945	United States Army		World War II
11/21/1862	United States Army	Captain	Civil War
12/8/1945	United States Army		World War II
12/6/1945	United States Army		World War II
	United States Air Force		Unknown
1/12/1970	United States Marine Corps		VietNam War
	United States Marine Corps	Captain	Unknown
9/30/1966	United States Army		World War II and Korean War
8/12/1952	United States Air Force		Korean War
5/14/1968	United States Army		VietNam War
	United States Army		World War II
			Unknown
11/2/1943	United States Army		World War II
	United States Navy		Korean War
10/01/1863	United States Army	Pvt.	Civil War
8/30/1966	United States Navy		VietNam War
02/19/1866	United States Army		Civil War
	United States Navy	Boatswain Mate 2nd Class	Peace Time
	United States Army		Civil War
12/21/1959	United States Army		Peace Time
10/22/1945	United States Army		World War II
12/30/1862	United States Army	Pvt	Civil War

12/3/1945	United States Army	TSGT	World War II
12/27/1954	Royal Air Force	SSGT	Korean War
	United States Army	SGT	World War II and Korean War
	United States Army		Civil War
07/03/1865	United States Army	private	Civil War
07/03/1865	United States Army	Pvt.	Civil War
05/30/1865	United States Army		Civil War
7/17/1954	United States Army		Korean War
9/18/1945	United States Army		World War II
	United States Air Force		VietNam War
7/16/1946	United States Army	TEC5	World War II
			World War II and Korean War
	United States Navy		Unknown
	United States Navy		Korean War and Vietnam War
7/14/1991	United States Navy	Master Chief	VietNam War
	United States Marine Corps		Unknown
	United States Army		World War II
11/30/1963	United States Marine Corps	LCPL	Unknown
6/30/2007	United States Navy	LCDR	Unknown
	United States Air Force		Korean War
	United States Army		Unknown
	United States Navy		Unknown
	United States Army		Unknown
	United States Marine Corps		Unknown
	United States Army		Unknown
7/22/1996	United States Army		VietNam and Desert Storm
4/16/1948	United States Navy		World War II
			World War II
	United States Army		Unknown
	United States Army		Unknown
	United States Navy		Unknown
	United States Army		Korean War
	United States Coast Guard		Unknown
12/11/1945	United States Army		World War II
	United States Air Force		Korean War
			Korean War
	National Guard		Unknown
5/4/1973	United States Air Force		VietNam War
10/21/1945	United States Army		World War II
	United States Navy		Unknown
	United States Army		Unknown
7/20/1967	United States Army		VietNam War
	United States Air Force		Korean War and Vietnam War
	United States Army		World War II

	United States Navy		Unknown
	United States Marine Corps		Unknown
	United States Navy		World War II
	United States Navy		Unknown
	United States Army		Unknown
	United States Navy		Korean War
4/24/1943	United States Air Force		World War II
	United States Marine Corps		Unknown
	United States Army	sergeant	Unknown
	United States Navy		World War II
	United States Army		Korean War
1/27/1945	United States Army		World War II
	United States Army		World War II
7/16/1954	United States Army		Korean War
	United States Navy		World War II
	United States Navy		World War II
3/3/1946	United States Army		World War II
	United States Army		VietNam War
	United States Army		VietNam War
	United States Navy		World War II
	United States Air Force		VietNam War
5/25/1965	United States Air Force		VietNam War
	United States Army		World War II
	United States Army		Unknown
	United States Marine Corps		World War II
	United States Army		Korean War
	United States Air Force		World War II
11/7/1945	United States Army		World War II
	United States Air Force		World War II
5/3/1946	United States Navy		World War II
6/1/1955	United States Navy		Korean War
	United States Army		World War II
	National Guard		Unknown
	United States Air Force		World War II
	US Army and Air Force		World War II
11/1/1945	United States Navy		Unknown
9/30/1945	United States Army		World War I
	United States Air Force		Unknown
	United States Army		Civil War
5/5/1919	United States Army		World War I
			World War I and W
	US Army and Air Force		World War II
12/18/1918	United States Army		World War I
10/09/1865	United States Army		Civil War

	United States Navy		Unknown
4/3/1919	United States Army	Private 1st Class	World War I
5/10/1919	United States Army		World War I
2/4/1919	United States Army		World War I
	United States Army		World War I
07/19/1865	United States Army		Civil War
09/24/1864	United States Army		Civil War
08/22/1865	United States Army		Civil War
12/03/1864	United States Army		Civil War
	United States Navy		VietNam War
01/09/1865	United States Army		Civil War
			Unknown
	United States Army		Unknown
2/19/1919	United States Army		World War I
07/19/1865	United States Army		Civil War
07/10/1866	United States Army		Civil War
6/9/1919	United States Army		World War I
12/12/1918	United States Army		World War I
01/10/1865	United States Army		Civil War
08/09/1865	United States Army	1st Sgt	Civil War
11/12/1945	United States Air Force		World War II
	United States Army		Spanish American
3/8/1919	United States Army		World War I
4/18/1946	United States Navy		World War II
7/7/1919	United States Army		World War I
7/7/1919	United States Army	PVT	World War I
			Unknown
01/03/1864	United States Army		Civil War
7/16/1920	United States Army		World War I
09/27/1865	United States Army	Sgt	Civil War
11/1/1948	United States Army		World War II
09/04/1865	United States Army		Civil War
10/31/1945	United States Army		World War II
06/26/1865	United States Army		Civil War
01/07/1865	United States Army	Quarter Master Sgt	Civil War
7/2/1919	United States Army		World War I
11/09/1898	United States Army		Spanish American
1/1/1963	Army Reserves		Unknown
9/6/1945	United States Army	Pvt 1st Class	World War II
	United States Army		Civil War
8/23/1945	United States Army		World War II
10/01/1865	United States Army		Civil War
06/12/1865	United States Army		Civil War
			Civil War

12/28/1918	United States Army		World War I
08/03/1865	United States Army		Civil War
	United States Navy	quatermaster	VietNam War
1/8/1958	United States Army		Peace Time
01/21/1866	United States Army		Civil War
	United States Army	Prvt	Civil War
7/18/1919	United States Army		World War I
12/10/1968	United States Air Force	SSGT	VietNam War
8/30/1919	United States Army		World War I
	United States Army		World War II
1/15/1917	United States Army		Unknown
6/6/1919	United States Army		World War I
			World War II
5/20/1947	United States Army		Korean War
7/29/1946	United States Army		World War II
	United States Navy Reserves		Unknown
06/12/1866	United States Army		Civil War
07/18/1865	United States Army		Civil War
6/19/1944	United States Army	2nd Luet	World War II
2/27/1920	United States Army		World War I
2/3/1919	United States Army		World War I
	United States Army		World War I
06/30/1865	United States Army		Civil War
12/8/1945	United States Army	TEC 3	World War II
08/29/1865	United States Army		Civil War
07/01/1865	United States Army		Civil War
11/09/1898	United States Army		Spanish American
6/12/1945	United States Army		World War II
5/18/1919	United States Army		World War I
	US Army and Air Force	2nd Lieutenant	World War II
	United States Marine Corps		Peace Time
10/01/1865	United States Army		Civil War
1/6/1954	United States Air Force		Korean War
07/06/1865	United States Army		Civil War
3/22/1946	United States Navy		World War II
	United States Navy	US Navy Piolet	World War II
	United States Army	1st Luet	World War II
	United States Navy		World War II
			Unknown
9/27/1945	United States Air Force		World War II
6/21/1919	United States Army		World War I
5/10/1957			Peace Time
3/31/1944	United States Air Force		World War II
12/6/1918	United States Army		Civil War

	United States Air Force	Unknown
2/20/1919	United States Army	World War I
7/15/1904	United States Army	Spanish American
10/2/1918	United States Army	World War I
	National Guard	Unknown
3/30/1945	United States Navy	World War II
	United States Army	VietNam War
9/9/1949	United States Army	Korean War
	United States Army	World War I
		World War II
6/12/1919	United States Navy	World War I
10/12/1945	United States Army	World War II
11/15/1865	United States Army	Civil War
6/7/1919		World War I
	United States Marine Corps	Korean War
8/17/1945	United States Army	World War II
9/10/1943	United States Army	World War II
4/13/1954	United States Army	Korean War
	United States Navy	Spanish American
5/19/1919	United States Army	World War I
3/22/1919	United States Army	World War I
7/15/1918	United States Army	World War I
	United States Army	World War I
5/16/1919	United States Army	World War I
12/28/1918	United States Army	World War I
6/1/1919	United States Army	World War I
12/12/1918	United States Army	World War I
11/10/1944	United States Navy	World War I and W
1/20/1919	United States Navy	World War I
3/27/1919	United States Army	World War I
1/11/1919	United States Army	World War I
10/5/1945	United States Navy	World War II
3/13/1919	United States Army	World War I and W
2/6/1946	United States Army	World War II
9/13/1956	United States Army	Korean War and Vi
3/6/1945	United States Army	World War II
	United States Army	Unknown
	United States Marine Corps	Unknown
6/4/1946	United States Navy	World War II
		World War II
9/19/1967	United States Army	VietNam War
3/6/1962	United States Army	World War II
	United States Army	Unknown
	United States Air Force	World War II

	United States Navy		World War II and K
5/24/1955	United States Navy		Korean War
4/6/1951	United States Army		Korean War
7/21/1961	United States Army		Peace Time
11/13/1945	United States Air Force		World War I and W
	United States Navy		World War II
	United States Navy		World War II and K
	United States Air Force		World War II
2/23/1946	United States Army		World War II
10/16/1943	United States Navy		World War II
			World War II
	United States Army		Unknown
12/24/1955	United States Army		Korean War
5/1/1939	United States Marine Corps		Peace Time
			World War II
7/30/1976	United States Navy		VietNam War
	United States Marine Corps		World War II
	United States Navy		Peace Time
	United States Navy		VietNam War
6/30/1947	United States Navy		World War II
3/4/1946	United States Navy		World War II
	United States Army		VietNam War
	United States Navy		Unknown
11/30/1956	United States Navy		VietNam War
	United States Navy		World War II
	United States Army		World War II
12/17/1945	United States Navy		World War II
11/3/1945	United States Army		World War II
	United States Army		World War II
	United States Army		Unknown
	United States Navy		VietNam and Dese
	United States Army		Peace Time
11/21/1944	United States Army		World War II
8/31/1920	United States Army		World War I
6/28/1943	United States Army		World War II
2/5/1918	United States Army		World War I
1/20/1947	United States Army		World War II
4/29/1946	United States Army		World War II
10/12/1974	United States Army		VietNam War
	United States Air Force		Peace Time
			World War II
9/5/1964	United States Army		VietNam War
12/21/1972	United States Navy	LT	Unknown
9/30/1921	United States Navy		World War I

3/2/1944	United States Army		World War II
	United States Army		VietNam War
	United States Army		World War I
	United States Army		Spanish American
06/26/1865	United States Army	Corpl	Civil War
06/12/1866	United States Army		Civil War
11/10/1898	United States Army		Spanish American
10/19/1865	United States Army		Civil War
11/21/1898	United States Army		Spanish American
	United States Navy		World War II
	United States Army		Civil War
	United States Army		Civil War
4/23/1948	United States Navy		World War II
4/6/1947	United States Navy		World War II
11/09/1898	United States Army		Spanish American
	United States Navy	Lt. Jr. Grade	World War II
			World War II
5/26/1919	United States Army		World War I
	United States Army		World War II
	United States Army	Srgt	Spanish American
7/17/1918	United States Army		World War I
6/10/1943	United States Army		World War II
4/30/1956	United States Army	Col	World War II and K
	United States Army		World War I
1/30/1942	United States Army		World War II
2/14/1946	United States Army		World War II
2/8/1946	United States Navy		World War II
5/25/1943	United States Navy		World War II
08/20/1863	United States Army		Civil War
3/11/1946	United States Marine Corps		World War II
9/7/1945	United States Navy		World War II
			Peace Time
11/30/1945	United States Army		World War II
			World War II
	United States Coast Guard		Peace Time
	United States Navy		Peace Time
9/5/1945	United States Army		World War II
4/5/1946	United States Coast Guard		World War II
10/8/1945	United States Army		World War II
12/5/1945	United States Army		World War II
	United States Air Force		Peace Time
10/12/1945	United States Navy		World War II
	United States Navy		Korean War
12/13/1918	United States Army		World War I

	United States Navy US Army and Air Force	SM 1st. Class	World War II World War II World War II World War II
9/8/1945	United States Army United States Army	TEC-5	World War II World War II World War II
	United States Army United States Army United States Army	SSG	VietNam War Unknown VietNam War
11/22/1945	United States Marine Corps United States Army		World War II Peace Time
8/12/1919	United States Army		World War I
04/07/0066	United States Army		Unknown World War II World War II World War I
	United States Navy		World War II World War I
5/3/1974	United States Air Force US Army and Air Force United States Army	Master Sergeant	Unknown Korean War and Vi Peace Time
9/8/1976	United States Army United States Army US Army and Air Force United States Navy United States Navy		Unknown VietNam War Korean War World War II World War II Korean War VietNam War
	United States Marine Corps United States Navy United States Army		Unknown Korean War Korean War World War II
	United States Navy United States Air Force		World War II Unknown
11/20/1945	United States Army		World War II
1/30/1919	United States Navy		World War I
4/23/1974	United States Army United States Army	Lt Col	VietNam War VietNam War Spanish American Unknown
	United States Army		VietNam War Peace Time
	United States Navy United States Army		World War II World War II
4/22/1946	United States Army		World War II

7/5/1919	United States Army		World War I
5/24/1962	United States Army		Peace Time
	United States Air Force		Peace Time
			Peace Time
8/13/1919	United States Marine Corps		World War I
3/5/1941	United States Army		World War II
			Unknown
1/30/1946	United States Navy		World War II
9/25/1957	United States Army		Unknown
2/12/1946	United States Army		World War II
	United States Army		World War II
4/19/1972	United States Army		VietNam War
	United States Army		World War II
11/19/1963	United States Army	E2	Unknown
			World War II
02/19/1866	United States Army	LT.	Civil War
05/29/1865	United States Army		Civil War
	United States Army		World War II
07/14/1865	United States Army		Civil War
06/09/1865	United States Army		Civil War
08/14/1865	United States Army		Civil War
1/27/1959	United States Army		Peace Time
	United States Army		Civil War
	United States Navy	Lt	World War II
10/9/1945	United States Navy		World War II
7/10/1916	Mexican War		Mexican
5/18/1919	United States Army		World War I
06/23/1865	United States Army		Civil War
3/29/1946	United States Army		World War II
3/14/1919	United States Army		World War I
5/27/1919	United States Army		World War I
09/01/1864	United States Army		Civil War
10/06/1863	United States Army		Civil War
08/01/1865	United States Army		Civil War
	United States Army		World War I
1/22/1946	United States Army		World War II
1/1/1946	United States Marine Corps		World War II
3/13/1946	United States Army		World War II
	United States Army		Civil War
10/27/1865	United States Army		Civil War
	United States Army		Civil War
05/24/1863	United States Army		Civil War
06/30/1865	United States Army		Civil War
	United States Army	Specialist 5	Peace Time

10/16/1967	United States Air Force	A1C	Unknown
11/15/1958	United States Army	SP4	Peace Time
6/28/1945	United States Army		World War II
4/1/1953	United States Army		Korean War
	United States Army		Unknown
09/23/1864	United States Army		Civil War
	United States Army		Peace Time
	United States Navy		Peace Time
9/5/1969	United States Army		VietNam War
6/21/1919	United States Army		World War I
	United States Army		Civil War
12/11/1945	United States Army		World War II
	United States Navy		Peace Time
02/28/1899	United States Army		Spanish American
11/5/1945	United States Navy		World War II
11/19/1862			Civil War
	United States Army		Civil War
	United States Army		World War I
06/26/1865	United States Army		Civil War
04/14/1863	United States Army		Civil War
1/11/1946	United States Army		World War II
	United States Navy		Peace Time
	United States Navy		VietNam War
10/31/1978	United States Navy		Korean War and Vi
	United States Army		Korean War
	United States Marine Corps		Unknown
8/5/1977	United States Army		World War II and K
3/30/1962	United States Air Force		VietNam War
			Korean War
	US Army and Air Force		World War II
	United States Navy		Unknown
10/2/1958	United States Army		Peace Time
	United States Air Force		World War II
3/6/1966	United States Army		Peace Time
5/1/1971	United States Army		VietNam War
8/21/1956	United States Army		Korean War
9/11/1962	United States Army		Peace Time
	United States Army		World War II
	United States Marine Corps		Unknown
			World War II
12/22/1945	United States Army		World War II
	United States Army		Peace Time
	United States Navy		Peace Time
11/26/1945	United States Navy		World War II

3/3/1946	United States Air Force United States Navy	Lt. Col	World War II Korean War Unknown
3/20/1953	United States Army		Korean War
12/25/1954	United States Army		Korean War
2/17/1946	United States Army United States Navy		World War II Peace Time World War II
10/17/1945	United States Air Force		World War II
10/27/1945	United States Army		World War II
11/16/1961	United States Navy		Peace Time
12/11/1945	United States Army		World War II
5/8/1946	United States Army		World War II
2/10/1919	United States Army		World War I
11/3/1945	United States Army United States Marine Corps		World War II World War II

Space ID

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COL GAR_300_4_D
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COL GAR_300_5_F
COL GAR_300_5_L
COL GAR_300_6_P
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M_68_X_9

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M_81_X_180
M_81_X_181
M_81_X_183
M_81_X_184
M_81_X_185
MAUS_101_1_A
MAUS_101_3_C
MAUS_101_3_C
MAUS_101_3_G
MAUS_101_3_L
MAUS_101_5_C
MAUS_101_5_J
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MAUS_101_6_B
MAUS_101_6_E
MAUS_101_6_G
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MAUS_102_6_L
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MAUS_103_3_H

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MAUS_103_6_C
MAUS_104_1_L
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N_7_X_10
N_8_X_9
N_24_X_1

N_24_X_10
N_25_X_3
N_34_X_3
N_35_E_5
N_35_E_6
N_35_W_1
N_40_W_1
N_41_E_1
N_41_W_3
N_42_W_4
N_53_N_1
N_53_S_2
N_55_X_10
N_55_X_12
N_57_E_2
N_57_W_1
N_63_X_7
N_64_W_3
N_65_W_5
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N_73_W_1
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N_95_X_6

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O_34_X_6
O_35_X_3
O_36_X_6
O_39_X_4
O_41_X_3
O_43_S_1
O_43_S_5
O_45_X_8
O_49_X_7
O_49_X_9
O_54_W_3
O_55_X_1
O_55_X_5
O_56_X_1
O_57_X_4
O_62_X_2
O_62_X_5
O_64_X_4
O_67_X_4
O_67_X_7
O_68_W_6
O_72_X_7
O_73_S_3
O_75_X_2

O_75_X_6
O_76_S_6
O_77_S_2
O_79_X_1
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P_21_X_11
P_22_X_11

P_24_X_9
P_26_W_2
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P_27_X_11
P_31_X_13
P_32_X_3
P_32_X_9
P_32_X_10
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R_44_X_10
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S_4_X_7
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S_13_E_1

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S_14_W_3
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T_59_X_3
T_63_X_7
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U_2_X_11

U_2_X_17
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U_3_X_9
U_3_X_13
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U_6_X_1
U_6_X_5
U_6_X_10
U_7_X_7
U_8_X_3
U_10_X_11
U_13_X_2
U_17_X_6
U_19_X_6
U_19_X_12
U_22_X_5
U_26_X_6
U_32_X_4
U_36_X_1
U_38_X_1A
V_7_X_5
V_14_X_6
V_16_X_10
V_20_X_2
V_20_X_4
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V_20_X_8
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V_22_X_5
V_22_X_7
V_23_X_7
V_24_X_11
V_25_X_5
V_25_X_9
V_25_X_14
V_27_X_1
V_27_X_4
V_28_X_7
V_29_X_11
V_29_X_14
V_30_X_2
V_30_X_8
V_30_X_9
V_31_X_1

V_31_X_7
V_31_X_12
V_31_X_12
V_33_X_4
V_33_X_6
V_33_X_10
V_33_X_13
V_33_X_16
V_33_X_21
V_34_X_3
V_34_X_4
V_34_X_7
V_35_W_2
V_35_W_4
V_37_W_4
V_41_X_4

VETERANS JULY 2024 - JUNE 2025

NAME	BLOCK	LOT	GRAVE	BURIAL DATE
1. Janice Flaherty	34	22	9	July 12, 2024
2. John Voigt Jr	6	24	8	July 19, 2024
3. James A Loew	28	11	12-A	August 2, 2024
4. Robert "Pete" Kasten	33	49	3-A	August 6, 2024
5. Earl C Brinkman	32	4	10	August 2, 2024
6. Anthony Kontny	Col-GAR	300	4-P	August 24, 2024
7. Earl Woldt	L	59	7	September 5, 2024
8. Gary Maynard	17	79	5-A	September 1, 2024
9. Robert Endter	P	60	9-A	August 31, 2024
10. Ronald E Kennedy	Maus	103	4-A	September 18, 2024
11. Roy D Langdon	Col-GAR	300	4-D	September 27, 2024
12. Robert L Reinke	P	16	5-B	October 17, 2024
13. Jerry Jenkins	V	29	11	October 18, 2024
14. Donald Hinnenthal	N	55	9	October 24, 2024
15. Wesley Newhouse	V	20	4	November 4, 2024
16. William Von Holt	Maus	104	2-J	November 21, 2024
17. Richard Hansen	21	10	4	December 13, 2024
18. Andrew Weyker	M	51	4-A	December 16, 2024
19. Ted R Coon	17	71	7	January 3, 2025
20. James J Miller	T	2	5	April 4, 2025
21. DeWayne Sorges	19	43	7	May 12, 2025
22. John P Rademacher	P	35	4	June 5, 2025
23. Ambers V Howerton	21	41	6	June 6, 2025
24. Lloyd Learman	P	47	5	June 13, 2025
25.				



CITY OF APPLETON

Department of Parks & Recreation

1819 East Witzke Blvd.

Appleton, WI 54911

p: 920-832-3919

f: 920-993-3103

www.appleton.org

TO: Finance Committee

FROM: Dean R. Gazza

DATE: August 11, 2025

RE: Action: Approve request to sole source a contract to Nordon Business Environments to purchase new workstations in the amount of \$350,113.

The 2025 Capital Improvement Plan includes funding for furniture upgrades in Community Development and Assessor spaces. The existing furniture is over 30 years old, with signs of wear, lack of storage, and poor ergonomics. New furniture will replace existing worn furniture, including ergonomic and adjustable height workstations, and provide adequate storage for supplies.

This memo is a request to sole source a contract with Nordon Business Environments to purchase new workstations in the amount of \$350,113 and is within the budgeted established. The amount includes new furniture and labor for removal, disposal, and installation. Though this is a sole source to the only Haworth provider locally, the pricing was competitively obtained by utilizing the US Communities Government Purchasing Alliance Contract.

The City has adopted a standard of using Haworth workstations throughout the City of Appleton facilities. By developing a standard, components can be modified or reused as changes are made in the future. Overall, it is typical practice for any organization to adopt a standard to allow for maximum flexibility and usage of the investment since this modular workstation furniture can be set-up in various configurations and components can be deleted/added as needed.

The City of Appleton is eligible to obtain government pricing which this project qualifies for, therefore ensuring we are getting the lowest possible pricing available through the US Communities Government Purchasing Alliance Contract, Haworth Contract #4400003402.

Please feel free to contact me at 832-5572 with any questions, or by email at dean.gazza@appleton.org.



SOLE SOURCE REQUEST

The undersigned certifies that the commodity/service shown below qualifies as a sole source request and meets one or more of the following requirements. The department has demonstrated, and the Purchasing Manager concurs that only one source exists, the price is equitable, and/or noncompetitive negotiation is in the best interests of the City.

- Unique, proprietary, or one-of-a-kind:** Specific commodity/service is required and available from only one source, giving the City a superior and necessary benefit that cannot be obtained from other sources.
- Inadequate competition: Purchasing** solicitation (bid, proposal, or quote) did not result in any qualified vendor responses and competition is determined to be inadequate.
- Health or Safety Concern: When** a health or safety concern exists that is *not* an immediate threat but needs to be addressed in a period that does not allow for formal competitive procurement procedures.
- Continuity of design: Consistency** with current commodity or service.
- Emergency procurement: A** risk of human suffering or substantial damage to real or personal property exists requiring immediate attention.
- Cooperative purchase: Purchase** from another governmental unit contract or state approved purchasing association.
- Other: Description** provided below

--

PROPOSED DETAILS
Requesting dept: Facilities
Product/service: Furniture upgrade Community Development & Assessor spaces
Vendor name: Nordon Business
Total cost: \$350,113

Justification and price quotation provided by the department, for the items to be considered and approved as a sole source purchase attached for review.

Jenifer Huss
Purchasing Manager

8/5/25
Date



CITY OF APPLETON, WI POLICY FOR SPECIAL ASSESSMENTS 2026

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**CITY OF APPLETON, WI
POLICY FOR SPECIAL ASSESSMENTS 2026**

ADOPTED 8/20/25

I. STREET CONSTRUCTION AND RECONSTRUCTION

A. General Information

		R-1 Zoning		R-2 Zoning		All Other Zoning**	
		New	Rural to Urban Conversion	New	Rural to Urban Conversion	New	Rural to Urban Conversion
CONCRETE PAVEMENT	Max. Width	33'	33'	33'	33'	49'	49'
	Max. Thickness	7"	7"	7"	7"	9"	9"
	Assessed at (%)	100%	100%	100%	100%	100%	100%
	Multiple Frontage Reduction	Yes*	Yes*	Yes*	Yes*	None	None
	Base Assessment Rate	Calculated on an individual street basis using actual bid prices					
(Y=Assessed N=Not Assessed)							
Construction Items		New Concrete		Rural to Urban Conversion		Direct Assessments (in addition to Base Rate)	
Administrative Fees (6%)		Y		Y		-	
Property Owner Notification		Y		Y		-	
Concrete Pavement		Y		Y		-	
Curb & Gutter (Integral)		Y		Y		-	
Sawcutting		Y		Y		-	
Fine Grading		Y		Y		-	
Seed & Mulch/Sod		Y		Y		-	
Terrace Restoration		Y		Y		-	
Concrete Driveway Apron		Y		N *		Per bid price	
Trees		Y		Y		\$1.50/front foot	
Miscellaneous Asphalt		N		N		-	
Asphalt - Milling		N		N		-	
Curb & Gutter (miscellaneous)		N		N		-	
Geotextile Fabric		N		N		-	
Stone Base		N		N		-	
Unclassified Excavation		N		N		-	
Erosion Control		N		N		-	
Adjust MH/Inlet Tops		N		N		-	
Asphalt - Miscellaneous		N		N		-	
Asphalt Transitions		N		N		-	
Curb Thimbles		N		N		-	
Drill-in Tie Bars/Dowels		N		N		-	
Driveway Closure		N		N		-	
Inlet Leads		N		N		-	
Maintenance Hole / Inlet Reconstruction		N		N		-	
Maintenance Hole/Inlet Castings		N		N		-	
MH Chimney Seals		N		N		-	
Pavement Marking		N		N		-	
PVC Pipe for sump pumps		N		N		-	
Reinforcing Rods		N		N		-	
Removal - Asphalt		N		N		-	
Removal - C&G		N		N		-	
Removal - Concrete		N		N		-	
Removal - DW Aprons (Conc. & Asp.)		N		N		-	
Removal - Sidewalk		N		N		-	
Repair work from permits		N		N		-	
Repair work from Utility Permits		N		N		-	
Traffic Signals		N		N		-	

* See Calculation Guidelines

** Residential Use Properties to be Assessed as R-2

ASPHALT PAVEMENT (Not including New Subdivisions)		R-1 Zoning		R-2 Zoning		All Other Zoning**	
		After G&G	Rural to Urban Conversion	After G&G	Rural to Urban Conversion	After G&G	Rural to Urban Conversion
	Max. Width	33'	33'	33'	33'	49'	49'
	Max. Thickness	3"	3"	3"	3"	6"	6"
	Assessed at (%)	25%	0%	25%	0%	25%	0%
	Multiple Frontage Reduction	Yes*	Yes*	Yes*	Yes*	None	None
Base Assessment Rate	Calculated on an individual street basis using actual bid prices						

(Y=Assessed N=Not Assessed)				
Construction Items	Asphalt following G&G	Rural to Urban Conversion	Asphalt Reconstruct / Overlay	Direct Assessments (in addition to Base Rate)
Administrative Fees (6%)	Y	Y	N	-
Property Owner Notification	Y	Y	N	-
Asphalt Pavement	Y	Y	N	-
Milling	N	Y	N	-
Sawcutting	N	Y	N	-
Curb & Gutter (New/repair)	N	Y	N	-
Fine Grading	Y	Y	N	-
Seed & Mulch/Sod	N	Y	N	-
Terrace Restoration	N	Y	N	-
Concrete Driveway Apron	N	N *	N *	per bid price
Asphalt (miscellaneous)	N	N	N	-
Geotextile Fabric	N	N	N	-
Stone Base	N	N	N	-
Trees	N	N	N	-
Unclassified Excavation	N	N	N	-
Erosion Control	N	N	N	-
Adjust MH/Inlet Tops	N	N	N	-
Curb Thimbles	N	N	N	-
Drill-in Tie Bars/Dowels	N	N	N	-
Driveway Closure	N	N	N	-
Inlet Leads	N	N	N	-
Maintenance Hole / Inlet Reconstruction	N	N	N	-
Maintenance Hole/Inlet Castings	N	N	N	-
MH Chimney Seals	N	N	N	-
Pavement Marking	N	N	N	-
Removal - Asphalt	N	N	N	-
Removal - C&G	N	N	N	-
Removal - Concrete	N	N	N	-
Removal - DW Aprons (Conc. & Asp.)	N	N	N	-
Removal - Sidewalk	N	N	N	-
Repair work from permits	N	N	N	-
Repair work from Utility Projects	N	N	N	-
Traffic Signals	N	N	N	-

* See Calculation Guidelines

** Residential Use Properties to be Assessed as R-2

GRADING & GRAVELING (not including New Subdivisions)	R-1 Zoning		R-2 Zoning		All Other Zoning**		
	New Street	Rural to Urban Conversion	New Street	Rural to Urban Conversion	New Street	Rural to Urban Conversion	
	Max. Width	35'	35'	35'	35'	51'	51'
	Max. Thickness	-	-	-	-	-	-
	Assessed at (%)	100%	0%	100%	0%	100%	0%
	Multiple Frontage Reduction	Yes*	Yes*	Yes*	Yes*	None	None
Base assessment Rate	Calculated on an individual street basis based upon bid prices						
(Y=Assessed N=Not Assessed)		New Street		Rural to Urban Conversion		Direct Assessments (in addition to Base Rate)	
Construction Items							
Administrative Fees (6%)		Y		N		-	
Property Owner Notification		Y		N		-	
Fine Grading		Y		N		-	
Seed & Mulch/Sod		Y		N		-	
Erosion Control		Y		N		-	
Sawcutting		Y		N		-	
Unclassified Excavation		Y		N		-	
Stone Base		Y		N		-	
Geotextile Fabric		Y		N		-	
Removal - Asphalt		Y		N		-	
Removal - C&G		Y		N		-	
Removal - Concrete		Y		N		-	
Removal - Sidewalk		Y		N		-	
Miscellaneous Asphalt		N		N		-	
Miscellaneous Curb & Gutter		N		N		-	
Adjust MH/Inlet Tops		N		N		-	
Street Lighting		Y		N		-	
Traffic Signals		N		N		-	

* See Calculation Guidelines

** Residential Use Properties to be Assessed as R-2

B. Calculation Guidelines – Street Construction and Reconstruction

1. Assessments will be levied according to the front foot dimensions of abutting property except as noted.
2. The assessment rate will be the portion (%) of assessable construction costs in accordance with the charts above. Assessments will be reduced proportionately for pavements constructed less than the maximum widths.
3. Public owned property, including lands under the jurisdiction of the Board of Education, Parks and Recreation Committee and other branches of city, churches and private schools and other exempt properties will be assessed 100% of the “all other zoning” assessment rate regardless of the zoning. (BPW 2/2/94) All county, state and federal governments will be exempt from assessment charges. (City Attorney 1/23/14)

4. The assessment rate for alley pavement will be based on the full width of the pavement.
5. The City assumes the entire cost of permanent pavement for all intersections on new construction in areas platted prior to 1/1/04 or after 12/31/14.
6. Driveway approaches shall be constructed at property owner's expense:
 - a. When permanent street surfaces are constructed.
 - b. Where a street has been permanently improved, driveway approaches shall be installed within six months of the completion of the adjacent structure.
 - c. When ordered to be installed by the Common Council.
 - d. When a property owner requests approach to be widened, rebuilt or closed.
7. The costs of closing unused driveway openings that are closed in conjunction with the paving program are not directly assessed to the property owner.

Any driveway approach without improved surface shall be paved with a permanent surface in conjunction with a street-paving project. The cost will be assessed to the property.
(S&S 3/3/93 and MSC 9/3/97)

8. The cost of the initial asphalt surface application on a new subdivision gravel street will be billed at the time of official street opening.
9. All asphalt maintenance exclusive of the initial application will be done as general maintenance and at no cost to the abutting property.
10. Assessments for asphalt pavements that are constructed without curb and gutter (City standard) will be calculated by dividing total project cost by assessable frontage.
11. Assessments for trees will be included with paving assessments.
12. If one person owns an entire block as one parcel and the block is zoned R-1 or R-2, the shortest side shall be assessed in full. The remaining sides shall receive up to a 120' discount.
13. On paving projects where there are other contributing sources of funding such as federal, state, or from other units of government, the City rates will be applied. If projected revenue (using the City rates) exceeds the City's share of project costs, then assessment rates will be reduced proportionately so that revenue equals City share of project cost. "City share" of project cost will include, in addition to normal construction costs, items such as right-of-way acquisition, relocation costs, consultant cost, all Department of Transportation administrative and review costs, and any other fees charged by the other participating units of government. (BPW 1/7/97)
14. When the long side of a corner lot falls on the "bulb" or "mouse ear", the assessment shall be calculated as follows:
 - a. Determine a rate per foot by dividing the lump sum per lot charge by the actual footage of the long side.
 - b. The first 120 feet will be charged 25% of the rate calculated in "a" above. The balance of the frontage will be assessed at 100% of the rate calculated in "a" above. (BPW 1/21/98)

15. The requesting property owner, where permitted, shall pay all additional cost for indented parking.
16. When additional pavement width is required to accommodate on street bike lanes, the extra width beyond what would be required for a standard street design, will not be assessed.
17. Assessments will only be levied on partial or total street reconstruction for those streets that do not meet current City Street or Drainage standards prior to their reconstruction.
18. Calculation Guidelines:
 - a. On multiple frontage lots zoned R-1 or R-2, the shortest side will be assessed at 100% of the assessment rate. On the other sides, the first 120 feet of each side will be assessed at 25% (R-2, 50%) of the assessment rate. The balance of the frontage will be assessed at 100% of the assessment rate.
 - b. On lots having multiple frontages, there will be NO assessment for the frontage to which access is legally precluded or fronts on a naturally occurring access barrier such as a steep incline.
 - c. On inside corner or multiple frontage lots, the side or sides precluded from access are not included in the assessment frontage determination.
 - d. On multiple frontage lots where all sides have equal frontage, the side to be considered the short side is the “Addressed” side.
 - e. On cul-de-sac lots, the abutting property owner shall be responsible for cul-de-sac pavement, overbuild costs including the straightaway portion of the affected property. The assessment will be calculated using total assessable cost divided by the number of properties fully or partially abutting the “bulb” according to the number of originally platted lots.
 - f. On “mouse ear” lots, defined as abutting lots to a widening in the road around a curve but not including lots on a cul-de-sac, the front foot dimensions for assessment calculation will be determined by dividing the square footage of the property by the average depth of the lots in the block.
 - g. For work abutting only part of a parcel’s total frontage, assessments will be calculated based on the partial frontage. The balance will be assessed as work is completed along the remaining frontage.
 - h. Definition of “addressed” side: The street with the house number.
 - i. No corner lot exception will be provided for combined properties that did not meet the corner lot criteria prior to their combination.
19. The Wheel Tax is used only for sidewalk replacement, reconstructed asphalt and reconstructed concrete streets. Not for rural to urban conversion of asphalt replacement to concrete pavement.
20. Portions of projects funded by TIF and IPLF are not assessable.

II. SIDEWALKS

A. General Information

		R-1 Zoning		R-2 Zoning		All Other Zoning**	
		New	Recon.	New	Recon.	New	Recon.
SIDEWALKS (Not including New subdivisions)	Max. Width	5'	5'	5'	5'	5'	5'
	Max. Thickness	5"	5"	5"	5"	7"	7"
	Assessed at (%)	100%	125%	100%	125%	100%	125%
	Multiple Frontage Reduction	Yes*	Yes*	Yes*	Yes*	None	None
	Base Assessment Rate	Calculated annually based upon the average bid prices for the sidewalk reconstruction, concrete paving reconstruction and asphalt paving reconstruction contracts.					
(Y=Assessed N =Not Assessed)							
Construction Items		New and Reconstruction not meeting replacement criteria		Reconstruction meeting replacement criteria		Individual Rates (if not included in current Rate above)	
Administrative Fees (6%)		Y		N		-	
Property Owner Notification		Y		N		-	
Concrete Sidewalk		Y		N		-	
Seed & Mulch (max. of 18" on each side of walk)		Y		N		-	
Terrace Restoration		Y		N		-	
Sawcutting		N		N		-	
Fine Grading		N		N		-	
Miscellaneous Asphalt		N		N		-	
Stone Base		N		N		-	
Driveway Aprons - Removal and Replacement		Y		n/a		-	
Unclassified Excavation		N		N		-	
Erosion Control		N		N		-	
Drill-in Tie Bars/Dowels/Rebar		N		N		-	
Removal - Sidewalk		N		N		-	

* See Calculation Guidelines

** Residential Use Properties to be Assessed as R-2

B. Calculation Guidelines - Sidewalks

1. Assessments will be levied according to the front foot dimensions of abutting property, except as noted.
2. Sidewalks on right-of-ways 60 feet or more will be a minimum of 5 feet wide. Sidewalks on right-of ways less than 60 feet will be a minimum of 4 feet.
3. There will be no assessment for sidewalk that meets the replacement criteria as defined in the Sidewalk Maintenance Policy.
4. Assessments will be levied when sidewalks not meeting replacement criteria are replaced at the property owner's request.

5. Service walks between the curb and sidewalk will be assessed to the property owner when installed on new subdivision streets.
6. The extra expense of installing a sidewalk beyond the City's standard width or in an unusual manner at the request of the owner will be charged to the abutting property owner.
7. Public owned property, including lands under the jurisdiction of the Board of Education, Parks and Recreation Committee and other branches of city, state or county governments, churches and private schools and other exempt properties will be assessed 100% of the assessment rate regardless of the zoning.
8. To figure credit for useful life (20 years) of sidewalk: credit = divide age of sidewalk by 20. If less than 1.0, multiply that number by the current assessment rate.
9. For City contract installation, sidewalk assessments shall include a 6% administration fee.
10. Calculation Guidelines:
 - a. On multiple frontage lots zoned R-1 or R-2, the shortest side will be assessed at 100% of the assessment rate. On the other sides, the first 120 feet of each side will be assessed at 25% (R-2, 50%) of the assessment rate. The balance of the frontage will be assessed at 100% of the assessment rate.
 - b. On inside corner lots where all sides have equal footage, the side to be considered the short side is the "Addressed" side.
 - c. On lots having multiple frontages, there will be NO assessment for the frontage to which access is legally precluded or fronts on a naturally occurring access barrier such as a steep incline.
 - d. On inside corner or multiple frontage lots, the side or sides precluded from access is not included in the assessment frontage determination.
 - e. For work abutting only part of a parcel's total frontage, assessments will be calculated based on the partial frontage. The balance will be assessed as work is completed along the remaining frontage.
 - f. Definition of "addressed" side: The street with the house number.

III. SANITARY SEWER

A. General Information

SANITARY SEWER (not including New Subdivisions)		R-1 Zoning		R-2 Zoning		All Other Zoning**	
		New	Recon.	New	Recon.	New	Recon.
	Max. Size (Diameter)	12"	12"	12"	12"	12"	12"
	Max. Depth	16'	16'	16'	16'	16'	16'
	% Assessed (Main/Laterals)	33%/50%	0%/50%	33%/50%	0%/50%	33%/50%	0%/50%
	Multiple Frontage Reduction	Yes*	N/A	Yes*	N/A	Yes*	N/A
Current (33% main) Rate	Actual Cost	N/A	Actual Cost	N/A	Actual Cost	N/A	
(Y=Assessed N =Not Assessed)						Individual Rates (if not included in current Rate above)	
Construction Items		New		Reconstruction			
Administrative Fees (6%)		Y		N		-	
Property Owner Notification		Y		N		-	
Sanitary area assessment		Y		N		-	
Sanitary Sewer Main		Y		N		-	
Sanitary Maintenance Holes		Y		N		-	
Drop Maintenance Holes		Y		N		-	
Maintenance Hole Castings		Y		N		-	
Sanitary Laterals (50% Rate)		Y		Y		4" and 6"= \$55 > 6" = Actual Cost	
Private Lateral Televising		N		N		-	
Lateral Connections		Y		N		-	
Pipe Bedding		Y		N		-	
Pipe Backfill Material		Y		N		-	
Terrace Restoration		Y		N		-	
Seed & Mulch		Y		N		-	
Pavement Restoration		N		N		-	
Sawcutting		N		N		-	
Asphalt removal		N		N		-	
Concrete Removal		N		N		-	
Sidewalk Removal		N		N		-	
Erosion Control		N		N		-	

* See Calculation Guidelines

** Residential Use Properties to be Assessed as R-2

B. Calculation Guidelines – Sanitary Sewer

1. Assessments will be levied according to the front foot dimensions of abutting property, except as noted. The assessment rate for new sanitary sewers will be determined on the basis of actual construction cost up to and including 12” sanitary sewer main and maintenance holes. The assessment rate for new construction in an existing area will be based upon the rates shown in the chart above.
2. Area assessment, where applicable, will be levied in accordance with Section 18-116 of the Municipal Code of the City of Appleton.

3. Any lot or parcel within the corporate limits which has not paid a sanitary sewer assessment when the main was installed will, at the time the lateral permit is taken out, be required to pay a connection fee with the lateral permit fee. Payment of a connection fee must be made in full prior to connecting. The connection fee, equivalent to the front foot assessment and area assessment, will be based on the assessment rates the year the main was installed.
4. When utilities are installed in a street where one side is within the corporate limits but remains undeveloped, assessments will be levied for the utilities that benefit the parcel. The area assessment for sanitary sewer is calculated using a nominal lot depth of 120 feet. The balance of the area assessment will be assessed when the property is developed and charged a connection fee in lieu of assessments.
5. On sanitary relay, where existing laterals meet the sanitary lateral policy and are not re-laid, the cost of reconnecting (including short sections of connecting pipe, usually within the trench area) is absorbed by the City and not assessed to the property owner.
6. Calculation Guidelines (see chart for applicability):
 - a. On multiple frontage lots zoned R-1 or R-2, the shortest side will be assessed at 100% of the assessment rate. On the other sides, the first 120 feet for each side will be assessed at 0% of the assessment. The balance of the frontage will be assessed at 100% of the assessment rate.
 - b. On multiple frontage lots where all sides have equal frontage, the side to be considered the short side is the “Addressed” side.
 - c. Where sewer exists across an entire parcel frontage, but sewer construction only occurs along part of a parcel’s total frontage, assessments will be calculated based on the partial frontage. The balance will be assessed as work is completed along the remaining frontage. Where sewer exists along only a portion of the parcel frontage, the entire frontage will be assessed.
 - d. Assessment for construction of sanitary sewer will be levied against all abutting property frontage regardless if laterals are present, provided that the property is not legally precluded from connecting to the sewer. Amount of assessment will be calculated according to existing policy.
 - e. Cost of sewer and maintenance hole construction deeper than 16 feet shall be borne by the city except where extra depth is required for development of adjacent property.
 - f. No corner lot exception will be provided for combined properties that did not meet the corner lot criteria prior to their combination.
 - g. For cul-de-sac lots, the assessable footage for each lot shall be the sum of frontages for all lots fully or partially abutting a cul-de-sac divided by the number of lots.
 - h. Assessable footage for sewers constructed within easements shall be equal to the centerline length of easement falling within the property. Assessments will be levied to only those properties with lateral connections to the easement sewer. The easement length will be considered as “frontage” for purposes of calculating multiple-frontage reductions (see 6a. above).
 - i. Sanitary main reconstruction will be borne by the Wastewater Utility.

IV. SANITARY SEWER LATERALS

A. General Definition

1. For new development funded by the City, the total cost of lateral installation will be assessed to the property.
2. The assessment rate for reconstruction of laterals and construction of new laterals in existing streets will be based upon the rates shown in the chart from Section III above.

B. Calculation Guidelines

1. Assessments for laterals will be based on the unit cost per foot as indicated in the chart in section III.A applied to the length of the lateral between the sanitary sewer and the property line. The length of lateral assessed shall not exceed $\frac{1}{2}$ the street right-of-way width.
2. Assessments for laterals within cul-de-sacs will be based on the actual length of lateral installed, but shall not exceed the right-of-way radius for the cul-de-sac bulb.
3. Assessments for laterals connected to sewers within easements will be based on actual length of lateral installed, but not to exceed $\frac{1}{2}$ the right-of-way width of the street for which the property is addressed.
4. Total Lateral Replacement Program Calculation Guidelines:
 - a. For properties electing to participate: No assessments will be levied for the portion of private lateral replaced within the public right-of-way. Property owners will be assessed 50% of the actual cost for lateral replacement on private property.
 - b. For properties declining to participate: City will only replace the portion of lateral within the public right-of-way. Property owners will be assessed 100% of the actual cost.

V. STORMWATER FACILITIES

A. General Information

STORM SEWER (not including New Subdivisions)		R-1 Zoning		R-2 Zoning		All Other Zoning**	
		New	Recon.	New	Recon.	New	Recon.
	Max. Size (Diameter)	-	-	-	-	15"	15"
	Max. Depth	-	-	-	-	10'	10'
	% Assessed (Main/Laterals)	0% / 0% ⁺	0% / 0% ⁺	0% / 0% ⁺	0% / 0% ⁺	33%/50%	33%/50%
	Corner Lot Reduction	Yes*	Yes*	Yes*	Yes*	None	None
Current Rate	Actual Cost	\$36.00	Actual Cost	\$36.00	Actual Cost	\$36.00	
(Y=Assessed N =Not Assessed)							
Construction Items		New		Reconstruction		Individual Rates (if not included in current Rate above)	
Administrative Fees (6%)		Y		Y		-	
Property Owner Notification		Y		Y		-	
Regional Stormwater Facilities (built prior to 1/1/02)		Y		Y		See rates Pg. 21	
Regional Stormwater Facilities (built between 1/1/02 and 3/1/06)		Y		Y		See rates Pg. 21	
Regional Stormwater Facilities (built after 3/1/06)		N		N		-	
Local Water Quality Practices		N		N		-	
Storm Sewer Main		Y		Y		-	
Storm Maintenance Holes		Y		Y		-	
Inlets		Y		Y		-	
Inlet Leads		Y		Y		-	
Drop Maintenance Holes		Y		Y		-	
Maintenance Hole Castings		Y		Y		-	
Storm Laterals		Y		Y		6" = \$33.00 8" = \$44.00 10" = \$47.00 12" = \$51.00 Greater than 12" actual cost	
Lateral Connections		N		N		-	
Pipe Bedding		Y		Y		-	
Pipe Backfill Material		Y		Y		-	
Terrace Restoration		Y		Y		-	
Seed & Mulch		Y		Y		-	
Pavement Restoration		N		N		-	
Sawcutting		N		N		-	
Asphalt removal		N		N		-	
Concrete Removal		N		N		-	
Sidewalk Removal		N		N		-	
Erosion Control		N		N		-	

* See Calculation Guidelines

** Residential Use Properties to be Assessed as R-2

⁺ See Section V.B.3.b. for exceptions

B. Calculation Guidelines – Stormwater Facilities

1. Stormwater facilities shall be installed as needed to serve properties contributing to the need for, and benefiting from, such facilities. Storm main shall be installed to serve all properties on arterial streets prior to total reconstruction of the pavement.
2. Assessable stormwater facilities under this section include storm sewer, mains and piping, maintenance holes, inlets and inlet leads. Assessments shall also include overhead, property acquisition and financing costs attributable to the facilities.
3. Assessments for storm sewer will be levied according to the front foot dimensions of abutting property.
 - a. R-1, R-2, zoning
The cost of (re) constructing or relining in existing streets will be borne by the Stormwater Utility.
 - b. The cost of constructing or reconstructing storm sewers, mini-sewers or other drainage facilities in existing developed areas zoned R-1 and R-2 annexed after January 1, 1999 will be fully assessable to the abutting property owners.
 - c. All Other Zoning
The assessment rate for storm sewer (re) construction or relining in existing streets will be 33% of the actual construction cost, up to and including 15" storm main (not deeper than 10'), maintenance holes, inlets and inlet leads. Credit will be given for the remaining useful life of a reconstructed or relined sewer based on current cost of construction. For this purpose, the useful life of storm sewer will be 75 years.
4. Assessments for new developments will be based on the actual construction costs of facilities required by the subdivision and charged on a per lot basis. To calculate an equivalent lot cost for parkland, school properties or other atypical lots, use the average size of a new development lot that abuts the parkland, school property or atypical lot. Example, if a lot is 10,000 square feet and parkland, school property or atypical lot is 100,000 square feet; the charge for that land would be equivalent to 10 lots.
5. Any lot or parcel zoned other than R-1 or R-2, within the corporate limits which has not paid a storm sewer assessment when the main was installed will, at the time the lateral permit is taken out, be required to pay a connection fee with the lateral permit fee. This will be effective the same date as the initial Special Assessment policy for storm sewers. The connection fee, equivalent to the front foot and area assessment, will be based on the assessment rates the year the main was installed.
6. Public owned property, including lands under the jurisdiction of the Board of Education, Parks and Recreation Committee and other branches of city, state or county governments, churches and private schools and other exempt properties will be assessed 100% of the assessment rate regardless of the zoning.
7. Calculation Guidelines – (See chart for applicability):
 - a. On multiple frontage lots zoned R-1 or R-2, the shortest side will be assessed at 100% of the assessment rate. On the other sides, the first 120 feet of each side will be assessed at 0% of the assessment rate. The balance of the frontage will be assessed at 100% of the assessment rate.
 - b. On multiple frontage lots where all sides have equal frontage, the side to be considered the short side is the “Addressed” side.

- c. At the completion of the improvements, where sewer exists across an entire parcel frontage, but sewer construction only occurs along part of a parcel's total frontage, assessments will be calculated based on the partial frontage. The balance will be assessed as work is completed along the remaining frontage. Where sewer exists along only a portion of the parcel frontage, the entire frontage will be assessed.
- d. Assessment for reconstruction or relining of storm sewer will be levied only when the work affects the main to which the property is connected. Amount of assessment will be calculated according to the existing policy.
- e. No corner lot exception will be provided for combined properties that did not meet the corner lot criteria prior to the combination.
- f. New Development - 100% of actual construction costs of facilities required by the development plus area assessment.
- g. For cul-de-sac lots, the assessable footage for each lot shall be the sum of frontages for all lots fully or partially abutting a cul-de-sac divided by the number of lots.
- h. Assessable footage for sewers (re)constructed within Easements shall be equal to the centerline length of easement falling within the property. Assessments will be levied to only those properties with lateral connections to the easement sewer. The easement length will be considered as "frontage" for purposes of calculating multiple-frontage reductions (see 7a. above).
- i. Rural to urban conversion shall be assessed as new.

VI. STORM SEWER LATERALS

A. General Information

- 1. For new development funded by the City, the total cost of lateral installation will be assessed to the property.
- 2. The assessment rate for reconstruction of laterals and construction of new laterals in existing developed streets will be 50% of the actual construction cost.
- 3. Street Reconstruction:
 - a. Prior to total reconstruction, at locations where existing storm sewers are being replaced or new storm sewers are being installed, storm laterals shall be installed to all properties that are not yet served.

B. Calculation Guidelines

- 1. Assessments for laterals will be based on the unit cost per foot as indicated in the chart in section V.A applied to the length of the lateral between the storm sewer and the property line. The length of lateral assessed shall not exceed ½ the street right-of-way width.
- 2. Assessments for laterals within cul-de-sacs will be based on the actual length of lateral installed, but shall not exceed the right-of-way radius for the cul-de-sac bulb.
- 3. The cost of installing new laterals to properties zoned R-1 or R-2 will be borne by the Stormwater Utility unless the property was annexed after January 1, 1999.
- 4. Assessments for laterals connected to sewers within easements will be based on actual length of lateral installed, but not to exceed ½ the right-of-way width of the street for which the property is addressed.

VII. WATERMAINS AND SERVICES

A. General Information

WATER MAIN (not including New Subdivisions)		R-1,R-2,R-3 Zoning		C-1, C-2 Zoning		All Other Zoning**	
		New	Recon.	New	Recon.	New	Recon.
	Max. Size (Diameter)	8"	8"	12"	12"	16"	16"
	Max. Depth	-	-	-	-	-	-
	Assessed at (%)	100%	0%*	100%	0%*	100%	0%*
	Multiple Frontage Reduction	Yes*	Yes*	Yes*	Yes*	None	None
Current Rate	Actual Cost	Actual Cost	Actual Cost	Actual Cost	Actual Cost	Actual Cost	

(Y=Assessed N =Not Assessed)	New	Reconstruction	Individual Rates (if not included in current Rate above)
Construction Items			
Administrative Fees (6%)	Y	N*	-
Property Owner Notification	Y	N*	-
Local Water Main	Y	N*	-
Transmission Main	N*	N*	-
Valves	Y	N*	-
Hydrants	Y	N*	-
Hydrant Leads	Y	N*	-
1"- 1 1/4" Water Service (Including connection) In New Street(s)	Y	N*	Actual Cost
1"- 1 1/4" Water Service (Including connection) In Existing Street(s)	Y	N*	Actual Cost
1 1/2" - 2" Water Service (Including connection) In New Street(s)	Y	N*	Actual Cost
1 1/2" - 2" Water Service (Including connection) In Existing Street(s)	Y	N*	Actual Cost
Pipe Bedding	Y	N*	-
Pipe Backfill Material	Y	N*	-
Terrace Restoration	Y	N*	-
Seed & Mulch	Y	N*	-
Pavement Restoration	N	N	-
Sawcutting	N	N	-
Asphalt removal	N	N	-
Concrete Removal	N	N	-
Sidewalk Removal	N	N	-
Erosion Control	Y	N	-

* See Calculation Guidelines

** Residential Use Properties to be Assessed as R-2

B. Calculation Guidelines – Water Mains and Services

1. Assessments will be levied according to the front foot dimensions of abutting property, except as noted. The assessment rate will be determined on the basis of actual construction cost required by the city for development:
 - a. R-1, R-2 and R-3 zoning. All costs to construct water main up to and including 8” main, hydrants and valves.
 - b. C-1 and C-2 zoning. All costs to construct water main up to and including 12” main, hydrants and valves.
 - c. Other zoning. All costs to construct water main up to and including 16” main, hydrants and valves.

- d. Water main installed for transmission use shall not be assessed, except if no other main is available for service. The property shall be assessed at the rate of the year the main was installed based on zoning at the time of connection.
 - e. All costs to furnish and install hydrants, including leads and valves shall be assessed.
 - f. In-kind water main reconstruction, including hydrants and leads, is not assessed.
 - g. All additional costs to upgrade a water main, including additional valving due to a service and/or fire line, when requested, shall be borne by the property owner.
 - h. New, and/or additional water main(s) installed for circulation and/or looping in a developed area shall not be assessed, except in case of B1.d.
2. Permission to connect to the City water main prior to annexation must be obtained from the Common Council through the Utilities Committee.
 3. Any lot or parcel within the corporate limits which has not paid a water main assessment when the main was installed will, at the time the water lateral permit is taken out, be required to pay the connection fee with the lateral permit fee. Payment of a connection fee must be made in full prior to connecting. The connection fee, equivalent to the front foot water main assessment, will be based on the assessment rate the year the main was installed. Payment for connection fees may be made in accordance with Section XI.
 4. New Service Installation. The property owner or developer per Schedule Cz-1 (attached) shall pay all installation costs from the main through and including the curb shut-off.
 5. Replacement of Service. All additional cost to upgrade a service (example, 1” copper to 4” service line) shall be borne by the property owner or developer.
 6. Public owned property, including lands under the jurisdiction of the Board of Education, Parks and Recreation Committee and other branches of city & county governments, churches and private schools and other exempt properties will be assessed 100% of the C-1, C-2 assessment rate regardless of the zoning.
 7. Calculation Guidelines (see chart for applicability):
 - a. On multiple frontage lots zoned R-1, R-2 or R-3, the shortest side will be assessed at 100% of the assessment rate. On the other sides, the first 120 feet of each side will be assessed at 0% of the assessment rate. The balance of the frontage will be assessed at 100% of the assessment rate.
 - b. No corner lot exception will be provided for combined properties that did not meet the corner lot criteria prior to their combination.
 - c. Where water main exists across an entire parcel frontage, but construction only occurs along part of a parcel’s total frontage, assessments will be calculated based on the partial frontage. The balance will be assessed as work is completed along the remaining frontage. Where water main exists along only a portion of the parcel frontage, the entire frontage will be assessed.
 - d. On multiple frontage lots where all sides have equal frontage, the side to be considered the short side is the “Addressed” side.
 - e. For cul-de-sac lots, the assessable footage for each lot shall be the sum of frontages for all lots fully or partially abutting a cul-de-sac divided by the number of lots.
 - f. Assessable footage for water mains (re)constructed within Easements shall be equal to the centerline length of easement falling within the property. Assessments will be levied to only those properties with service connections to the easement main. The easement length will be considered as “frontage” for purposes of calculating multiple-frontage reductions (see 7a. above).

- g. Assessments for water services will be based on the unit cost per foot as indicated in the chart in section VII.A applied to the length of the service between the main and the property line. The length of water service assessed shall not exceed ½ the street right-of-way width.
- h. Assessments for water services within cul-de-sacs will be based on the actual length of service installed, but shall not exceed the right-of-way radius for the cul-de-sac bulb.
- i. Assessments for laterals connected to watermain within easements will be based on actual length of lateral installed, but not to exceed ½ the right-of-way width of the street for which the property is addressed.

VIII. STREET LIGHTING

A. Calculation Guidelines

- 1. Assessments for non-decorative streetlights will be levied according to the front foot dimensions of abutting property except as noted.
- 2. Assessments will be levied at the time of and in conjunction with the initial street light installation.
- 3. The assessment rate will be based on the actual cost of installation.
- 4. The assessment rate for replacement of existing streetlights will be based upon the additional cost of enhanced features beyond standard street light requirements. Decorative lighting beyond these standards will be based on the additional cost to install equipment, along with the annual charge to power the decorative street lighting. On-going annual special assessments will be reviewed to determine the lighting charge based on current utility company approved rates.

B. Assessment Exceptions:

- a. On multiple frontage lots zoned R-1, R-2 or R-3, the shortest side will be assessed at 100% of the assessment rate. On the other sides, the first 120 feet of each side will be assessed at 0% of the assessment rate. The balance of the frontage will be assessed at 100% of the assessment rate.
- b. On inside corner or multiple frontage lots, the side or sides precluded from access is not included in the assessment frontage.

IX. NEW SUBDIVISIONS

A. General Information

NEW SUBDIVISION DEVELOPMENT		Subdivisions Platted prior to 1/1/04 or after 12/31/14	Subdivisions Platted between 1/1/04 and 12/31/14
	Funding Mechanisms	Private Contracts / City Funds (Assessable)	Private Contracts /Standby Lines of Credit
	Development Agreement Required?	No	Yes
	Assessed at (%)	100%	100%
	Assessment Rates	Actual Costs Incurred.	Actual Costs Incurred.
Construction Items		(Y=City Funded/Assessable D=Developer Financed)	(Y=City Funded/Escrow Draws D=Developer Financed)
	Platted Prior to 1/1/04	Platted After 12/31/14	
City Administrative Fees (6%)	Y	Y	Y
Area Assessment - Sanitary	Y	Y	Y
Regional Stormwater Facilities	Y	Y	Y
Sewer Televising	Y	Y	Y
Temporary Asphalt Pavement	Y	Y	Y
Concrete Pavement ⁺	Y	Y	D
Sidewalks	Y	Y	D
Boulevard Trees	Y	Y	D
Street Name Signs	Y	Y	Y
Traffic Control Signs	Y	Y	Y
Sanitary Sewer	D	D	D
Sanitary Overbuild	D	D	D
Storm Sewer	D	D	D
Storm Overbuild	D	D	D
Water Main	D	D	D
Water Main Overbuild	D	D	D
Sanitary Laterals	D	D	D
Storm Laterals	D	D	D
Water Services	D	D	D
Rear-yard Drains	D	D	D
Grading & Graveling (Right-of-way)	D	D	D
Lot Grading	D	D	D
Private Utilities (Gas, Electric, Telephone, Cable TV)	D	D	D
Seed & Mulch (Right-of-way)	D	D	D
Seed & Mulch (Lot areas)	D	D	D
Street Lights	D	D	D
Erosion Control	D	D	D

* See Calculation Guidelines

⁺ See Section IX.B.2 for exceptions

B. Calculation Guidelines – New subdivisions

1. The City does not provide funding for New Subdivisions platted between January 1, 2004 and December 31, 2014 except as indicated in the chart above. Escrow accounts or irrevocable lines of credit will be required of developers for all items administered or installed by the City.

2. For subdivisions platted prior to 1/1/04 or after 12/31/14, assessments for concrete pavement shall be levied in accordance with Section I.A. of this policy.
3. Engineering fees for new subdivision developments shall be included in assessments. Included shall be preparation of plans and specifications, consultant fees, material testing fees, field survey, inspection and assessment preparation.
4. Individual lots within but not part of a new development when funded by the city shall be assessed at the current city interest rate.
5. Extraordinary sanitary sewer construction costs not to be assessed include pipes larger than 12" and depths greater than 16' when project funded by the city.
6. Typical residential street lighting will consist of LED cut-off style fixture, mounted 30-feet high on a wooden pole, spaced anywhere from 250 to 300 feet apart. Decorative lighting beyond these standards will have on-going annual special assessments per development agreements.
7. The effective date for interest to begin accumulating on new subdivision developments will be the date of invoice. This includes all city utilities and street work.
8. Storm sewer area assessment for regional facilities built prior to 3-1-2006 shall be based on the cost of storm sewer needed to serve the subdivision and the share of downstream trunk main.

X. SPECIAL CHARGES

A. General definition

1. Special charges shall accrue interest starting 30 days following the invoice date. Interest shall accrue at the same rate as for special assessments. (Board of Public Works, June 6, 1990).

XI. METHOD OF PAYMENT

A. General Definition

1. Lump sum payment to be paid at due date.
2. One installment if the assessment is \$1000 or less.
3. Five equal annual installments if the assessment is greater than \$1000.
4. Deferred payments will bear an interest at the rate of prime plus 3.00% per annum on the unpaid balance.
5. Separate current year special assessment bills may be combined to establish eligibility for the \$1000 limit for installment payment options. Finance Department must be notified prior to November 1.

XII. APPEAL PROCESS

1. If the governing body decides to reconsider and reopen any assessment, the body may, after giving a public notice as required for the initial assessment, and after a public hearing, amend, cancel or confirm the prior assessment. Any request for a change to the first assessment, must be made within 30 days of the passage of the original final resolution. The Clerk shall publish a notice of any resolution changing the assessment, as was done with the original assessment.

XIII. MISCELLANEOUS

1. Deferred payment of special assessments is not permitted. (See WI Statutes Chapter 74.)
2. Any construction project where right-of-way acquisition would contribute to 25% or more of the assessment rate shall be brought to the Finance Committee for review and establishment of an appropriate assessment rate. In establishing this rate, the Board will consider assessment rates for similar projects and any other information it considers relevant.

XIV. REFERENCED ITEMS

1/17/83 Street and Sanitation Committee #3

The following policy concerning sump pump discharges adopted, “When streets are paved where storm sewer laterals exist, curb openings for sump pump discharges or surface drainage shall not be allowed.”

7/06/83 Street and Sanitation Committee #6

Most of this information has been put in Appendix IX Stormwater/Clear Water Discharges

3/03/93 Street and Sanitation Committee #10

Any driveway adjacent to a street paving project that is not used will be closed with curb and gutter and will have the terrace reseeded in conjunction with the street paving. The cost of this work is to be included with the assessment for curb and gutter on the project.

Any driveway aprons without improved surfaces shall be either paved with permanent surface or abandoned and closed in conjunction with a street paving project. The cost of either option will be assessed to the property.

2/02/94 Board of Public Works Report - This was adopted as part of the assessment policy.

“Publicly owned property, including lands under the jurisdiction of the Board of Education, Park Board, Water Department and other branches of city, state or county governments, and churches and private schools be assessed 100% of the assessment rate.

1/18/95 Board of Public Works #3 - The Board reaffirms its previous recommendation that: The special assessment policy for stormwater that recovers 75% of costs from new developers and 40% from existing benefiting owners be approved. Existing is defined as that a building permit has been issued at the time of adoption of the policy by the Common Council.

- 1/17/96 Board of Public Works – This was adopted with the assessment policy.
Sidewalks B.2 – The assessment rate for reconstruction of sidewalks will be 125% of the rate of new sidewalks.
- 9/03/97 Municipal Services Committee – Amended Driveway Opening Policy “Any driveway adjacent to a street reconstruction project that is not used will be permanently paved or closed with curb and gutter and will have terrace reseeded in conjunction with the street work.
- 3/03/99 Board of Public Works – “Resolved, that the repair and replacement of existing sidewalks in the green dot program be paid by the general fund after green dot has gone through the City once. All hazardous sidewalks as defined by City criteria will be replaced at City cost.”
- 5/15/13 Board of Public Works – Prime plus 3% will be the rate set for the 5-year payment option.

XV. RATES FOR STORMWATER DETENTION BASINS (COST PER ERU’S)

SE Basin	75% of cost	\$173.25
AAL Basin	75% of cost	\$430.20
Meade Pond		\$797.04
Holland Pond		\$345.78
Ashbury Pond		\$593.76
Mud Creek South Pond		\$815.00 (2002 basin rate)
Cost for 2003 basins		\$860.00
Southpoint Commerce Park Pond North (K2a), Plank Road West		
Cost for 2004 basins		\$915.00
Southpoint Commerce Park Pond South (K2B)		
Cost for 2005 basins		\$1,104.00
Plank Road Northwest Pond		

RATE FILE
Public Service Commission of Wisconsin
Appleton Water Department

WATER LATERAL INSTALLATION CHARGE
--

Subdivision developers shall be responsible, where the main extension has been approved by the utility, for the water service lateral installation costs from the main through the curb stop and box.

When the cost of a utility main extension is to be collected through assessment by the municipality, the actual average water lateral installation costs from the main through the curb stop and box shall be included in the assessment of the appropriate properties.

The initial water service lateral(s), not installed as part of a subdivision development or an assessable utility extension, will be installed from the main through the curb stop and box by the utility, for which the actual cost will be charged.

Billing: Same as Schedule Mg-1.

EFFECTIVE: December 30, 2010
PSCW AUTHORIZATION: 190-WR-112



CITY OF APPLETON

Department of Parks & Recreation
1819 East Witzke Blvd.
Appleton, WI 54911
p: 920-832-3919
f: 920-993-3103
www.appleton.org

TO: Finance Committee

FROM: Dean R. Gazza

DATE: 8/11/2025

RE: Action: Award the “Mead Pool Coating and ADA Upgrades Project” contract to Cardinal Construction Co., Inc. in the amount of \$424,727 with a contingency of 7% for a project total not to exceed \$454,458.

Action: Approve a budget amendment to transfer \$144,878 from the 2025 Parks Hardscapes CIP to fully fund the Mead Pool Coating and ADA Upgrades Project.

BACKGROUND

The 2024 Capital Improvement Plan (CIP) includes \$350,000 for the Mead Pool Coating and ADA Upgrades Project. Of that amount, \$40,400 was allocated for design services, leaving a construction budget of \$309,560. The scope of work includes:

- Removal and replacement of the failing pool coating, which is deteriorating and no longer meets the performance standards required for continued operation. The new coating will be compliant with the Wisconsin Department of Agriculture, Trade and Consumer Protection (DATCP) regulations for public aquatic facilities.
- Construction of an ADA-compliant restroom and changing facility designed to accommodate teens and adults with disabilities. The existing facilities at Mead Pool are not adequate to meet current ADA standards, nor are they aligned with modern public health and accessibility expectations. The new facilities will be designed in accordance with both ADA and DATCP public health regulations to ensure they are accessible, hygienic, and functional for all patrons.

This accessibility upgrade has been a long-standing request from the community and is critical to providing equitable, inclusive access to our aquatic facilities.

Despite efforts to keep the project within budget, construction bids came in higher than expected due to a significant increase in material and labor costs—particularly for the specialty pool coating, which has more than doubled in cost since it was last applied.

To move forward, we are requesting a budget amendment to transfer funds from the 2025 Parks Hardscapes CIP.

PUBLIC BID RESULTS

Bids were received as follows:

- **Cardinal Construction Co., Inc. (Low Bid)** – \$424,727
- IEI General Contractors, Inc. – \$428,914

FUNDING REQUEST & JUSTIFICATION

We are requesting a budget transfer of \$144,878 from the 2025 Parks Hardscapes Project, which has a total allocation of \$350,000. This project includes:

- Lower Telulah/Riverheath Trail improvements
- Repaving of Veterans Memorial Park - Parking Lot #1

This transfer will allow the trail improvements project to proceed in 2025 as planned, while deferring the Veterans Memorial Park parking lot repaving to the 2026 CIP. Deferring that work enables the City to fully fund the essential improvements at Mead Pool this year, addressing both urgent facility maintenance and long-standing accessibility concerns.

RECOMMENDATION

We recommend transferring \$144,878 from the 2025 Parks Hardscapes CIP to the Mead Pool Coating and ADA Upgrades Project.

Our consulting engineer has provided a formal recommendation to award the construction contract to Cardinal Construction Co., Inc., the lowest responsive bidder. The Parks and Recreation Department has reviewed and concurs with this recommendation. We recommend awarding the contract in the amount of \$424,727, with a 7% contingency to be used only as needed.

Please contact me at (920) 832-5572 or via email at dean.gazza@appletonwi.gov with any questions.



DEPARTMENT OF
UTILITIES

Department of Utilities
Wastewater Treatment Plant
2006 East Newberry Street
Appleton, WI 54915
p: 920-832-5945
f: 920-832-5949

www.appleton.org/government/utilities

MEMORANDUM

Date: August 8th, 2025
To: Chairperson Brad Firkus and Members of the Finance Committee
CC: Chris Stempa, Director of Utilities
Kelli Rindt, Enterprise Accounting Fund Manager
From: Ryan Rice, Deputy Director of Utilities
Subject: **Action: Approve Budget Amendment: 2024 Aeration Process Upgrades CIP - \$19,845 and Phosphorus Analyzer CIP +\$19,845.**

BACKGROUND:

Recently, the Appleton Wastewater Treatment Plant (AWWTP) evaluated online phosphorus analyzers, which resulted in the Common Council awarding the purchase of a Chemscan miniOP phosphorus analyzer to William Reid Ltd in the amount of \$49,845.

The Phosphorus Analyzer CIP carried over from the 2024 budget included \$30,000. This budget amendment is needed to purchase the equipment.

RECOMMENDATION:

The following budget amendments will be required to fund the project:

2024 Aeration Process Upgrades CIP -\$19,845

Phosphorus Analyzer CIP +\$19,845

If you have any questions regarding this request, please contact Ryan Rice at 920-832-5945.

Encl: Finance Department Budget Amendment Request Form

CITY OF APPLETON
Department of Public Works
MEMORANDUM

TO: **Finance Committee**
 Municipal Services Committee
 Utilities Committee

SUBJECT: Award of Contract

The Department of Public Works recommends that the following described work:

R-25 Chemical Root Foaming of Sanitary Sewers

Be awarded to:

Name: Duke's Root Control, Inc.
Address: 400 Airport Road, Suite E
 Elgin, IL 60123

In the amount of : _____

With a _____ **% contingency of :** _____

For a project total not to exceed : _____

**** OR ****

In an amount Not To Exceed : \$35,000.00

Budget: \$25,000.00
Estimate: \$28,000.00
Committee Date: 08/12/25
Council Date: 08/20/25

R-25 Chemical Root Foaming of Sanitary Sewers (#9775754)

Owner: Appleton WI, City of
 Solicitor: Appleton WI, City of
 07/28/2025 01:45 PM CDT

Section Title	Line Item	Item Code	Item Description	UofM	Quantity	Engineer Estimate		Duke's Root Control	
						Unit Price	Extension	Unit Price	Extension
R-25 BASE BID							\$0.00		\$41,626.40
	1	1	8"/9" Sanitary Sewer	lin.ft.	5219			\$2.08	\$10,855.52
	2	2	10" Sanitary Sewer	lin.ft.	6072			\$2.29	\$13,904.88
	3	3	12" Sanitary Sewer	lin.ft.	3752			\$2.50	\$9,380.00
	4	4	15" Sanitary Sewer	lin.ft.	1576			\$4.75	\$7,486.00
Base Bid Total:							\$0.00		\$41,626.40



CITY OF APPLETON

MEMORANDUM

Date: August 1, 2025
To: Chairperson Hartzheim; Members of the HR/IT Committee; Appleton Common Council Members
From: Human Resources Director, Jay Ratchman
Subject: Approval of Successor Labor Agreement with IAFF Local 257 (2026–2028)

Following a thorough and collaborative negotiation process, the City's bargaining team—comprised of Fire Department management, Human Resources, and representatives from IAFF Local 257—has reached a tentative agreement on a new three-year labor contract covering calendar years 2026 through 2028.

The tentative agreement reflects a balanced approach that supports operational needs, maintains fiscal responsibility, and recognizes the valuable contributions of our fire personnel. A redline version of the agreement (strike/bold format) is provided for your review; final formatting will be completed upon approval.

Key highlights of the proposed agreement include:

- **Term:** Three-year agreement covering 2026–2028.
- **Wage Adjustments:**
 - 3.0% effective April 1, 2026
 - 3.0% effective April 1, 2027
 - 2.5% effective April 1, 2028
- **Specialty Pay:** Eliminates separate specialty pay, while retaining specialty assignments.
- **New Assignment:** Establishes an EMS Shift Coordinator assignment (no increase to authorized staffing).
- **Promotions:** Updates promotional processes for Lieutenant and Driver Engineer classifications.
- **Leave Benefits:**
 - Adjustments to sick leave accruals and maximum accrual limits
 - Modifications to Paid Time Off (PTO) accrual structure
- **Vacation Selection:** Updates to the vacation selection process.
- **Contract Language:** Numerous updates to improve clarity, align with current practices, and correct grammar.

We respectfully request your approval of this successor agreement. It represents a strong and cooperative effort by all parties involved and helps position the City for continued excellence in fire and emergency services delivery.

Please let me know if you have any questions or would like additional details on any aspect of the agreement.

2023~~6~~-202~~8~~5
INTERNATIONAL ASSOCIATION
OF
FIRE FIGHTERS
LOCAL 257

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AGREEMENT

ARTICLE 1 – PURPOSE OF AGREEMENT

This Agreement made and entered into by and between the City of Appleton, Appleton, Wisconsin, and the International Association of Fire Fighters, AFL-CIO-CLC, Local 257.

It is the intent and purpose of the parties hereto that this Agreement shall promote and improve working conditions between the CITY and the UNION set forth herein rates of pay, hours of work and other terms and conditions of employment to be observed by the parties hereto. It shall be inherent in this Agreement that all Articles and provisions thereof are binding on both parties to the Agreement except in cases where a provision may be invalidated by law or other jurisdiction as provided in Article 25 of this Contract.

ARTICLE 2 – RECOGNITION

This Agreement made and entered into at Appleton, Wisconsin, pursuant to the provisions of Chapter 111.70 and 62.13 of the Wisconsin Statutes by and between the CITY OF APPLETON, a municipal corporation, as municipal employer with the Fire Chief as its agent, hereinafter referred to as the CITY and APPLETON FIRE FIGHTERS, Local 257, AFL-CIO-CLC, as sole and exclusive bargaining agent for Appleton Fire Fighters, Municipal employees hereinafter referred to as the UNION.

The terms "officer in charge", "CITY" and "Appleton Fire Department" as used herein shall be interpreted to mean the Fire Chief or their designee.

ARTICLE 3 – DUES DEDUCTION

The Association, as the exclusive representative of all the employees in the bargaining unit, will represent all such employees, Association and non-Association fairly and equally. No employee shall be required to join the Association, but membership in the Association shall be available to all employees who apply consistent with the Association constitution and by-laws. No employee shall be denied Association membership because of race, color, religion, age, disability, marital status, family status, national origin, sexual orientation or sex.

The Employer agrees that it will deduct from the monthly earnings of all employees in the collective bargaining unit, who have an Authorization and Consent to Deduct Union Dues on file with Employer, such amount being the monthly dues certified by the Association and uniformly required of all members, and pay said amount to the treasurer of the affiliated local on or before the end of the month following the month in which said deduction was made. Changes in the amount of dues to be deducted shall be certified by the Association thirty (30) days before the effective date of the change.

For all new employees, after filing an Authorization and Consent to Deduct Union Dues with Employer, said deduction shall be made from the first paycheck from which said deductions are normally made. The City shall be held harmless in the event a dispute arises between an employee and the Association regarding the interpretation and/or application of this provision.

ARTICLE 4 – HOURS OF WORK

A. The basic work week for the following categories of employees (hereinafter called "Fire Operations personnel") shall consist of fifty-six (56) hours to be worked in twenty-four (24) hour tours on the basis of two days on, four days off.

1. Captains
2. Lieutenants
3. Driver-Engineers
4. Fire Fighters
5. Fire Fighter/Inspectors

Employees in the above categories may be changed to a 40-hour per week schedule defined as a seven (7) day period beginning and ending on the same day, at the discretion of the Chief, for the following reasons:

1. Accommodating light duty assignments following an injury or illness, provided, however, that employees who are eligible for such assignment as a result of off-duty injury or illness shall have the option of accepting or refusing such light duty assignment. Pre-scheduled vacation which falls during the term of such assignment shall be granted based on the employee's original schedule. Sick leave and vacation requests, which are approved after the schedule change has been made, shall be based on the employee's new schedule.
2. In order for newly hired employees to receive and complete the required recruit school training.
3. ~~Conducting-To attend~~ Driver training limited to a two-week period.
4. To attend the Acting Fire Officer Academy limited to a two-week period.

B. The duty day shall begin at 0700 hours for Operations Personnel. The Chief or their designee shall determine staffing needs during that period.

C. Employees may exchange workdays between themselves.

1. Provided, however, the City shall not be liable for overtime or temporary assignment pay which accrues solely due to the exchange of work hours **when the request is approved.**

~~2.~~ Provided it does not interfere with scheduled mandatory training.

~~a.~~ Mandatory training shall be defined as:

~~1.~~ One city-wide mandatory training day per shift, unless training can be completed virtually at a different agreed upon time.

~~2.~~ If unable to attend the original dates, the make-up days for both EMS training and physical fitness testing

~~and,~~

~~3.~~ One day per shift per year at the discretion of the Chief or designee with 45 days notice.

~~3.~~ Provided there are no documented active performance issues.

~~4.~~ Provided both exchanging employees are fit for full unrestricted duty.

~~5.~~ Provided the maximum consecutive trade period shall be three two working day blocks. Employees trading to the maximum allowance must work one two working day block prior to the trade period and must work one two working day block upon returning.

~~6.~~ ~~6.~~ Provided they are qualified for the assignment as outlined below:

~~a.~~ Officers will be allowed to exchange with Officers and with other qualified ~~A~~acting ~~O~~officers subject to the discretion of the Chief or their designee.

~~a.~~

~~b.~~ Driver Engineers will be allowed to exchange with Driver Engineers and with other qualified employees designated as ~~R~~elief ~~D~~drivers subject to the discretion of the Chief or their designee.

~~b.~~

~~c.~~ Fire Fighters will be allowed to exchange with Fire ~~F~~ighters subject to the discretion of the Chief or their designee.

~~e-d.~~

~~e.~~ Paramedics will be allowed to exchange with Paramedics subject to the discretion of the Chief or their designee.

~~d.~~

~~e.~~ When scheduling, a person working a duty exchange will be assigned, if qualified, to the position in which the initiator of the exchange would have been assigned **when the request is approved.** In addition, they may be

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preassigned to any classification for which they are qualified, when there is no regularly scheduled, qualified, employee available.

~~f. —~~

~~7. Provided that only one Fire fighter/Inspector can exchange with a non-Fire fighter/Inspector subject to the discretion of the Chief or their designee.~~

~~g.f. —~~

7. It is the requesting employee's responsibility to ensure that the request for duty exchange has been received by the Chief or their designee.

- D. Whenever necessary because of insufficient staffing to fill crews, the Chief or their designee may call in off-duty personnel. Such call-ins shall be completed using technology systems using rankings within the classification. In the event that all available employees are notified and such vacancies cannot be filled as a result of employees refusing, such vacancies shall be filled by assigning the employees **by utilizing the agreed upon force in list for that classification, with the least seniority by job classification.** ~~In cases where contact cannot be made with an employee, the employee will be by-passed for that day but will again be eligible for the next vacancy or emergency.~~
- E. The duty day for the purpose of training procedures and other regular, routine duties shall commence at 0700 and terminate at 1630. A lunch period shall generally be provided between 1130 and 1300. Maintenance and servicing of vehicles, equipment, and other Fire Department property after 1630 shall be limited to items necessary for efficient response to alarms. The balance of the tour of duty shall be to provide service in matters of responding to emergency and non-emergency calls. If the lunch period needs to be altered to meet the needs of the organization, a lunch period of a continuous one and one half hours shall be scheduled between 1030 and 1430.
- F. The routine duty schedule for Saturday shall be from 0700 until 1200. Sunday and holidays, as designated in Article 9, shall be limited to the past customary practice of those duties necessary for efficient responses to alarms, housework, and vehicle checks.
- G. If routine duties are assigned outside the above stated duty schedule, the following alternatives shall apply and are subject to the employees discretion for compensation:

WEEKDAYS: Routine duties may be assigned between 1630 and 2200 hours. A meal break of continuous one and one half-hours shall be scheduled between 1600 hours and 2000 hours. Employees will be compensated for hours worked. Compensation can be in the form of either half-time pay or time back during an employee's scheduled shift.

SATURDAYS: Routine duties may be assigned from 0700 –1800 hours. A lunch break of a continuous one and one half-hours shall be scheduled between 1100 hours and 1400 hours. Employees will be compensated for hours worked. Compensation can be in the form of either half-time pay or time back during an employee's scheduled shift.

SUNDAYS AND HOLIDAYS: Employees assigned routine duties on Sundays and Holidays shall be compensated at an additional straight time rate for hours worked. A lunch break of a continuous one and one half-hours shall be scheduled between 1100 hours and 1400 hours. Routine duties shall not be assigned beyond 1630.

- H. The duty day for the Fire Fighter/Inspector for the purpose of training procedures and other regular, routine duties shall commence at 0700 and terminate at 1130, recommence at 1300 and terminate at 1630. Additional routine inspection activities may be assigned after 1630 as required but no later than 2400 on weekdays and Saturdays and 2200 on Sundays and Holidays. (Activities such as fire investigation, occupancy inspections, public education events, special event inspection, PAC inspection, emergency inspection issues and juvenile fire setter education.) All meal parameters ~~in~~ are applicable to the position of Fire Fighter/Inspector.

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ARTICLE 5 – OVERTIME

- A. Subject to the provisions of sub-paragraphs ~~1, and 2,~~ and 3 of this paragraph, all time worked over forty (40) hours per week shall be considered overtime and be paid for at the rate of time and one-half such employee's base rate. When employees are required to work beyond their normal scheduled hours for any reason, they shall be paid overtime at time and one-half for actual time worked.
1. Fire Operations personnel shall be paid overtime for all hours worked over twenty-four hours per shift and for any hours worked on a scheduled day off when the employee has worked all of their scheduled hours in that pay period. When staffing apparatus, the employee will be paid the regular base rate as outlined in Exhibit A. When not staffing apparatus such as attending meetings or training including mandatory training, the employee's base rate will be computed by taking the regular base rate as outlined in Exhibit A, multiplied by eighty (80) and divided by 112.
2. Travel time
- a. Employees traveling to attend training shall be paid at the 56-hour overtime rate in lieu of any mileage reimbursement.
- b. If the training is held within 10 miles of Fire Station 1, pay for travel times does not apply.
- c. Fire Station 1 shall be used as the starting and return point for all travel time calculations and assumes normal driving conditions.
3. Travel impacts to work schedule
- a. Classes that begin and end within the employees' scheduled two day work block shall not result in any modification to the employees' work schedule.
- b. Employees with travel that requires departure from Fire Station one 1 prior to the end of their scheduled workday shall receive the preceding 12 hours off with pay.
- c. When returning from approved department travel, if the employee can reasonably be expected to return to Fire Station one 1 prior to 1700 on their scheduled workday, the employee must report for duty at 1900.
- d. When returning from approved department travel, if the employee cannot reasonably be expected to return to Fire Station one 1 prior to 1700 on their scheduled workday, the employee shall receive the remainder of the shift off with pay.
- e. When returning from department approved travel, if the employee cannot reasonably be expected to return to Fire Station one 1 prior to 2200 on the day before their shift, the employee shall receive the first twelve hours of their shift off with pay.
- f. When returning from department approved travel, if the employee cannot reasonably be expected to return to Fire Station one 1 prior to 2200 on their first day of the block, the employee shall receive the first twelve hours of the second day of the block off with pay.
- ~~2. a. Employees who are required by the City to attend training or whose attendance at such training is mandatory to maintain their position, shall be paid for reasonable travel time at the 56-hour overtime rate in lieu of any mileage reimbursement. This provision shall not apply to training held within a 10-mile radius of Station 1.~~
- ~~b. Travel Time—Employees who elect to attend or participate in training sessions on their off-duty time, with prior approval of the Chief, shall be granted paid time off, in twelve-hour blocks, if required for travel. Travel for multi-day classes that include one or more duty days is deemed to be required if one of the following conditions exist:~~
- ~~1. If the class occurs within a regularly scheduled two-day block the following conditions do not apply. The existence of the following conditions will be determined by the employer.~~

- ~~2.—The employee must leave the workplace prior to 0700 hours to arrive at the training site on time they shall be granted the preceding 12 hours off.~~
- ~~3.—The employee cannot reasonably be expected to return to Fire Station #1 at 1700 hours or earlier, following the training then the employee shall not be required to work for the remainder of that shift. Employees who can reasonably be expected to return to Fire Station #1 prior to 1700 hours shall return to duty at 1900 hours.~~
- ~~4.—Employees who cannot reasonably be expected to return to Fire Station #1 by 2200 hours or earlier following training shall be granted the first 12 hours off if they are scheduled to work the next day.~~

- B. Overtime shall be computed to the next one-quarter hour. Deductions for tardy employees shall also be to the next one-quarter hour.
- C. Employees recalled for a period of less than ten (10) hours of overtime will not be charged with time worked on the overtime schedule.
- D. Employees who are pre-scheduled to work overtime shall receive payment for time actually worked at the appropriate rate or three (3) hours at straight time, whichever is greater. Employees notified of pre-scheduled overtime shall have their choice of all available openings in that classification.
- E. Extended Shift will be defined as when an employee is authorized to work beyond their normal scheduled hours for any reason. The employee will be paid at time and one-half for all hours worked.
- F. All overtime will be filled subject to senior qualified from the call list, except where herein specifically stated otherwise. All personnel will be numbered according to seniority on the department. Call lists shall be divided by classifications and overtime call-back of personnel shall be made on a rotating basis using a technology messaging system

_____ Seniority lists are available to employees via the use of scheduling technology.

- G. In the event of a defined specialty emergency, personnel will be called in at the discretion of the Shift Commander, in rotation according to rank; specialty Officer, specialty Driver, specialty Firefighter.

~~H._____ A call list will be created for the purpose of allocating overtime for all Fire fighter/Inspectors for the purpose of assigning fire prevention/investigation work. Overtime shall be allocated in the following manner:~~

~~1.—Fire cause investigation and other emergency call-ins:—The call list will be rotated monthly. The employee at the top of the list will be called first for any such overtime during that month.~~

~~2.—Prescheduled overtime: Overtime will be offered on an alternating basis, by event subject to the provisions below.~~

~~_____ An event is defined as any prescheduled overtime occurrence (evening inspection, special community events, etc.) More than one event could occur on the same day or at the same time depending on the staffing levels determined by management.~~

ARTICLE 6 – SALARIES (See Exhibit A)

- A. Pay Period: -Pay day shall be every other Thursday and shall include compensation for all hours worked the preceding two (2) week period (Operations personnel weekly rate to be based on an average), ending Sunday at 0700 hours. If a holiday falls on a day Monday through Thursday, payday shall be Friday.
- B. All employees are required to participate in direct deposit.

ARTICLE 7 – UNIFORM ALLOWANCE

Employees shall be paid a uniform allowance as follows:

- A. Annual Maintenance Allowance: -Fire Operations employees shall receive \$520 annually as a uniform allowance. This allowance will be paid in \$20 bi-weekly payments.
- B. New Employees:
 - 1. Initial Clothing Allowance:- All new employees shall receive a one-time \$550 initial clothing allowance, which will be added to the employees first paycheck. This allowance shall be considered a loan to each probationary employee. Employees who fail to complete probation shall re-pay the City this allowance. Employees who complete probation shall not re-pay the City any initial allowance.
 - 2. Dress Uniform: -New employees will be issued their dress uniform upon graduation of the recruit school training. New employees who fail to complete their probationary period will be required to turn their dress uniform over to the Fire Department.
- C. Union Logo:
The Union will be allowed to place a union sticker on helmets provided by the Appleton Fire Department. Specific location of the sticker is to be mutually agreed upon and to be uniform.

ARTICLE 8 – PENSION FUND CONTRIBUTIONS

Employees agree to pay the same contribution as general municipal employees for funding benefits under the Wisconsin Retirement Fund.

ARTICLE 9 – HOLIDAYS

A holiday shall be considered as starting at 0700 hours on the date of such holiday and shall remain in effect for the succeeding twenty-four (24) hour period.

- A. Operations Employees:
The following holidays are included in this Agreement for all Operations employees:
 - New Year's Day
 - Easter Sunday
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Friday after Thanksgiving Day
 - Christmas Eve
 - Christmas Day
- 1. If a Fire Operations person is scheduled to work overtime on a holiday, the employee shall be paid double time for all such hours worked.

2. In lieu of further compensation for the above holidays, Fire Operations personnel shall receive one hundred twenty (120) hours pay per year at their regular straight time rate as outlined in Exhibit A. Such payment shall be made on the last payday of December and shall only be made to employees on the payroll as of that date. Employees leaving the department for any reason after that date shall not be required to reimburse the City for any holiday pay. ~~Provided, however, R~~etirees shall have their holiday pay prorated upon retirement at any time during the year. New employees who have worked less than one year as of the last payday of December shall receive a prorated payment.

An employee, at their option, may elect to convert any or all of the 120 hours compensation described above to actual time off in full day increments. Holiday payout shall be reduced by twelve (12) hours for each conversion day taken. Selection of these days shall be in accordance with the provisions of Article 10 (D) ~~(32)~~ a-c, and shall be made after all employees have passed on their regular and floater vacation picks. All selections shall be completed no later than November 15. Holiday conversions for the fourth slot cannot be submitted for a date after December 14th.

ARTICLE 10 – VACATIONS

- A. Fire Operations personnel shall be eligible for vacations on the following basis:
 1. Three (3) working days vacation after one (1) year of service.
 2. Six (6) working days vacation after two (2) years of service.
 3. Ten (10) working days vacation after eight (8) years of service.
 4. Twelve (12) working days vacation after twelve (12) years of service.
 5. Sixteen (16) working days vacation after twenty (20) years of service.
- B. Regular employees shall be entitled to paid vacation benefits as of January 1st of each year based upon their length of continuous service. For purposes of determining future vacation eligibility, the year of hire shall be treated as a full year of service.
- C. Vacation allowances shall not be cumulative and after the qualifications have been met for vacation, it must be taken between January 1 and December 31, or be lost, with the City not being liable for any compensation, or up to three days (13.3 hours per day) can be deposited into the PEHP or HSA.
- D. The Chief, ~~or designee~~, shall have the vacation schedule available for employees on or before November 1 preceding the year vacations are to run so that picking of vacations can be completed by January 1, ~~where applicable~~. The order of picking vacations shall be by seniority on each shift. The seniority to be determined by the number of full-time years an employee has on the Fire Department and being assigned to the same shift, the senior member of the hiring class shall always pick first.

The second or following vacations cannot be selected until all personnel have picked in each round.

1. The Fire Operations personnel that have qualified for more than three (3) days of vacation will be allowed to split their vacation into one or more blocks. However, requests for more than three consecutive blocks must be approved by the Chief or their designee
2. Fire ~~e~~Operations personnel shall pick their vacation on the basis of two (2) working day blocks, not to exceed the number of working days each person has accrued in accordance with Section ~~a~~A.
 - ~~a.~~ Personnel with 3 days remaining to select may either:
 1. ~~—~~Select a 2 day block and select the remaining day the next round
 - ~~A.~~ ~~—~~Select a 2 day block and keep the remaining day as a floater

~~2.~~
~~3.~~

Select all 3 days in one pick, but those days must be consecutive

3. After employees select the number of blocks to which they are entitled, any vacation days allowed but not scheduled, shall be permitted to be used as "floater" days. Such use shall be in accordance with the following:
- In the event two or more employees choose the same floater, seniority will prevail.
 - After a floater is picked, under no circumstances will a more senior employee be able to remove ~~him/her/them~~.
 - Use of a floater day shall require prior approval of the Chief or ~~his/her/their~~ designee and will not be granted if, at the time of the request, the approval of such day will result in overtime or if the function of the Department will be curtailed. The Chief may grant exceptions to this provision on a case-by-case basis.
4. After vacation periods have been selected, no changes will be made unless, due to duty injuries, transfers to another shift, division or program, or permission is obtained from the Chief or their designee.
5. A total of ~~nine-twelve (912)~~ employees, but only ~~three-four (43)~~ from each shift **at time of initial selection**, can be on vacation at any one time unless an employee has been transferred to another shift after vacations have been picked. (Article 10- E will prevail.)
6. ~~After completion of the initial vacation selection process including initial earned leave request, a fourth vacation slot for each shift may be approved under the following provisions:~~A fourth vacation slot, after completion of the initial selection, for each shift may be approved under the following provisions:
- Approval will not be granted more than ~~fourteen-eleven (114)~~ days from the date of the leave that is being requested.
 - Request for the 4th slot will not be approved if the approval will cause overtime.
 - Approval may be granted for requests with less than ~~fourteen-eleven (114)~~ days' notice from the date of the leave that is being requested with approval of the Chief or their designee.

~~E.~~ E.—Employees permanently transferred during the year to a different shift or position, shall have the option to change the dates they have chosen for vacation, which ~~option~~ shall be exercised within thirty (30) days of such transfer. The exercise of this option shall not affect the vacations of other employees in any way and shall not be granted if more than four (4) employees are ~~on-vacation-off~~ at any given time per shift.

There are two (2) recognized types of shift transfers during a calendar year.

1. Transfer for Fire Department needs: Employees may pick any days closest to previously picked vacation days or any open days.
2. Transfer for a promotion: Employees may only pick days available unless approved by the Chief or designee.

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F. Retiring employees shall be paid for their vacation based on the number of weeks such vacation would represent if it were taken within their schedule. Employees who are terminated for any other reason shall be paid on the basis of eight hours per vacation day at their regular hourly rate.

ARTICLE 11 – LEAVES OF ABSENCE

A. Sick Leave:

- ~~1.~~ Operations employees shall be entitled to accumulate five (5) hours sick leave per month to a maximum of 1080 hours. ~~Operations employees hired after 1/1/11 shall receive four (4) hours per month until January 1 following the year said employee qualifies for top step Fire Fighter. On January 1 following that year the employee will receive five (5) hours accumulation per month. Any employee who has reached the maximum accumulation of sick leave (1080) hours and who has used twelve (12) hours or less of sick leave in a calendar year shall be~~

~~permitted to increase the maximum accumulation of sick leave by the unused amount of sick leave for that year to a maximum accumulation of 1440 hours. Family Medical qualifying sick leave will count as sick leave used when determining the criteria for adding sick leave beyond the 1080 maximum.~~

~~2.1.~~

- a. Fire Operations personnel shall be charged with one-half (1/2) hours of sick leave for each hour taken.
- b. Probationary employees shall accumulate, but shall not be paid sick leave until they have completed six (6) months of service.
- c. Employees shall accumulate sick leave while they remain on the payroll. Employees ~~on~~in an unpaid leave or non-FMLA status for a full month will not accumulate sick leave.

~~3.2.~~ An employee may use and be paid sick leave for absences required by their off duty injury, illness or required dental care, or serious illness or injury at home. ~~(including, but not limited to, the hospitalization of his wife for birth of child.)~~

~~4.3.~~ Sick leave may also be used by employees for non-medical emergencies at the employee's home. An emergency shall be defined for purposes of this paragraph, as a situation where the employee's presence at home is required to protect or maintain the health or safety of their family or to prevent serious property damage. Paid leave for emergencies shall not exceed twelve hours per incident without approval of the Chief or their designee.

~~5.~~ In order to be granted sick leave with pay, an employee must:

~~6.4.~~

- a. Report immediately to the Chief or their designee the reason for their absence and the expected duration of such absence.
- b. Keep the Chief or their designee informed of the circumstances if absence is of more than two working days duration.
- c. Submit a medical certificate for any absence of more than two (2) working days, if required by the City.
- d. The City may make such medical examinations or nursing visits as it deems desirable. All costs associated with the medical examination shall be paid solely by the employer.

The medical examination may be outside the residence, provided that:

1. -Costs of transportation are paid by the City; and
2. The examination is conducted at a medical facility, including by way of example but not limitation, a hospital or physician's office, reasonably near the employee; and
3. The employee's illness or injury is one which reasonably permits travel; and
4. The employee is required to drive unless the illness, injury or medications impair the employee's ability to drive.

5. Employees shall not be eligible for paid sick leave for absences resulting from injury or illness incurred while working for another employer for pay, when such absence is compensable under Worker's Compensation through the other employer. This provision shall not apply to Family Medical Leave Act (FMLA) qualifying absences.

6. Fire Operations Personnel: -Doctor and dental appointments, which are not emergencies, must be made on off-duty days.

B. Banked Sick Leave:

1. Severance Pay: -Accumulated and unused sick leave not to exceed 720 hours shall be paid to an employee or their beneficiary at their retirement or death at their base rate of pay at the time of such retirement or death as follows:

In Event of Retirement,

If the City offers a PEHP the employee will be eligible for 50% of the eligible sick leave to be paid to PEHP. The remaining amount will be paid in cash.

In Event of Death:

100% of eligible amount will be paid to the employee's beneficiary in cash.

- C. Funeral Leave: -All employees will receive time off without loss of pay, if normally scheduled to work, for a death in the immediate family, beginning from the time of notification of death to the next scheduled day after interment, except however, that such time off without loss of pay is limited to two (2) work days for Fire Operations personnel.
 1. Immediate family is defined as spouse, son, daughter, mother or stepmother, father or stepfather, legal guardian, sister, brother, mother-in-law, and father-in-law.
 2. Fire Operations personnel shall be granted 24 hours off without loss of pay to attend the funeral or wake (not both) of grandparents, spouse's grandparents or grandchildren, brother-in-law, or sister-in-law, if scheduled to work on that day.
 3. Employees shall be permitted to exchange hours for additional funeral experiences not covered by the above paragraphs (funeral leave), pursuant to the provisions of Article 4C.
 4. Additional time off shall not be granted for funeral leave if death in the family relationships outlined above occurs while the employee is absent because of sick leave, vacation or leave of absence.
- D. Leave of Absence Without Pay: -Requests for leave of absence without pay for justifiable reasons shall be made by written application on a form provided by the Human Resources Office and be submitted at least two (2) days prior to the anticipated leave.
 1. For a leave not to exceed two (2) consecutive days, their request shall be made to and approved by the Chief.
 2. For a leave in excess of two (2) consecutive days, the employee shall make ~~his~~their request to the Director of Human Resources after securing the approval of the Chief.
 3. No employee shall be granted a leave of absence without pay unless such employee makes arrangements in advance with the Director of Human Resources for payment of health and dental insurance premiums during the period of the absence.
 4. Failure to comply with the regulations of this Article shall result in disciplinary action in accordance with the provisions of Article 21 and Exhibit B of this contract.
- E. An employee shall be given time off without loss of pay when performing jury duty or when subpoenaed to appear before a court, public body or commission in connection with City business. In the case of jury duty, the employee shall remit their fee to the City.

F. Operations employees ~~on the payroll on 1/1/11~~ shall receive 3 PTO days each year to be used as paid time off. Any PTO days not used as of December 31st will be paid pursuant to Article 13 – Post Employment Health Plan or to the employee’s Health Savings Account. The employee shall notify the department by December 31st of their selection.

PTO days shall be pro-rated in the year of hire as follows:

January-June	1
July-December	0

~~For those employees eligible for 3 PTO Days~~ PTO days shall be pro-rated in the year of termination/resignation as follows:

January-April	0
May-August	1
September-December	2

~~Operations employees hired after 1/1/11 shall receive 2 PTO days each year until January 1 following the year said employee obtains top step Fire Fighter (Over 8 year step). On January 1 following that year the employee will receive 3 PTO days each year to be used as paid time off. Any PTO days not used as of December 31st will be paid pursuant to Article 13 – Post Employment Health Plan or to the employee’s Health Savings Account. The employee shall notify the department by December 31st of their selection.~~

~~For those employees eligible for 2 PTO Days~~ PTO days shall be pro-rated in the year of hire/ termination/resignation as follows:

	Hired	Leaving
January-June	1	0
July-December	0	1

At the time of retirement employees who qualify for an annuity under the Wisconsin Retirement fund shall receive their full unused balance of PTO pursuant to the PEHP.

ARTICLE 12 – HEALTH AND DENTAL INSURANCE

Note: Retirees cannot stay on the City plan after they are eligible for Medicare. Provided the employer offers a health plan, retirees will be offered a group plan, but not necessarily the same plan as active employees.

A. Health Insurance

Provided the employer offers a Health Plan, employees shall pay the same contribution as non-represented employees on plans offered by the City to non-represented employees.

B. Dental Insurance

Provided the employer offers a Dental Plan, employees shall pay the same contribution as non-represented employees on plans offered by the City to non-represented employees.

ARTICLE 13– POST EMPLOYMENT HEALTH PLAN

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Provided the employer offers the Post Employment Health Plan, the employer shall contribute for each Eligible Employee the amount of \$10 per month. Additionally, upon retirement, 100% of the Eligible Employee's earned vacation and holiday balance, that would have otherwise been paid to the Eligible Employee, had the Employer not participated in the Plan, shall be contributed to the Plan. The parties further agree that annually, 100% of the Eligible Employee's earned and unused PTO shall be contributed to the Plan.

ARTICLE 14 – DUTY INCURRED DISABILITY PAY

- A. An employee, while performing within the scope of their employment as provided by Chapter 102 of the Wisconsin Statutes (Worker's Compensation Act), shall receive the difference between their prevailing straight time salary and their Worker's Compensation Benefits described herein as "Injury Pay" for the period of time the employee may be temporarily totally or temporarily partially disabled because of said injury, not to exceed thirty (30) weeks from date of injury.
- B. Special cases may be extended by mutual agreement between the Union and the City.
- C. Operations employees will remain on their assigned shift for light duty assignment if the injury is a work-related injury, if the employee's physician certifies that they may return to a light duty assignment on a twenty-four-hour shift and if the employee's restrictions allow them the return. No more than one employee/shift shall remain on their 56-hour schedule. Order of availability shall be first come, first serve and if more than one injury on the same day, then by seniority.

ARTICLE 15 – POSTING OF JOBS

- A. Vacancies in existing positions:
 - 1. Before any vacancy is filled, other than that of Fire Fighter Inspector, a notice shall be provided at least ~~one-two (2)~~ **two (2)** weeks in advance of the application deadline date. The notice shall clearly state the application requirements, an outline of job requirements, pay classifications applicable to the positions, and/or any other information applicable.
- B. Vacancies for newly created positions:
 - 1. Before any vacancy is filled, a notice shall be ~~posted at all fire stations and remain posted for a period of not less than one (1) week~~ **provided at least two (2) weeks in advance of the application deadline date**. The notice shall clearly state the application requirements, an outline of job requirements, pay classifications applicable to the position, and/or any other information applicable.
- C. The Union will be furnished a copy of such notice.
- D. A "promotional vacancy" as used herein shall be deemed to mean vacancies created by newly created positions or by promotions but shall not include the position of Fire Fighter. Employees appointed to temporarily fill such vacancies or performing the duties required of such vacant position, shall be paid not less than the rate of pay applicable to such position.

Time spent on temporary assignment from the time of vacancy until it is filled shall be used in determining step progression for the employee who is selected to fill that vacancy.

ARTICLE 16 – TEMPORARY ASSIGNMENTS

- A. Temporary assignments to driver positions of more than 12 hours shall go to the employee with the most time in grade~~senior-qualified, on-duty Operations personnel~~. Temporary assignments to officer positions of more than 12 hours shall go to ~~senior-qualified, on-duty Operations personnel~~the employee with the most time in grade. An employee's seniority for temporary assignments will be based on time in grade rank~~departmental seniority~~. An employee working a duty exchange will assume the ~~seniority~~time in grade rank of the employee they are working for. ~~Senior-qualified~~ Employees who are working a duty exchange will not displace an employee previously scheduled for temporary assignment.

For the purpose of training as a qualified Acting eOfficer, by mutual agreement of the involved employees, the department may allow an Acting eOfficer to temporarily fill the role of officer with a qualified Lieutenant or Captain on the apparatus as a training opportunity with no additional compensation.

Should the Acting Officer be serving as the driver of the apparatus when placed in the Acting Officer training position, any placement of a ~~r~~Relief ~~d~~Driver to operate the apparatus must be by mutual agreement for the training purpose of the Relief Driver with no additional compensation.

- B. When a vacancy will require calling in off-duty personnel, such vacancy will be assigned to off-duty Operations personnel of the same classification causing such vacancy and in accordance with the overtime call in provisions in Article 5.

An employee temporarily assigned to a higher classification within the bargaining unit having a higher rate of pay shall receive the next higher rate of the new classification for the period of time worked in that higher classification.

- C. Employees temporarily assigned to a management position shall receive \$1.00 per hour more than the over one (1) year step of Captain. Employees so assigned shall be paid this higher rate for eight hours or for the actual time assigned, whichever is greater.

- D. Temporary Assignment to the position of Relief Firefighter/Inspector (RFFI) shall be filled by a qualified RFFI. The department will qualify ~~one an~~ individual(s) per shift to the position of RFFI. For the purpose of temporary assignment the RFFI will first serve in the Firefighter/Inspector (FFI) over any other temporary assignments. An RFFI can be temporarily assigned as Relief Driver or Acting Officers when not functioning as an FFI.

Firefighter/Inspectors (FFI) can be temporarily assigned as Acting Officers and Relief Drivers once they have qualified as such ~~and have been in their position as an FFI for a minimum 3 years~~. Both FFI's on each shift may be qualified to be an Acting Officer and Relief Driver, but only one FFI may be assigned to be an Acting Officer or Relief Driver on a shift day. Should a FFI be working on a duty exchange for a non-FFI and they have qualified as an ~~a~~Acting eOfficer or Relief Driver, the FFI on the duty exchange could also be assigned as an Acting Officer or Relief Driver.

- E. Temporary Assignment of a Lieutenant to the position of Acting Captain for extended absences shall be handled in the following way:
1. Extended absence is defined for the purpose of this article, as a period of time in excess of a normal approved vacation block(s) and identified by the Fire Chief or his designee.
 2. The temporary assignment will be made to the senior Lieutenant, based on departmental seniority, assigned to the station where the extended Captain vacancy has occurred.
 3. Compensation for the temporary assignment will be in accordance with the provisions of "CB" above.

ARTICLE 17 – PROMOTION AND SELECTIONS

A. All positions within the Fire Department other than that of Fire Fighter, Emergency Medical Services (EMS) Shift Coordinator, and Captain shall be promotional and shall be offered to qualified existing employees on the basis of time in grade seniority. Qualifications for each position shall not be arbitrary or capricious, shall be reasonably related to the work involved, shall be in writing, and copies of said qualifications shall be supplied to the Union as and when qualifications are established or changed. Only in the event that such promotion is refused by all qualified employees, shall the City hire a new employee to fill such vacancy or newly created position.

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B. Vacancies for Captain and EMS Shift Coordinator shall be promotional and shall be offered to the best qualified employee based on the City's promotional process ~~for Captain~~. Changes to this Captain. The promotional process and future changes shall be agreed to by both Management and the Union.

~~B-C.~~ Vacancies in the Firefighter Inspector (FFI) position will be filled on the basis of departmental time in grade seniority from the current qualified Relief Firefighter Inspectors (RFFI) ~~however, to qualify for promotion to FFI, RFFI must have filled the role of an RFFI for a period of two years. If none of the current RFFI's have the two years' experience, the most senior RFFI based on department seniority shall be offered the promotion.~~ Should a qualified RFFI refuse promotion when offered, the RFFI will relinquish their position of RFFI.

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D. The Fire Department will train Fire Fighters, based on department seniority, ~~from each shift~~ to fully assume the duties of Driver-Engineer after meeting pre-requisite qualifications and will maintain a list of those Fire Fighters who have successfully completed a training program as attested by the ~~Training Officer~~ Division Chief of Resource Development and the Chief through the 2026 Relief Driver academy. Successful graduates will fall into the Fire Department Relief Driver list based on seniority. Seniority will not prevail if an employee is found unable to adapt and apply themselves in a manner applicable to the standards of handling and operating Fire Department apparatus.

~~E.~~ The Fire Department will train Fire Fighters and/or Driver Engineers, based on departmental seniority and completion of required pre-requisite qualifications, to fully assume the duties of Lieutenant and will maintain a list of those Fire Fighters and/or Driver Engineers who have successfully completed the Acting Officer Academy as attested by the Division Chief of Resources Development and the Chief through the 2026 Acting Officer Academy. Successful graduates will fall into the Fire Department Acting Officer list based on Seniority.

~~F.~~ Beginning 07/01/2026 the Fire Department will utilize time in grade for the purpose of tracking Relief Driver and Acting Officer candidates for the purpose of promotion and out of grade work on their respective shifts. The following rules will apply.

1. Class participants for each Relief Driver/Acting Officer Academy will be offered and assigned based on departmental seniority based off employee's date of hire.
2. Upon successful completion of Relief Driver and/or Acting Officer academies, all Fire Fighters and/or Driver Engineers will be ranked with their fellow academy graduates according to departmental seniority based on date of hire.
3. Employees must complete 6 months in the position before they are eligible for promotion.
4. Each successive years Academy graduates will be ranked behind the previous year's Academy graduates.

~~a.~~ Any pause in Relief Driving and/or Acting for an Academy graduate such as the result of a promotion outside of the Union or any other reason will pause their "time in grade clock".

Should a successive class move past the Relief Driver and/or Acting Officer in total time in grade, those Relief Drivers and/or Acting Officers would now be ranked above the Relief Driver and/or Acting Officer that is paused. Upon return to Relief Driving and/or Acting the Relief Driver and/or Acting Officer that paused, would now be ranked below those with more time in grade on the overall departments lists.

- a. Union Personnel that move to management and function in the position(s) of Battalion Chief and/or Division Chief will not lose any "time in grade" already gained along with accruing "time in grade" for their qualifications while in the management position(s).

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ARTICLE 18 – LOSS OR DAMAGE

- A. City Property: Employees shall not be assessed or charged for loss or damage of City property of materials unless such loss or damage occurred as a result of the willful and malicious act of an employee.
- B. Third Parties: The City shall authorize the City Attorney to defend actions brought against any Fire Fighter or shall pay reasonable attorney's fees and costs of defending such action, growing out of any acts done in the course of their employment or out of any alleged breach of their duty as such Fire Fighter.
- C. Any judgment obtained against such Fire Fighter shall be paid by the City provided the Fire Fighter acted within the scope of their employment as provided in Section 895.46 Wisconsin Statutes.

ARTICLE 19 – PUBLIC ELECTIONS

Any employee entitled to vote in any public election shall be afforded the necessary time off to do so in accordance with the provision of Section 6.76 of the Wisconsin Statutes or by any other means that is satisfactory to the City, the Chief and the Union.

ARTICLE 20 – UNION ACTIVITIES

- A. Negotiations: The City agrees to allow time off with no loss of pay to negotiation committee members, if and when negotiations are scheduled at a time when committee members are on duty.

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ARTICLE 21 – DISCIPLINARY ACTION

- A. Infractions of any rules of conduct established by the City of which the Union has been duly notified shall be subject to disciplinary action. The employee and the Union shall be notified not more than ten (10) days (excluding Saturdays, Sundays and holidays) from the date the City knew or should have known of the infraction or incident and unless so notified, no disciplinary action shall be taken thereon.
- B. The nature and extent of the disciplinary action taken shall be limited to that specified in Exhibit "B" which is attached hereto and made a part hereof.
- C. It is understood and agreed by the parties to this agreement that an employee who has been disciplined may elect to appeal such discipline through Article 22, except in those cases that the exclusive lawful procedure for appeal of such discipline is that provided by State Statutes Sec. 62.13.

ARTICLE 22 – GRIEVANCE PROCEDURE

- A. Both the Union and the City recognize that grievances and complaints should be settled promptly and at the earliest possible stage and that the grievance process must be initiated within ten (10) days of the date that the employee

knew or should have reasonably known of the incident giving rise to the grievance. Any grievance not reported or filed within ten (10) days shall be invalid.

- B. It is expected and understood that grievances and complaints between Fire Fighters shall be resolved by oral discussion between the parties involved. To the extent that such grievances or complaints are required to be reported to the Chief, or their designee, the matter will be resolved as hereinafter set forth.
- C. Any difference of opinion, misunderstanding, complaint or grievance, the subject matter of which is itself a mandatory subject of bargaining which may arise, with the exception of disputes within the exclusive jurisdiction of the Police and Fire Commission under Section 62.13 shall be processed as follows:

Step 1: The aggrieved employee shall present the grievance orally to their Battalion Chief or Deputy Chief as appropriate, accompanied by a Union representative. The Battalion Chief or Deputy Chief shall discuss the grievance with the employee and the Union representative and shall furnish the employee and the Union with a response to the grievance within ten (10) days of such discussion.

Step 2:- If the grievance is not settled at the first step, the grievance shall be presented, in writing, to the Chief within ten (10) days of the Battalion Chief's or Deputy Chief's answer pursuant to Step 1. Such grievance shall make specific reference to the contract Article alleged to be violated. The Chief shall, within ten (10) days after such grievance is presented, hold an informal meeting with the aggrieved employee and the Union representative. The Chief shall reduce their decision to writing and furnish a copy of the same within ten (10) days of such meeting to all parties.

Step 3:- If the grievance is not settled at the second step, the grievance shall be presented in writing to the Director of Human Resources within ten (10) days of the Chief's written decision as required in Step 2. The Director of Human Resources shall within ten (10) days of receipt of such grievance set up an informal meeting to be attended by all parties and their representatives. Within ten (10) days after such meeting the Director of Human Resources shall reduce their decision to writing and forward copies to all parties.

Step 4: -If any grievance relative to interpretation or application of this Agreement is not settled at the third step, mediation may be the next step of the grievance procedure if requested or agreed upon by both parties.

Step 5: -If the grievance is not settled in the third or fourth step, arbitration is the next and final step, but must be requested in writing within ten (10) days of the receipt of the Director of Human Resources' decision as in Step 3 or mediation as in Step 4. The decision of the arbitrator is to be final and binding upon both parties to the grievance.

D. The term "Arbitrator" as used herein shall refer to a single arbitrator.

D.E. Final and binding arbitration may be initiated by a notification in writing to the Wisconsin Employment Relations Commission. Said notice shall identify the Agreement provisions, the grievance or grievances, the department and the employees involved.

E.F. All expenses, which may be involved in the arbitration proceedings, shall be borne by the parties equally. However, expenses relating to the calling of witnesses or the obtaining of depositions or any other similar expense associated with such proceedings shall be borne by the party at whose request such witnesses or depositions are required.

F.G. The arbitrator so selected shall hold a hearing at a time and place convenient to the parties. Statements of positions may be made by the parties, and witnesses may be called.

G.H. For purposes of receiving testimony and evidence, the provisions of Section 788.06 and 788.07 of the Wisconsin Statutes shall apply. The arbitration award shall be reduced to writing, subject to Section 788.08 through and including 788.15 of the Wisconsin Statutes.

H.I. All records pertinent to the grievance of the aggrieved employee covered by this Agreement shall be made available to the Union upon request for the purpose of handling grievances.

I.J. Any period of time specified in this Article for the giving of notice or taking any action shall be interpreted to exclude Saturdays, Sundays and holidays and may be extended by mutual agreement.

J.K. In the event that the grievance arises out of the direct act of the Chief, the first step of this grievance procedure shall be automatically waived.

K.L. In the event that any individual named to hear the grievance of a Fire Fighter in Steps 1 through 3 is unavailable within the period of time prescribed to present the grievance to ~~him/her~~, **them** the time limitation of the grievance procedures shall be satisfied if such grievance is presented in writing, addressed to the appropriate Battalion Chief, the Chief or the Human Resources Director at the Chief's office at Station #1 within the time period prescribed. In the event that the Fire Fighter against whom action is pending under Article 21 or to whom a notice or communication must be addressed under this Article 22, is unavailable, the time limitations of Article 21 and 22 shall be satisfied if such notice or communication is forwarded to the Secretary of the Union within the time limitation prescribed. Provided further, however, that the period required for such Fire Fighter's response shall be extended for a period equal to such Fire Fighter's vacation or other authorized leave.

L.M. The Union may appoint stewards and shall inform the City of the names of the individual(s) so appointed and of any change thereafter made in such appointments. The City shall allow a steward the necessary time to process grievances during the course of the duty day. Union Stewards will be allowed reasonable use of the City's computer system for the processing of grievance forms and documents. The Chief or their designee shall make necessary transfers.

M.N. All grievances shall be numbered in a manner acceptable to both parties for reference purposes throughout the process.

ARTICLE 23 – MILITARY LEAVE

- A. All employees who are duly enrolled members of the National Guard, the State Guard, the Officers Reserve Corps, the Enlisted Reserve Corps, Naval Reserve Corps, Naval Reserve, the Marine Corps Reserve, or any other reserve component of the military or naval forces of the United States, of the State of Wisconsin, now, or hereafter organized or constituted under Federal law, are entitled to leave of absence without loss of seniority, to enable them to attend military or naval schools, field camps of instruction and naval exercises which have been duly ordered held but not to exceed twenty (20) days, in the calendar year in which so ordered and held. All military leave, including active duty shall be governed by USERRA.
- B. The difference in pay between the military pay during the time of attendance and the employee's regular pay during the same period shall be paid by the City.
- C. The leave granted is in addition to other leaves.

ARTICLE 24 – WAIVER

The waiver or any breach, term or condition of this Agreement by either the City or the Union shall not constitute a precedent in the future enforcement of all its terms and conditions.

ARTICLE 25 – SAVINGS CLAUSE

If any article or section of this Agreement or any addendums thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any article or section should be restrained by such tribunal, the remainder of this Agreement and addendums shall not be affected thereby and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or section.

ARTICLE 26 – NO OTHER AGREEMENT

The employer agrees not to enter into any other agreement written or verbal, with employees individually or collectively, which in any way conflicts with the provisions of this Agreement.

ARTICLE 27 – CHANGES IN THE TERMS OF THIS AGREEMENT

If either party desires to negotiate any changes in this Agreement to become effective after the end of the term of this Agreement or any extension thereof, they shall notify the other party in writing of its desire to enter into such negotiating one hundred-eighty (180) days prior to the end of the contract period. The other party shall acknowledge receipt of such notice, in writing, within five (5) days, excluding Saturdays, Sundays and holidays.

ARTICLE 28 – TERM OF AGREEMENT

This Agreement expresses the complete agreement and understanding of the parties on all matters pertaining to wages, hours and working conditions and constitutes the full settlement of all bargaining issues for the term of the Agreement.

This Agreement shall become effective as of January 1, 202~~63~~⁶⁵, and remain in full force and effect to and including December 31, 202~~83~~⁸⁵, and shall renew itself for additional one year periods thereafter unless either party pursuant to Article 27 had notified the other party in writing that it desires to alter or amend this Agreement at the end of the contract period.

ARTICLE 29 – FUNCTION OF MANAGEMENT

Except as herein otherwise provided, the Management of the Department and the direction of the working forces, including the right to hire, promote, demote, layoff, suspend without pay, discharge for proper cause, transfer, determine the number of employees to be assigned to any job classification, and to determine the job classifications needed to operate the Employer's jurisdiction is vested exclusively in the Employer.

It is further agreed, except as herein otherwise provided, that the responsibilities of Management include, but are not limited to those outlined in this Agreement. In addition to any specified herein, the Employer shall be responsible for fulfilling all normal managerial obligations, such as planning, changing or developing new methods of work performance, establishing necessary policies, organizations and procedures, assigning work and establishing work schedules and of applying appropriate means of administration and control. Provided however, that the exercise of the foregoing rights by the City will not be used for the purpose of discrimination against any member of the Union or be contrary to any other specific provisions of this Agreement, and provided that nothing herein shall be construed to abrogate the provisions of the grievance procedure contained in Article 22.

ARTICLE 30 – AMENDMENT

This Agreement is subject to amendment, alteration or addition only by a subsequent written agreement between and executed by the City and the Union when mutually agreeable.

ARTICLE 31 – PROBATIONARY STATUS, NEW EMPLOYEES, TRANSFERS

- A. The Chief shall establish order at the time of hire. New employees shall be considered probationary employees until they have been in the employ of the City for 18 months. At the end of such period, the employee shall acquire seniority from the date hired. Probationary employees shall have all benefits and conditions of work afforded to employees with seniority, except tenure and as otherwise expressly noted herein.
- B. Promotions: -Employees promoted to a higher classification shall serve in a probationary status for six (6) months, during which period they may be reduced to their previous position if they do not demonstrate their ability to perform the duties of the new position to the Employer's satisfaction. During this period, the employee retains the option to return to their previous position. This period may be extended for an additional six (6) months or up to an additional twelve (12) months to satisfy Specialty requirements of the promotion by mutual agreement of the Employer and the Union. The employee involved has the right to be present during discussions between the parties relative to such extensions.
- C. Fire ~~fighter~~**F**ighter/Inspectors who have completed five (5) years of service in the position, or as otherwise approved by the City, may request to return to the position of Fire ~~F~~**F**ighter by submitting a request to the Chief. The employee will be required to remain in the Fire ~~F~~**F**ighter/Inspector position until the department can transition a new employee to the appropriate training level. Returning employees will be subject to the following conditions:
- ~~1. Must be qualified as a relief driver for a period of two years. Prior to December 31, 2019, candidates that successfully complete the driver's academy must be qualified as a relief driver for 6 months. After January 1, 2020, candidates that successfully complete the driver's academy must be qualified as a relief driver for 2 years.~~
- ~~2.1. If the employee was previously qualified as an Acting Company Officer, or a Company Officer, the employee must return to the acting list for a minimum period of two (2) years and at least six (6) months immediately preceding the promotion to Company Officer. Any time served on the acting list prior to transferring to the Fire fighter/Inspector position shall count toward the acting requirement as posted on the vacancy announcement and such time served in the position of Fire fighter/Inspector shall not count as an interruption to the acting requirement timeframe. **Acting Officers and Relief Drivers must function in the role for six (6) months prior to promotion.**~~

ARTICLE 32 – CONTINUING EDUCATION

The City will reimburse employees for one-half of the cost of tuition and books for continuing education courses or programs, provided that the employee submits evidence of a passing grade and further provided that the Chief or their designee has approved, in advance, the employee's participation in such course or program. Such approval shall not entitle the employee to payment or time off pursuant to Articles 5A and 4E of this Agreement.

ARTICLE 33 – PHYSICAL FITNESS

- A. ~~Effective January 1, 1991, all Protective Status employees must participate in the following program. If they do so, and later decide to again participate, their continued participation shall be mandatory. All employees participating in the program shall be required to maintain a fitness level of "III" or better, in accordance with the agreed upon Fitness Standards.~~
- B. All employees will be tested for fitness levels annually, except that those who fall below the "III" level shall be tested monthly until they reach and maintain a "III" level. The employer shall schedule one test date and one make-up date for each shift. Employees unable to test with their assigned shift may test on alternative test

dates. Employees who test on their off-duty time shall not be compensated for attendance at the testing procedure.

- C. Employees whose fitness level falls below the "III" level must show progress toward the "III" level in their monthly testing and must reach the "III" level within one year.
- D. Employees may be subject to progressive discipline for failure to comply with ~~"Article 33.9" C~~ "C" -above.
- E. All employees who test above the "III" level shall be compensated based upon the physical fitness schedule in Exhibit "A". The results of the annual testing shall be reflected in pay rates during the subsequent calendar year.
- F. Nothing contained herein shall be construed as a waiver of any employee's rights under State Statutes 62.13 or Article 22 or this agreement.
- G. Any employee who is certified by a physician as being unable to perform any of the aspects of this program, due to a temporary physical condition, shall be excused from the testing process until the employee is able to participate fully. Employees shall suffer no loss of pay under this provision for a period not to exceed 180 days from the date of the testing process. The employee may re-test, upon being released to participate by the physician, within that payment period and shall be responsible for coordinating the re-test. Employees who elect to re-test will be placed in the appropriate pay schedule from the date of the successful re-test until the end of the payment period. Upon being released to participate by the physician, the employee shall participate in the next scheduled test opportunity.

ARTICLE 34 – NON-DISCRIMINATION

The Employer and the Union agree not to discriminate against any individual with respect to hiring, compensation, terms or conditions of employment because of such individual's race, color, religion, sex, age, disability, marital status, family status, sexual orientation or national origin, nor will they limit, segregate or classify employees in any way to deprive any individual employee of employment opportunities because of race, color, religion, sex, age, disability, marital status, family status, sexual orientation or national origin.

It is agreed that the use of any word in this Agreement which refers to employees in the masculine gender shall be considered to refer to employees of both sexes.

ARTICLE 35 – PART-TIME EMPLOYEES

Part-Time employees are defined as those employees who are normally scheduled to work less than 1456 hours per year. Part-time employees shall not receive any fringe benefits of this Agreement except that any part-time employee who works more than 1000 hours in a calendar year shall be eligible for pro-rata benefits, provided the employee meets any other eligibility requirements for such benefits.

Pro-rata calculations shall be made by dividing actual hours worked in the calendar by 2912.

Part-time employees shall not be used to circumvent the hiring of new employees for full-time positions.

Any employment opportunity whether caused by a bargaining unit employee's absence or by a temporary or permanent vacancy, shall be offered first to full-time employees. The offer shall be in accordance with terms of this contract and the parties' past practice. In the event that no full-time employee accepts the offer of work, then, and only then, may the work be offered to any part-time employee. Nothing in this section shall be construed to require the employer to fill a vacancy, or otherwise employ anyone. However, if employment is offered to any employee, it shall be provided pursuant to the terms of this section.

ARTICLE 36 – ~~SPECIALTIES~~ PAY

The department retains the right to set the number and classifications needed for Specialties.

- A. The department will solely determine whether ~~or not~~ to participate in Specialties.
- B. Employees ~~, who are shall be~~ required by the department to maintain ~~skills or competencies as outlined below will receive specialty pay. one (1) recognized specialty. Exceptions will be mutually agreed to by the Chief, or designee, and the Union.~~
- C. Employees ~~electing to participate in a Specialty~~ must make a minimum five (5) year commitment to the Specialty. The five years will commence from the date of assignment.
- D. Employees wishing to withdraw from participation must submit a letter of intent to withdraw ~~from the Specialty~~ to the ~~Battalion-Division~~ Chief of Resource Development ~~and Special Operations~~ or Deputy Fire Chief as appropriate. The employee will be required to remain in the Specialty until the department can transition a new member to the appropriate training level.
- ~~E. Employees may be compensated for up to two (2) Specialties.~~
- ~~E. Employees must be able to obtain & and maintain required training and competencies to satisfy the designated level and to the satisfaction of the Fire Chief.~~
- ~~F. Specialty Teams: All team members must obtain and maintain Technician level training:
 - 1. Hazardous Materials Technician
 - 2. Technical Rescue
 - 3. Swift Water
 - 4. Confined Space
 - 1-5 Head of the Honor Guard~~
- ~~F. Employees in the position of Fire Fighter/Inspector will be allowed to maintain one specialty at the employee's option.~~
- ~~G. Specialty Teams: All team members must obtain and maintain Technician level training.~~
- ~~H. Hazmat Team Compensation: Each Hazmat Team Technician Member will be paid \$10 bi-weekly as specialty pay.~~
- ~~I. Technical Rescue Team Compensation: Each Technical Rescue Technician Team Member will initially be paid \$10 bi-weekly as specialty pay, for completion of any two (2) of the four (4) Technical Rescue Elements (Collapse, Confined Space, Ropes, Trench). Participants must make steady progress towards obtaining the needed training and skills and are to achieve the full qualifications within two (2) years. Upon completion of all four (4) elements, each Technical Rescue Technician Team Member will be paid \$20 bi-weekly as specialty pay.~~
- ~~J. Swift Water/Ropes Rescue Team Compensation: Each Swift Water Rescue Technician Team Member will be paid \$10 Bi-weekly as specialty pay.~~
- ~~K. Confined Space/Ropes Technician level Compensation: Each employee required to have Confined Space/Ropes Technician level training will be paid \$10 Bi-weekly as specialty pay.~~

ARTICLE 37 – ADVANCED LIFE SUPPORT (ALS) ENGINE

ALS Engines:

- 1. Each frontline emergency response vehicle, engines, and ladders, with the exception of 9300, will be staffed with a minimum of one paramedic and one Emergency Medical Technician (EMT) under the ALS Engine Company EMS Plan.
- 2. The Fire Department will need a minimum of ~~360~~ paramedics to ensure coverage 24/7/365.
 - a. ~~Note: The State of Wisconsin Department of Health Services allows for a two-year phase in period. ALS Engines can begin with less than 30 paramedics and build up to that number over time.~~

All locally offered courses required by Medical Control to maintain a paramedic license will be sponsored utilizing on- and off-duty hours. Off duty training will be paid in accordance with the labor agreement. Any out-of-town training course will be considered on a case-by-case basis and should not be the primary source of recertification course work.

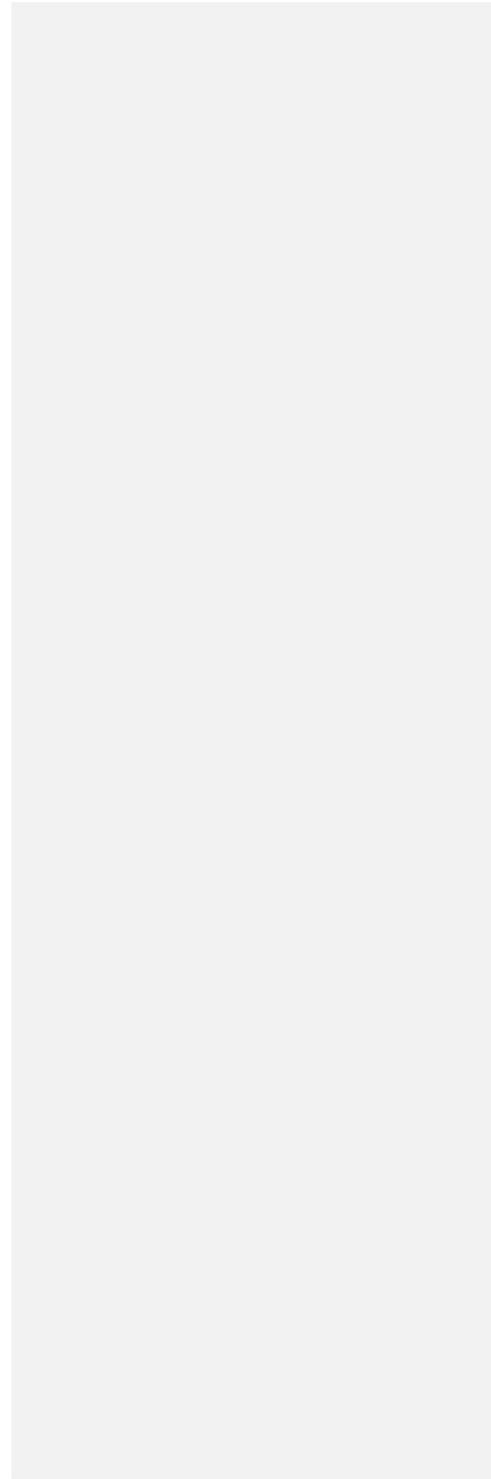
Once the Fire Department exceeds the minimum number of paramedics (~~360~~). A paramedic may choose to be removed from the active paramedic pool (process outlined below). Open Fire Fighter/Paramedic positions will be filled by the most senior Fire Fighter/Paramedic in the Fire Fighter ranks.

Fire Fighter/Paramedics that choose to drop their paramedic designation must maintain an EMT license. To drop their status, the employee will provide a written request to the Deputy Chief of Operations by July 31st of each calendar year. The Fire Chief or designee will determine if staffing allows the change from active status. Approvals will be made based on the

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number of active status years as a paramedic first, followed by department seniority. Any approved changes will take place the following January during shift alignments. The employee's pay will be reduced to the appropriate pay scale.

A Fire Fighter/Paramedic may request immediate withdrawal from active status if there is a Fire Fighter/Paramedic that can fill the future opening and the Fire Chief approves.



IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this ____ day of _____20225.

CITY OF APPLETON

BY: _____
Jacob Woodford, Mayor

INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS, LOCAL 257

Attest: _____
President

BY: _____
Kami Lynch, City Clerk

Vice President

Approved as to form:

Chris Behrens, City Attorney

Provision has been made to pay any liability
which may accrue under this contract.

Jeri Ohman, Director of Finance
City of Appleton

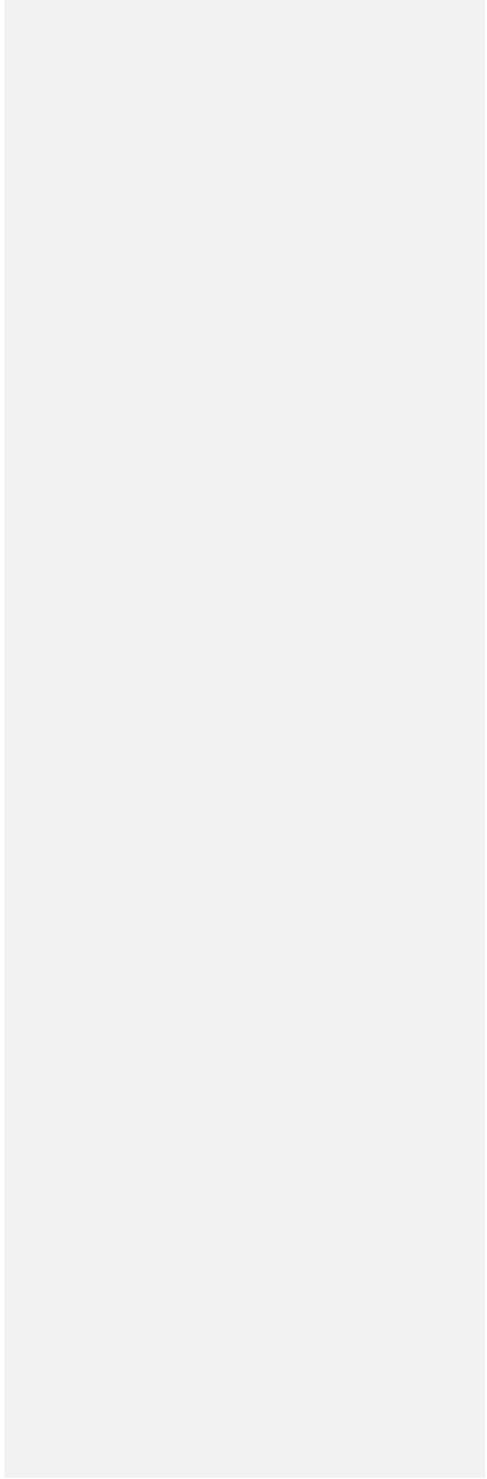


EXHIBIT A

2026 - 2028 FIRE FIGHTER/EMR SALARY SCHEDULE

4/1/26 - 3%
4/1/27 - 3%
4/1/28 - 2.5%

	<u>4/1/2026</u> Hourly Rate	<u>4/1/2027</u> -Hourly Rate	<u>4/1/2028</u> -Hourly Rate
FIRE FIGHTER			
Start step 0 - 1 year	<u>\$32.5848</u>	<u>\$33.5623</u>	<u>\$34.4014</u>
1 - 2 years	<u>\$33.5300</u>	<u>\$34.5359</u>	<u>\$35.3993</u>
2 - 3 years	<u>\$34.5866</u>	<u>\$35.6242</u>	<u>\$36.5148</u>
3 - 4 years	<u>\$35.5652</u>	<u>\$36.6321</u>	<u>\$37.5479</u>
4 - 5 years	<u>\$36.5771</u>	<u>\$37.6744</u>	<u>\$38.6162</u>
5 - 6 years	<u>\$37.6781</u>	<u>\$38.8085</u>	<u>\$39.7787</u>
6 - 7 years	<u>\$38.8571</u>	<u>\$40.0228</u>	<u>\$41.0233</u>
7 - 8 years	<u>\$39.9913</u>	<u>\$41.1910</u>	<u>\$42.2208</u>
Over 8 years	<u>\$41.5816</u>	<u>\$42.8291</u>	<u>\$43.8998</u>

FIRE FIGHTER/INSPECTOR			
Start Step	<u>\$43.0273</u>	<u>\$44.3181</u>	<u>\$45.4261</u>
1 Year Step	<u>\$44.3397</u>	<u>\$45.6699</u>	<u>\$46.8117</u>

FIRE DRIVER ENGINEER			
Start Step	<u>\$42.4825</u>	<u>\$43.7569</u>	<u>\$44.8508</u>
1 Year Step	<u>\$43.3832</u>	<u>\$44.6847</u>	<u>\$45.8018</u>

FIRE LIEUTENANT			
Start Step	<u>\$44.3397</u>	<u>\$45.6699</u>	<u>\$46.8117</u>
1 Year Step	<u>\$45.3184</u>	<u>\$46.6779</u>	<u>\$47.8449</u>

FIRE CAPTAIN			
Start Step	<u>\$46.2302</u>	<u>\$47.6171</u>	<u>\$48.8075</u>
1 Year Step	<u>\$47.0977</u>	<u>\$48.5106</u>	<u>\$49.7234</u>

*1/1/2023 rate is the 10/1/2022 rate from the 2020-2022 contract and rounded to four digits.

New employees possessing career firefighting experience, at the discretion of the Chief, may be hired at any step up to and including the 4-5 year step of the pay schedule. For purposes of future pay advancement, such employees shall be deemed to have the years of service which their pay step represents. For all other purposes, seniority shall be determined from the actual date that the employee was hired.

Physical Fitness Pay - Employees will be paid an additional 1% or 2% which will be added to their hourly base wage as outlined in Article 33.

EMS Shift Coordinator pay is 3% above top Fire Fighter added to existing rate of pay.

2026 - 2028 FIRE FIGHTER/EMT SALARY SCHEDULE

4/1/26 - 3%
 4/1/27 - 3%
 4/1/28 - 2.5%

	<u>4/1/2026</u> Hourly Rate	<u>4/1/2027</u> Hourly Rate	<u>4/1/2028</u> Hourly Rate
FIRE FIGHTER			
Start step 0 - 1 year	\$32.9107	\$33.8980	\$34.7454
1 - 2 years	\$33.8653	\$34.8812	\$35.7533
2 - 3 years	\$34.9325	\$35.9804	\$36.8799
3 - 4 years	\$35.9208	\$36.9985	\$37.9234
4 - 5 years	\$36.9428	\$38.0511	\$39.0024
5 - 6 years	\$38.0549	\$39.1965	\$40.1765
6 - 7 years	\$39.2457	\$40.4230	\$41.4336
7 - 8 years	\$40.3912	\$41.6030	\$42.6431
Over 8 years	\$41.9974	\$43.2573	\$44.3388
FIRE FIGHTER/INSPECTOR			
Start Step	\$43.4576	\$44.7613	\$45.8803
1 Year Step	\$44.7832	\$46.1267	\$47.2798
FIRE DRIVER ENGINEER			
Start Step	\$42.9073	\$44.1945	\$45.2994
1 Year Step	\$43.8170	\$45.1315	\$46.2598
FIRE LIEUTENANT			
Start Step	\$44.7832	\$46.1267	\$47.2798
1 Year Step	\$45.7716	\$47.1447	\$48.3233
FIRE CAPTAIN			
Start Step	\$46.6925	\$48.0932	\$49.2956
1 Year Step	\$47.5687	\$48.9958	\$50.2207

New employees possessing career firefighting experience, at the discretion of the Chief, may be hired at any step up to and including the 4-5 year step of the pay schedule. For purposes of future pay advancement, such employees shall be deemed to have the years of service which their pay step represents. For all other purposes, seniority shall be determined from the actual date that the employee was hired.

EMT pay started on 1/1/2021 for union personnel who have their EMT certification. Once this EMT certification is obtained, it must be maintained. EMT pay is 1% over the employees base wage under the Fire Fighter EMR wage schedule.

~~*1/1/2023 rate is the 10/1/2022 rate from the 2020-2022 contract and rounded to four digits.~~

Physical Fitness Pay - Employees will be paid an additional 1% or 2% which will be added to their hourly base wage as outlined in Article 33

EMS Shift Coordinator pay is 3% above top Fire Fighter added to existing rate of pay.

**2026 - 2028 FIRE FIGHTER/PARAMEDIC ASSIGNED TO ALS ENGINE
SALARY SCHEDULE**

	<u>4/1/2026</u>	<u>4/1/2027</u>	<u>4/1/2028</u>
-	<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>
FIRE FIGHTER			
Start step 0 - 1 year	\$33.8067	\$34.8209	\$35.6914
1 - 2 years	\$34.7874	\$35.8310	\$36.7268
2 - 3 years	\$35.8836	\$36.9601	\$37.8841
3 - 4 years	\$36.8989	\$38.0058	\$38.9560
4 - 5 years	\$37.9487	\$39.0872	\$40.0643
5 - 6 years	\$39.0911	\$40.2638	\$41.2704
6 - 7 years	\$40.3142	\$41.5236	\$42.5617
7 - 8 years	\$41.4910	\$42.7357	\$43.8041
Over 8 years	\$43.1409	\$44.4352	\$45.5460

FIRE FIGHTER/INSPECTOR			
Start Step	\$44.6408	\$45.9801	\$47.1296
1 Year Step	\$46.0025	\$47.3826	\$48.5671

FIRE DRIVER ENGINEER			
Start Step	\$44.0755	\$45.3978	\$46.5328
1 Year Step	\$45.0101	\$46.3604	\$47.5194

FIRE LIEUTENANT			
Start Step	\$46.0025	\$47.3826	\$48.5671
1 Year Step	\$47.0178	\$48.4283	\$49.6390

FIRE CAPTAIN			
Start Step	\$47.9638	\$49.4028	\$50.6378
1 Year Step	\$48.8638	\$50.3298	\$51.5880

New employees possessing career firefighting experience, at the discretion of the Chief, may be hired at any step up to and including the 4-5 year step of the pay schedule. For purposes of future pay advancement, such employees shall be deemed to have the years of service which their pay step represents. For all other purposes, seniority shall be determined from the actual date that the employee was hired.

Paramedic pay will begin when the AFD operates ALS Engines. Once this paramedic certification is obtained, it must be maintained. Paramedic pay is 3.75% over the employees base wage under the Fire Fighter/EMR wage schedule.

~~*1/1/2023 rate is the 10/1/2022 rate from the 2020-2022 contract and rounded to four digits.~~

Physical Fitness Pay - Employees will be paid an additional 1% or 2% which will be added to their hourly base wage as outlined in Article 33.

EMS Shift Coordinator pay is 3% above top Fire Fighter added to existing rate of pay.

EXHIBIT "B"

DISCIPLINARY ACTION SCHEDULE

The following shall generally constitute the penalties to be imposed for violation of the Department's rules of conduct. The Chief shall furnish copies of all written reprimands to the Union.

- A. Generally, an employee will be subject to discharge or such lesser penalty or punishment as the Chief in their discretion may impose, for violations of the following rules:
1. Dishonesty, theft of personal property of another employee or City property.
 2. Drunkenness, drinking, being under the influence or in possession of alcoholic beverages while on duty and/or on City property or when in uniform in a public place provided, however, that having such beverages in a locked personal vehicle shall not be considered "possession" for purposes of this Paragraph.

Notwithstanding the above, the following provisions shall generally be utilized when test results for breath alcohol are positive:

- a. If test results demonstrate the presence of any breath alcohol concentration, the employee shall be subject to discipline without receipt of a prior warning letter based on the following schedule:
 1. Concentration equal to or above the State legal limit as set forth in Wis. Stats. § 340.01 (46m)(a) - discharge.
 2. Concentration equal to or above .04% but less than the State legal limit as set forth in Wis. Stats. § 340.01 (46m)(a) - one week suspension without pay
 3. Any concentration less than .04% - suspension without pay for the balance of the workday plus one day.
 - b. In addition to the above, any employee who has a breath alcohol concentration of less than the State legal limit as set forth in Wis. Stats. § 340.01 (46m)(a) shall be required as a condition of continued employment, to submit to assessment under the Employee Assistance Program and to comply fully with any recommendations made under that program.
 - c. Any employee who has been suspended pursuant to the above and who subsequently has a positive breath alcohol test shall be subject to discharge.
3. Use of, being under the influence or in possession of any controlled substance while on duty and/or on City property or when in uniform in a public place, unless such substance has been legally prescribed.
 4. Refusal to comply with direct orders of supervisor.
 5. Absence of two (2) consecutive working days without authorization by Operations personnel.
 6. Immoral or indecent conduct, rape, attempted rape, or felony sexual assault.
 7. Willfully endangering others while on duty.

8. Willful or malicious damage to vehicle or equipment.
- B. Generally, an employee shall be subject upon the first offense to a written reprimand; upon second offense, twenty-four (24) hours suspension without pay; upon third offense, discharge or such lesser penalty or punishment as the Chief in their discretion may impose for violation of the following rules:
1. Being absent from duty, without authorization (employee has not arrived at their duty station nor has the employee called in to the officer in charge with a valid excuse within one hour of the start of their shift.)
 2. Sleeping on duty during unauthorized rest periods or without permission of officer in charge. Such unauthorized times shall be 0700 hours to 1200 hours and 1300 hours to 2100 hours and any other time a Fire Fighter is performing assigned duties but does not include authorized lunch periods.
 3. Gambling while on duty.
 4. Violation of safety rules or common-sense safety practices.
 5. Failure to report vehicle accident to supervisor.
 6. Performance of services or obligations of a personal nature while on duty and without permission.
 7. Carrying unauthorized passengers in City owned vehicles.
 8. Failure to check in and out with the officer in charge when leaving station during duty hours.
 9. For violation of any rules of conduct not specifically addressed elsewhere in this exhibit "B".
- C. Generally, operations employees shall be subject to no penalty or punishment whatsoever for the first two offenses, upon third offense, a written reprimand, upon fourth offense, twenty-four (24) hours suspension without pay, upon fifth offense, forty-eight (48) hours suspension without pay, upon sixth offense, discharge or such lesser penalty or punishment as the Chief in their discretion may impose for violation of the following rules:
1. Tardiness. Tardiness shall be defined as an absence from duty less than one (1) hour after an employee's shift starting time.

Provided, however, that all previous warnings or penalties will be stricken from an employee's record after one (1) year from previous tardy offense to the extent they apply to disciplinary decisions that are not subject to Secs. 62.13(5)(em) and (5)(i), Stats. Stricken shall not imply that this will be physically removed from the employee's file; rather, that it will not be used to determine future discipline.

And further provided that all previous warnings or penalties shall not be stricken from an employee's record after one (1) year from previous tardy offense to the extent they apply to disciplinary decisions that are subject to Secs. 62.13(5)(em) and (5)(i), Stats.
- D. The term "24 hours suspension without pay" shall be defined to mean the employee will be suspended 24 work hours and be deducted 24 hours pay provided, however, this section shall not be implemented in a manner that violates the Fair Labor Standards Act. For this purpose, the hourly rate is established by dividing the wage rate shown in Exhibit A by 80.
- E. Prior disciplinary action for a related offense shall not be used as a basis for progressive discipline when one year or more has elapsed since the previous related offense to the extent they apply to disciplinary decisions that are not

subject to Secs. 62.13(5)(em) and (5)(i), Stats.

And further provided that all prior disciplinary action for a related offense shall be used as a basis for progressive discipline when one year or more has elapsed since the previous related offense to the extent they apply to disciplinary decisions that are subject to Secs. 62.13(5)(em) and (5)(i), Stats.

**City of Appleton
and
Fire Fighters Local 257
Side Letter Agreement-
Implementation of N.F.P.A. Physicals
August 23, 2002**

The City of Appleton will pay the cost of the annual medical evaluations. Any follow-up evaluation or treatment for medical conditions identified during the annual physical will be paid for in accordance with the health insurance benefits provided in the bargaining agreement.

1. In accordance with NFPA 1582 Section 1-3.2, the requirements of NFPA 1582 will be phased in based upon employees hiring dates. The standard will be utilized as a recommendation for all employees hired prior to January 1, 2002. In addition, employees hired prior to January 1, 2002, the following language will be followed, in accordance with NFPA section 2-5.3, the fire department physician shall not medically certify any current member for return to duty if any Category A or B medical conditions specified in Chapter 3 of the standard is present, that is determined to be severe enough to affect the member's performance. For employees hired after January 1, 2002, in accordance with section 2-5.2, the fire department physician shall not medically certify the current member for return to duty if any Category A medical condition specified in Chapter 3 of the standard is present.
2. The City will make every attempt to schedule the medical evaluation on duty. If the medical evaluation needs to be performed off-duty, the employee shall be paid according to the Collective Bargaining Agreement, ARTICLE 5 – Overtime-D. Such compensation will not offset the employee's FLSA time.
3. The City agrees to comply with the NFPA Standard recommendations and State Statutes with regard to medical evaluation records, results, reporting and confidentiality.
4. The intent of the NFPA annual physical is not to institute a random drug-screening program.
5. When the City physician determines that an employee is not fit for duty, the employee may, at his or her own expense, choose to seek a medical opinion from another physician. After the second physician has rendered their opinion, and if, the opinions of the City's physician and the employee's physician are in conflict, the employee will be asked to sign a release so that the two physicians can discuss their opinions. (The most current copy of the Patient Registration Release form will be provided). Should the two physicians be unable to resolve those conflicts, the City will agree to pay for another medical exam conducted by a physician practicing in the field related to the disputed medical condition. This third physician will be mutually agreed upon by both the City's and employee's physicians and the opinion of this third physician shall be final. Should the employee refuse to sign a release allowing the City's physician to communicate with the employee's physician, the third opinion shall not be obtained and the decision of the City's physician shall be final.

Once the City physician and employee's physician have agreed on a third physician, the City Human Resources Department shall be notified of the selection. The Human Resources Department will schedule the appointment with the selected physician's office and notify the employee of the scheduled time. The employee shall be placed on paid administrative leave pending the decision of the third physician. In the event the employee does not keep the scheduled appointment, absent an unusual emergency, the employee will be placed on unpaid administrative leave from the date of the original appointment until the third opinion is rendered.
6. In the event an employee is determined to be unfit for full duty, the employee may be offered alternate duty.
7. In the event that the employee is determined to be unfit for full duty the employee may utilize paid leave under the collective bargaining agreement and any leave available by law. In the event that an employee has exhausted all available paid leave, said employee shall be placed on a leave of absence without pay. An employee placed on unpaid leave pursuant to this letter, will receive up to a total of three (3) months continued Health and Dental Insurance benefits, paid for by the City, in addition to the employees' entitlement under the FMLA. This three (3) month extension of Health and Dental Insurance benefits is based upon the condition resulting in the employee being

determined to be unfit for full duty, and, unlike FMLA benefits, does not result in a new entitlement with the beginning of a new calendar year.

8. In accordance with the NFPA standard, the Department shall provide encouragement and resources to the employee so as to expedite their return to full duty. Such resources shall include: the City's Employee Assistance Program, recommendations from the City's physician, access to the Fire Department's fitness facility-with a physician's release and a signed consent/waiver form (attached).
9. A copy of NFPA 1582 shall be utilized as a reference.



Fringe Benefits			
CITY OF APPLETON POLICY		SECTION:	Human Resources
ISSUE DATE:	April 2000	LAST UPDATE:	April 2025
POLICY SOURCE:	Human Resources Department		
POLICY AUDIENCE:	All Employees Excludes Valley Transit, Police and Fire protective employees covered by a collective bargaining agreement.		

I. PURPOSE

To outline for employees the fringe benefits available to all employees, excluding represented Valley Transit, Police and Fire protective employees.

II. POLICY

It is the policy of the City of Appleton to make available fringe benefits as outlined in this policy. It is also the policy of the City of Appleton to provide incentives, recognize significant levels of responsibilities, and to attract and retain qualified employees by offering comparable benefits.

III. DISCUSSION

This policy provides the current fringe benefits available. These benefits are subject to change with approval of the Common Council.

IV. DEFINITIONS

- A. Regular Full-Time (exempt): Employees who work a minimum of 2080 hours per year or 80 hours bi-weekly and not eligible for overtime or compensatory time for any hours worked beyond 40 hours per week. A full-time exempt employee is expected to work whatever hours necessary to complete the job they have been hired for. Employees who are classified as exempt are paid on a “salaried basis” meaning that the person will be paid the same full salary for any week in which work is performed without regard to the number of hours worked.
- B. Regular Full-Time (non-exempt): Employees who work 2080 hours per year and are eligible for overtime after working 40 hours per week.
- C. Regular Part-Time (exempt): Employees who are normally scheduled to work a minimum 1040 hours per year but less than 2080 hours per year and are not eligible for overtime or compensatory time for any hours worked beyond their standard bi-weekly hours.
- D. Regular Part-Time (non-exempt): Employees who are normally scheduled to work a minimum 1040 hours per year but less than 2080 hours per year and are eligible for straight time pay for hours worked beyond their standard biweekly hours and for overtime after working 40 hours per week.
- E. Non-represented: All employees whose benefits are not covered by a Collective Bargaining Agreement.
- F. Represented: Employees whose benefits are covered by a Collective Bargaining Agreement. Those include: Valley Transit Teamster Local 662, Appleton Professional Police Non-supervisory Unit and the Appleton International Association of Firefighters Local 257.
- G. Domestic Partner: Persons without registration that meet the following criteria:
 - a. Each individual is at least 18 years old and competent to enter into a contract;
 - b. Neither individual is married to, or in a domestic partnership with, another;
 - c. They share a common residence

- d. Their partnership must not violate Wisconsin Statutes which bar marriage between certain persons based on kinship and divorce;
- e. They must consider themselves to be members of each other's immediate family and
- f. They must agree to be responsible for each other's basic living expenses.

Employees who wish to utilize the funeral leave benefits available for domestic partners must submit in writing to the Human Resources Department proof that the criteria listed above in (a-f) are met. Human Resources will make a determination on eligibility based on the information provided by the employee.

- H. Look-Back Measurement Period: Rules set by Health Care Reform to offer coverage to an employee who at time of hire wasn't eligible for medical insurance coverage. If during measurement period the employee's hours increase to over 30 hours per week on average then must be offered medical insurance. Measurement Period is the 12 months the City will use to review hours worked in the calculation. Administrative Period is the 60-day period for the City to administratively compute hours work to know if insurance should be offered. Stability Period is the 12-month period of time that once an employee qualifies must be allowed to stay on medical insurance.

V. BENEFITS

A. Health and Dental Insurance

1. Health Insurance:

Regular full-time and part-time employees working 30 hours or more per week, shall be eligible for the health insurance benefit plan.

Effective January 1, 2013 part-time employees who are enrolled in the City health insurance program shall be grandfathered and will continue to be eligible for health insurance benefits provided they maintain their enrollment in the plan. If said employee chooses to drop coverage the part-time employee must work 30 hours per week to re-enroll.

Health insurance is effective on the 31st calendar day of employment. Employees who do not enroll at this time can make coverage election during the open enrollment period for the following calendar year. Employees who experience a qualifying status change may enroll mid-year.

Employees working less than 40 hours per week (1.0 FTE) will have premiums prorated. Premiums will be deducted from the employee's payroll check. All premiums will be taken on a pre-tax basis unless the employee notifies the Human Resources Department in writing of their desire to have the premium deducted on a taxable basis. Any missed payments for insurance premiums will be deducted at a later date, or the employee will be invoiced. Failure to make timely payments may cause cancellation of coverage.

Employees who have a spouse who also work for the City must select either one family plan or two single plans.

The City will follow the Health Care Reform Act look-back provision in order to determine if a previously not eligible employee becomes eligible for medical insurance. The Measurement Period will be November 1 through October 31. The Administrative Period will be November 1 through December 31. The Stability Period will be January 1 through December 31.

2. Dental Insurance:

Regular full-time and part-time employees working 20 hours or more per week, shall be eligible for the dental insurance benefit plan.

Employees working less than 40 hours per week (1.0 FTE) will have premiums prorated. Premiums will be deducted from the employee's payroll check. All premiums will be taken on a

pre-tax basis unless the employee notifies the Human Resources Department in writing of their desire to have the premium deducted on a taxable basis. Any missed payments for insurance premiums will be deducted at a later date, or the employee will be invoiced. Failure to make timely payments may cause cancellation of coverage.

Dental insurance is effective on the 31st calendar day of employment. Employees who do not enroll at this time can make coverage elections during the open enrollment period for the following calendar year. Employees who experience a qualifying status change may enroll mid-year.

Employees who have a spouse who also work for the City must select either one family plan or two single plans.

B. Life Insurance

1. **Basic Life Insurance:** Regular full-time and regular part-time employees are eligible for term life insurance in an amount equal to one time the employee's annual salary rounded to the next even thousand increment to a maximum of \$50,000. The City shall pay the full cost of the premium.
2. **Optional Life Insurance:** In addition to the \$50,000 term life insurance, regular full-time and regular part-time employees can purchase optional life insurance in \$10,000 increments. Optional life insurance can be purchased for spouse and dependent children. The employee must pay the full premium for all optional life insurance.

Life insurance is effective on the first of the month after thirty (30) calendar days of employment.

C. Long-Term Disability Insurance

Regular full-time and regular part-time employees will be eligible for long-term disability insurance. Coverage will be provided at 60 % of the employee's salary for non-work-related injuries or illnesses after a ninety (90)-calendar day waiting period. The carrier must deem employees eligible. The City shall pay the full cost of the premium.

Long-term disability insurance is effective on the first of the month after ninety (90) (uninterrupted) calendar days of employment.

D. Wisconsin Retirement System

The City shall pay one half of all actuarially required contribution for funding benefits under the retirement system for regular full-time and regular part-time employees, this excludes Police and Fire protective employees. Participation in the Wisconsin Retirement System is mandatory.

E. Deferred Compensation Program (Section 457 Plan)/Roth

Regular full-time and regular part-time employees are eligible to participate in the City Deferred Compensation Program upon enrollment into the program anytime on or after their first day of employment. Any amounts contributed to the program, which must be by payroll deduction, are paid for fully by the employee. Under this plan, you may contribute money (on a pre-tax basis) in a tax deferred investment of your choice to earn tax deferred interest until you are ready to receive distributions, usually at retirement. There is also a Roth option that must be by payroll deduction and is paid for fully by the employee. This allows you to contribute money (on an after-tax basis) to investments of your choice.

F. Post Employment Health Plan (PEHP)

The City of Appleton participates in the PEHP for Non-Represented Public Employees in accordance with the terms and conditions of the Plan's Participation Agreement.

1. **Monthly Contributions:**

The City agrees to contribute to the Plan on behalf of all regular full-time non-represented employees. The City shall contribute for each Eligible Employee the amount of ten dollars (\$10) per month.

The City shall pay the annual administration fee on behalf of the eligible active employee. The procedure for payment of the administration fee shall be accomplished by a deduction and reimbursement directly into the employee's account.

Regular part-time employees are not eligible for payment of the annual administration fee or the monthly contribution to the PEHP.

2. Additional Contributions:

In addition to the monthly contribution amount, the City will contribute upon retirement, the value of unused sick leave of an Eligible Employee's accumulated sick leave balance to the maximum as follows:

90 days for formerly represented AFSCME employees;

90 days plus any accumulated physical fitness bonus incentive for Police Captains and Lieutenants and;

120 days plus any accumulated physical fitness bonus incentive for Police/Fire administrative protective status personnel and

120 days for all other employees

(For purposes of the additional contribution, an Eligible Employee is an employee who is qualified for an annuity under the Wisconsin Retirement System.)

PEHP contributions are not reportable earnings to the Wisconsin Retirement System.

Contributions to the PEHP may only be used after an employee leaves employment with the City of Appleton. Monthly contributions are placed into an account that may be used to pay for IRS qualified expenses. The additional contributions are placed into an account that may be used to pay for premium contributions only.

- G. Flexible Spending Account: All regular full-time and regular part-time employees are eligible to participate in the dependent care flexible spending account program. Enrollment shall be January 1 of each year for existing employees or within thirty (30) calendar days for newly hired employees or for qualifying status changes. This program allows the employee to use pre-tax funds to pay for IRS qualified expenses for children under the age of thirteen (13) or day care expenses for disabled dependents.
- H. Worker's Compensation: Regular full-time employees and regular part-time employees shall receive worker's compensation benefits based on state worker's compensation laws, with the exception's that there shall be no cap on the weekly (TTD) temporary total disability payments and they be compensated for the first three days at 66 2/3% following the date of injury, after the 7 day period is met. All protected police and fire personnel shall receive the same benefit afforded to the represented employees in the department.
- I. Tuition Reimbursement: All regular full-time non-represented employees who successfully complete job-related continuing education courses toward a degreed program shall be reimbursed for fifty percent (50%) of the cost of tuition and books. The total amount reimbursed will not exceed fifty percent (50%) of the amount charged by the University of Wisconsin system for similar courses that is paid by the employee.

Library employees shall be reimbursed for up to 25% of the cost of tuition and books, paid by the employee, not to exceed that charged by the University of Wisconsin system for similar courses for graduate Library education.

The department head and the Director of Human Resources must approve participation in such courses, in advance. Successful completion shall mean a passing grade if the course or program is graded on a pass/fail basis or a grade of "C" or better if letter grades are issued. Class participation will be on the employee's own time.

All tuition reimbursement requests shall be subject to available departmental funds. Reimbursements from other sources will offset City contributions. (ie; grants).

- J. Direct Deposit: All employees are required to have their payroll checks direct deposited into a bank or credit union of their choice. The full amount of the deposit must go into one account.
- K. Employee Assistance Program (EAP): The City sponsors an EAP to help employees and those living in their households maintain healthy levels of emotional, work-life, and physical well-being, and to limit the effect of personal problems on job performance. All employees and those living in their households are eligible to utilize resources and services offered through the EAP. This benefit comes at no cost to the employee or participant and is designed to provide short-term confidential counseling and referral services, financial information and resources, legal support and resources, work-life solutions, and Guidance Resources Online. Services rendered by the EAP are provided through a contract with a private employee assistance consulting firm.

L. Vision Insurance

Regular full-time and part-time employees working 20 hours or more per week, are eligible to enroll in a voluntary vision insurance benefit plan.

Premiums will be deducted from the employee's payroll check. All premiums will be taken on a pre-tax basis unless the employee notifies the Human Resources Department in writing of their desire to have the premium deducted on a taxable basis. Any missed payments for insurance premiums will be deducted at a later date, or the employee will be invoiced. Failure to make timely payments may cause cancellation of coverage.

Vision insurance is effective on the 31st calendar day of employment. Employees who do not enroll at this time can make coverage elections during the open enrollment period for the following calendar year. Employees who experience a qualifying status change may enroll mid-year.

Employees who have a spouse who also works for the City must select either one family plan or two single plans.

- M. Other Benefits: Other voluntary benefits may be offered based on the City's discretion.

VI. PAID LEAVE

Employees shall receive a total of twelve (12) holidays per year (this includes scheduled holidays, as listed below). When a holiday falls on Saturday or Sunday, it shall be determined by the Mayor in November of the previous year, if service to the public will be required on the Friday or Monday. If it is determined that service will be provided to the public, employees shall work those days as part of their normal workweek and will be given a floating holiday off in lieu of the Friday before and/or the Monday after a holiday to be scheduled with supervisory approval. Department Directors will inform employees the November prior to the beginning of the following year of any variations of the following schedules. For those employees who are not required to service the public as noted above, when New Years, Independence Day, or Christmas falls on Saturday they shall be observed on the preceding Friday and when they fall on Sunday they shall be observed on the following Monday.

- A. Holidays: the City (excluding Valley Transit and Library) shall observe the following holidays:
 - 1. New Year's Day

2. Memorial Day
3. Independence Day
4. Labor Day
5. Thanksgiving Day
6. Day after Thanksgiving
7. Last working day before Christmas
8. Christmas Day
9. Four floating holidays
10. Any additional holidays granted by the Common Council

Valley Transit shall observe the following holidays:

1. New Year's Day
2. Memorial Day
3. Independence Day
4. Labor Day
5. Thanksgiving Day
6. Christmas Day
7. Six floating holidays
8. Any additional holidays granted by the Common Council.

The Appleton Public Library shall observe the following holidays:

1. New Year's Day
2. Memorial Day
3. Independence Day
4. Labor Day
5. Thanksgiving Day
6. Christmas Eve
7. Christmas Day
8. New Year's Eve
9. Four floating holidays
10. Any additional holidays granted by the Common Council and Library Board

Regular full-time employees are eligible for holidays based on eight (8) hours for each of the above listed holidays. Police Lieutenants and Captains who are required to work (minimum staffing) hours on Thanksgiving Day, Day after Thanksgiving, Christmas Eve or Christmas Day shall be entitled to receive \$100 compensation.

Regular part-time employees are eligible for holidays pro-rated based on the approved budgeted position. If one of the above listed holidays falls on a regularly scheduled day off for a regular part-time employee, the employee may have the option, with department head approval, of taking pay for the holiday, taking an additional day off during the pay period or scheduling the holiday as a floating holiday to be used by December 31.

Floating Holidays may be charged in one quarter hour increments and/or pursuant to departmental policy. Floating Holidays must be used during the calendar year, or they will be lost. Department directors/ or designee shall approve the number of employees off on a floating holiday at any one given time, as well as how employees will pick floating holidays and whether or not employees will be allowed to cancel scheduled floating holidays.

In order for regular full-time and regular part-time employees to be eligible for holiday pay, they must work their regularly scheduled workday immediately preceding and following the holiday, except in the case of an employee on an approved paid leave.

Floating holidays will be pro-rated in the year of hire and termination/resignation/retirement as follows:

	Hired	Leaving
January-March	3	0
April-June	2	1
July-September	1	2
October-December	0	3

Non-exempt employees who work on any of the scheduled holidays shall receive double time pay for all hours worked on the holiday unless otherwise noted in departmental policies or have received an additional day off as noted above.

When an exempt employee is required to work one of the holidays listed above, that supervisor shall be given an additional floating holiday off, to be scheduled with supervisory approval. This provision shall not apply to Fire personnel working a 24-hour shift.

Non-represented Fire Personnel working a 24-hour shift shall be granted pay for scheduled holidays in accordance with the current International Association of Fire Fighters Local 257 collective bargaining agreement. In addition to the pay for scheduled holidays, 24-hour shift personnel shall be entitled to floating holidays based on the following schedule:

Upon promotion or year of hire:	one (1) floating holiday
After five (5) years of city service:	two (2) floating holidays
After eight (8) years of city service:	three (3) floating holidays

Floating Holidays shall be charged in one quarter hour increments and/or pursuant to departmental policies or guidelines.

- B. Vacation: All regular full-time employees shall be entitled to paid vacation benefits as of January 1 of each year based upon their length of continuous service. For purposes of determining future vacation eligibility, the year of hire shall be treated as a full year of service.

Regular part-time employees are eligible for vacation pro-rated based on the approved budgeted position. Regular part-time employees shall use vacation based on the number of hours scheduled to work on the day or days for which the vacation is requested.

Paid vacations shall be provided in accordance with the following:

Vacation Schedules: Existing employees shall be placed on the schedule below effective January 1, 2012. Employees will not lose earned vacation as a result of that placement and shall move to the next increment based on their years of service on the schedule below.

Year of hire: Persons hired prior to July 1 of any year shall receive one week (5 working days) of vacation during their year of hire subject to approval of their department head or Mayor if appropriate and in accordance with department policies.

1. Non-exempt:

After one year of continuous service: one week of vacation (five working days.)

After two years of continuous service: two weeks of vacation (ten working days.)

After six years of continuous service: two weeks plus two days of vacation (twelve working days.)

After eight years of continuous service: three weeks of vacation (fifteen working days.)

After twelve years of continuous service: four weeks of vacation (twenty working days.)

After fifteen years of continuous service: four weeks plus two days of vacation (twenty-two working days.)

After twenty-years of continuous service: five weeks

2. Exempt:

After one year of continuous service: two weeks (ten working days.)

After five years of continuous service: three weeks (fifteen working days)

After eight years of continuous service: three weeks plus three days of vacation (eighteen working days.)

After twelve years of continuous service: four weeks plus two-days of vacation (twenty- two working days.)

After twenty years of continuous service: five weeks plus four days of vacation (twenty-nine working days.)

3. Fire Personnel working a 24-hour shift:

After one year of continuous service: three days of vacation.

After two years of continuous service: six days of vacation.

After five years of continuous service: seven days of vacation.

After eight years of continuous service: ten days of vacation.

After twelve years of continuous service: thirteen days of vacation.

After sixteen years of continuous service: fourteen days of vacation.

After twenty years of continuous service: sixteen days of vacation.

Administration of Vacation:

Department Directors/or designee shall approve the number of employees off on vacation at any one given time, as well as how employees will pick vacations and whether or not employees will be allowed to cancel vacations.

With the exception of the year of hire, vacation credits are earned in one year and are available for use in the following year.

Vacation benefits shall be charged in one quarter hour increments and/or pursuant to departmental policies or guidelines.

When a holiday falls during an employee's vacation, he/she shall not be required to use a vacation day in lieu of the holiday.

In the event an employee or family member becomes ill during an employee's vacation, the employee will not be allowed to substitute sick leave for vacation unless the need for sick leave commences prior to the start of the approved vacation.

Regular employees who move from one position to another by transfer, promotion, or demotion, in the City, shall be credited with accumulated vacation leave in their new position.

An employee whose employment status is changed from temporary to regular status without a break in service shall receive vacation credits from the original date of hire. Library employees whose status is changed from temporary to regular status will have their vacation based on their status effective date change.

No credit for vacation leave shall be granted for time worked by an employee in excess of their normal workweek.

Use of vacation time must be approved in advance by the department head.

Vacation Carry-Over:

A full-time employee may carry over, from one year to the next, up to a maximum of five (5) days (forty hours) vacation. The hours for carry over will be pro-rated for part-time employees based on their full-time equivalence (e.g. if they are 50% full-time, then they can carry over 20 hours).

Non-represented Fire employees working a 24-hour shift may carry over, from one year to the next, three (3) days.

The process at year end for employees who have unused vacation will be as follows:

1. Any unused eligible balance up to forty hours (pro-rated for part-time employees as outlined above) will automatically be carried over to the next year.
2. Any remaining balance up to forty hours (pro-rated for part-time employees as outlined above) may be paid to the employees PEHP or H.S.A. account. (No more than a total of up to 40 hours for the two plans combined)

Any employee wishing to have their remaining balance paid to HSA or PEHP (up to 40 hours maximum), must enter the hours of the remaining balance in the payroll system on the payroll that includes 12/31. Instructions and the appropriate payroll codes will be provided annually.

Fire personnel employees who have vacation balances as of December 31, will have the unused eligible balance up to three days for Fire personnel working a 24 hour shift, automatically carried over to the next year and any remaining balance up to three days for Fire personnel working a 24 hour shift may be paid to their PEHP account or their H.S.A. account: (No more than a total of up to 40 hours for the two plans combined).

In both payout options, Fire employees working a 24-hour shift will have their shift hours converted to a 40 hour paid work week.

At termination or retirement, any unused vacation will be paid to the employee in a lump sum. Vacation cannot be used over payroll periods to extend the last day of employment.

Exceptions to the above vacation carryover and PEHP/HSA. contributions beyond forty hours and three days for Fire personnel working a 24-hour shift, may be made in unusual circumstances as pre-approved by the Department Director or Mayor as appropriate and the Human Resources Director.

The Human Resources Director may request exceptions to the vacation provisions as it relates to placement on the schedule, on a case-by-case basis with a report to the Human Resources Committee.

- C. Paid Time Off: (PTO) Employees shall receive six (6) PTO days January 1 of each year to be used as paid time off. Part-time employees shall receive a pro-rated amount based on their approved budgeted position. For newly hired employees, PTO days shall be pro-rated based on the month hired. Employees will be allowed to carryover three (3) PTO days not used as of December 31st. Any request made for PTO days shall follow the normal procedure for the type of leave being requested. (e.g. vacation, floating holidays and sick leave must follow the normal guidelines used for requesting that type of benefit)

PTO days shall be pro-rated in the year of hire/termination/resignation/retirement as follows:

	Hired	Leaving
January-February	5	0
March-April	4	1
May-June	3	2
July-August	2	3
September-October	1	4
November-December	0	5

Fire employees working a 24-hour shift shall receive four (4) PTO days on January 1st of each year to be used as paid time off. Fire employees will be allowed to carryover two (2) PTO days not used as of December 31st.

PTO days for Fire employees working a 24-hour shift shall be pro-rated in the year of hire/termination resignation/retirement as follows:

	Hired	Leaving
January-March	3	0
April-June	2	1
July-September	1	2
October-December	0	3

Employees who use more PTO than they are entitled to in the year they leave employment shall owe the City the time back unless the employee leaves employment as a result of physician certified disability.

PTO days shall be charged in one quarter hour increments and/or pursuant to departmental policies or guidelines.

- D. Sick Leave: Employees who have sick leave on the books will have that balance grandfathered as of December 31, 2011, and employees will no longer earn sick leave.

Sick leave that has been grandfathered may be used for an absence due to illness of, or injury to, the employee or an immediate family member living in the employee's residence, unless otherwise qualified under the Family Medical Leave Act.

Sick leave cannot be used until all Paid Time Off (PTO) days have been exhausted unless otherwise qualified under the Family Medical Leave Act. Employees must use the 2nd sick leave bank before accessing the regular bank;

1. PTO
2. 2nd sick leave bank
3. Regular sick leave bank

Sick leave and PTO may be used for doctor or dental appointments, which cannot be scheduled during an employee's regular time off. Employees are encouraged to schedule routine appointments that minimize the operational impact to the department.

Sick leave and PTO shall be charged in no less than one quarter-hour increments provided it is pre-approved by the employee's supervisor and/or pursuant to departmental policies or guidelines

A regular employee who moves from one position to another by transfer, promotion, or demotion, in the City, shall have their total sick leave credits transferred to the new department.

Employees who wish to utilize the sick leave benefits available for domestic partners must submit in writing to the Human Resources Department proof that the criteria listed above in (a-f) under Definitions (G) are met. Human Resources will make a determination on eligibility based on the information provided by the employee.

- E. Funeral Leave: In the case of the death of the employee's spouse, domestic partner, child, or stepchild, regular full-time employees may be paid for scheduled time lost up to ten (10) working days, but not to exceed (80) eighty hours, at the employee's regular straight time rate. Leave must be taken within 60 days of the death.

In the case of death in the immediate family of a regular full-time employee, the employee will be paid for the scheduled time lost up to three (3) scheduled workdays, but not to exceed (24) twenty-four hours at the employee's regular straight time hourly rate.

For purposes of funeral leave, immediate family shall be defined as the employee's grandchild; mother or stepmother; father or stepfather; legal guardian; sister or brother; mother-in-law or father-in-law; any other relative living in the employee's residence at the time of death; or the mother or father of the employee's domestic partner.

In the event of death of the grandparent of the employee, grandparent of the employee's spouse, or grandparent of the employee's domestic partner, the employee will be given leave for the day of the funeral, but not to exceed (8) hours at the employee's straight time hourly rate.

Fire employees working a 24-hour shift shall be eligible for funeral leave based on the following:
Spouse, domestic partner, child or stepchild: 5 workdays without loss of pay
Immediate Family: 2 workdays
Grandparent: 1 workday

Employees who wish to utilize the funeral leave benefits available for domestic partners must submit in writing to the Human Resources Department proof that the criteria listed above in (a-f) under Definitions (G) are met. Human Resources will make a determination on eligibility based on the information provided by the employee.

Regular part-time employees are eligible for funeral leave pro-rated based on the approved budgeted position.

F. Compensatory Time: Non-exempt regular full-time employees will be paid-overtime at time and one-half for all hours in excess of forty hours worked in a pay week. Non-exempt regular full-time employees, with the prior approval of their supervisor, may have the option of converting additional time worked to compensatory time off up to a maximum of ~~60~~40 hours. Request for usage of compensatory time shall be pursuant to departmental policies.

G. Jury Duty/Witness Duty: Regular full-time and regular part-time employees shall receive full pay for any workday the employee serves as a juror or if subpoenaed on witness duty if the employee was scheduled for work. In order for an employee to be eligible for witness duty pay, the reason for being a witness must be related to their employment with the City of Appleton. As a condition for such payment, the employee shall report for work for their regularly scheduled hours immediately before and following such duty when reasonably possible and shall immediately notify the Employer upon receipt of the jury summons or subpoena. The employee shall complete a Jury Duty Request form and submit it to their supervisor as soon as they are notified by subpoena of their requested appearance.

In order to receive full pay the employee is required to, upon receipt of jury or witness pay, submit their jury or witness pay to the City payroll office. The payroll office will cash the employees check, retain the portion of the check representing per diem payments, and give the employee the mileage and meal reimbursement portions of the check.

Employees, at their option, may use paid time off for a day of jury or witness duty and thereby retain the jury or witness pay as well as full pay for the day(s).

VII. LEAVE OF ABSENCE

Leaves of absence, outside of the entitlements covered by the Family and Medical Leave (FMLA) act, may be granted without pay subject to the conditions below. FMLA leaves of absence are covered in the City of Appleton FMLA policy and will be administered in accordance with Wisconsin and Federal laws.

Leaves will be granted at the total discretion of the Department Head and the Human Resources Director. A leave of absence must be requested at least 30 days prior to the taking of such leave, or in emergency cases as soon as reasonable or practicable. An acceptable physician's certification shall be required for all medical leaves of absences.

A leave of absence may be considered for up to one calendar year. If leave is needed beyond one calendar year and it is related to a medical condition, then employee may be placed on an inactive status. Inactive status may only be considered if:

- The employee is not permanently restricted from returning to their position.
- There is no financial impact to the City (e.g. salary or fringe benefits) while on an inactive status.
- The position will not be held vacant.
- All other requirements under Leave of Absence in this policy are followed.

Employees returning from an inactive status will be eligible to return to the same or a like position in that department, if one exists, when they are deemed fit for duty. The inactive status will end no later than three years from the date of leave, at which point employment will terminate.

The employee must exhaust all available paid time off benefits prior to the commencement of an unpaid leave of absence.

Return to work earlier than the scheduled termination of leave date may be arranged by the department head and the employee with the approval of the Human Resources Director, provided it does not conflict with the physician's certification.

Employees on an unpaid leave of absence with the City may not be employed elsewhere unless otherwise approved by the Human Resources Director.

If an employee is unable to return to work on the date stipulated, they may submit a written request to extend their leave of absence, subject to the approval of the Human Resources Director. If, on the date following the expiration of the leave of absence, an extension is not requested and granted and the employee has not returned to their position, the employee shall be considered to have voluntarily resigned from City employment.

VIII. BENEFIT STATUS DURING LEAVE OF ABSENCE

An employee on a leave of absence without pay (non-FMLA leave) will have coverage on the medical, dental, and vision plan until the end of the month which their leave started. COBRA continuation coverage will be offered the first of the month following the start of the leave.

Any missed premiums for optional life insurance voluntary disability, and accident insurance during this leave will be collected through payroll deduction(s) when the employee has returned to work. If the leave continues into the new year, the employee will receive an invoice on the missed premiums.

Paid time off (vacation, floating holidays, and PTO) will not accrue during an employee's unpaid leave of absence (excluding approved FMLA) if the total unpaid leave taken in a year exceeds one month. For this purpose, one month is defined as the average number of hours the employee is budgeted to work each month. As a result, the employee's paid time off entitlement for the following year will be adjusted on a prorated basis.

IX. PHYSICAL FITNESS PROGRAM-POLICE & FIRE SWORN PERSONNEL

Exempt non-represented protective status personnel shall have the option of participating in the Physical Fitness Salary Incentive and Physical Fitness Bonus Incentive program.

All participating protective status personnel will be tested on the schedule for the represented employees within their respective departments annually (Fire and Police)

A. Physical Fitness Salary Incentive:

Annual Testing: Participating employees receiving a score of “excellent” will be paid a physical fitness salary incentive of 2% of base pay and those receiving a score of “good” will be paid a physical fitness salary incentive of 1% of their base pay until the next testing date. Such payment shall be in a lump sum payable within thirty (30) days of the finalization of the testing results and shall be calculated on the basis of 2% or 1% of the employee’s annual base pay, calculated on the rate of pay at the time of the test. Employees receiving a score of “adequate” or “poor” will not be eligible for a physical fitness salary incentive.

B. Physical Fitness Bonus Incentive:

Annual Testing: Participating employees shall be eligible for eight (8) hours of physical fitness bonus pay for each testing period that the employee receives a score of “excellent” and four (4) hours of physical fitness bonus pay for each testing period that the employee receives a score of “good”. Employees who score as “adequate” or “poor” will not be eligible for a physical fitness bonus incentive.

The accumulated total physical fitness bonus incentive shall be paid to the eligible employee upon retirement (as defined by WRS) to the PEHP. Such payment will be made in accordance with and in addition to the retirement benefits outlined in section V. (Benefits) E. (Post Employment Health Plan) and section XI. (Termination Benefits) of this policy.

X. TERMINATION BENEFITS

A. Retirement: Employees retiring, with proper notice, at or above the normal retirement age established under the Wisconsin Retirement System and/or eligible for a retirement annuity from the Wisconsin Retirement System shall be eligible for the following benefits:

- a. A lump sum pay-out of their accumulated and carry-over vacation balance *
- b. A lump sum pay-out of floating holiday and PTO based upon the proration outlined in, Section IV-Paid Leave, of this policy.**
- c. A lump sum pay-out of their accumulated compensatory time.
- d. Accumulated and unused sick leave to a maximum of one hundred and twenty (120) days, (90 days maximum for formerly represented AFSCME employees and Police Captains and Lieutenants), shall be paid to the Post Employment Health Plan. Additionally, any accumulated physical fitness bonus incentive for protective status personnel shall be paid to the PEHP).
- e. If the employee has completed at least five (5) years of service with the City, the employee may be eligible for a medical plan option excluding dental and vision coverage. Such medical option may be made available to employees and spouses at their own expense, up to the time the employee and/or spouse turns age 65 or becomes eligible for Medicare, provided they exercise this option prior to their last day of work.
- f. The option of continuing dental, and/or vision coverage under COBRA through the City’s COBRA administrator in accordance with state and federal laws.

B. Resignation: Employees who resign their employment with proper notice shall be eligible for the following benefits:

- a. A lump sum pay-out of their accumulated and carry-over vacation balance. *
- b. A lump sum pay-out of floating holiday and PTO based upon the proration outlined in, Section IV Paid Leave, of this policy.**
- c. A lump sum pay-out of their accumulated compensatory time.
- d. The option of continuing the medical, dental, and/or vision coverage under COBRA through the City’s COBRA administrator in accordance with state and federal laws.

C. Retirement or Resignation without proper notice: Employees who retire or resign their employment without proper notice (unless the reason for lack of proper notice is due to a physician certified disability) may be eligible for the following benefits:

- a. A lump sum pay-out of any carry-over vacation balance.*

- b. A lump sum pay-out of any accumulated vacation balance based upon the following pro-ration
 - 1. Employees required to give a (2) week notice will have a reduction of 10 days.
 - 2. Employees required to give a (30) thirty-day notice will have a reduction of 30 days.
 - c. Floating holiday and/or PTO**
 - d. Employees will receive a lump sum pay-out of their accumulated compensatory time.
 - e. The option of continuing the medical, dental, and/or vision coverage under COBRA through the City's COBRA administrator in accordance with state and federal laws.
 - f. Accumulated and unused sick leave to a maximum of one hundred and twenty (120) days, (90 days maximum for formerly represented AFSCME employees and Police Captains and Lieutenants), shall be paid to the Post Employment Health Plan. Additionally, any accumulated physical fitness bonus incentive for protective status personnel shall be paid to the PEHP).
- D. Termination: Employees benefits:
- a. A lump sum pay-out of any carry-over vacation *
 - b. Floating holiday and/or PTO**
 - c. Employees will receive a lump sum pay-out of their accumulated compensatory time.
 - d. The option of continuing the medical, dental, and/or vision coverage under COBRA through the City's COBRA administrator in accordance with state and federal laws.
- E. Death of an employee: In the event of the death of an employee, the following benefits shall be direct deposited into the employee's account:
- a. A lump sum pay-out of their accumulated and carry-over vacation balance.*
 - b. A lump sum pay-out of floating holiday and PTO based upon the proration outlined in, Section VI Paid Leave, of this policy.
 - c. A lump sum pay-out of their accumulated compensatory time.
 - d. A lump sum pay-out of accumulated and unused sick leave to a maximum of ninety (90) working days. For those employees who are eligible, up to an additional thirty (30) days of accumulated sick leave (beyond the 90 days) and any accumulated physical fitness bonus incentive for protective status personnel shall be paid to the employee's spouse and if no spouse is living, the employee's estate.
 - e. A medical plan option excluding dental and vision, may be made available to the employee's spouse at their own expense, up to the time the spouse turns age sixty-five (65) or becomes eligible for Medicare, provided they exercise this option within thirty days of the employee's death.
 - f. The spouse shall have the option of continuing dental and vision coverage under COBRA through the City's COBRA administrator in accordance with state and federal laws.

*Employees leaving with less than twelve (12) months of service shall owe the City back all vacation time used.

**Employees who have used more floating holiday and/or PTO benefit than they were entitled pursuant to Section VI Paid Leave, of this policy in the last year of their employment will have an amount equal to the paid but unearned benefit deducted from their final pay (unless the employee leaves employment as a result of a physician certified disability).



Title: Child Passenger Safety Program				
Policy #: N_200_0				
Creation Date:	4.24.24	Last Approved Date:	8.21.2024	Reviewed Annually
Description:	Child Passenger Safety Program			
PHAB Domain/ Standard/ Measure (LINK):	PHAB 4.1.2 A. Participate Actively in Community Health Coalitions			
Statutory Authority/ Evidence Base/ Links:	Child Safety Restraint Systems Section 347.48 Wisconsin Statutes Child Safety Restraint Systems Section 347.48 Wisconsin Statutes https://docs.legis.wisconsin.gov/statutes/statutes/347/iii/48			
Author(s)/ Reviewer(s):	Val Davis, Julie Erickson, Sonja Jensen, Katie Schink-Pawlowski			
Policy Approval Tracking				
Created/ Reviewed/ Revised Date	Legal Services Approval Date	Board of Health Approval Date	Council Approval Date	Health Officer or Designee Signature (Name/Title)
Created 4.24.24	6.5.24	8.14.24	8.21.24	Charles Sepers/ Health Officer
Reviewed 7-10-25				

Purpose

A Child Passenger Safety (CPS) program will ensure caregivers have access to a car seat/s for their children along with proper installation and education.

Policy

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/Child Passenger Safety Program \(N 200\)/EDITABLE/N_200_0 Child Passenger Safety Program 7.10.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/Child Passenger Safety Program (N 200)/EDITABLE/N_200_0 Child Passenger Safety Program 7.10.2025.docx)
https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/N_200_0 Child Passenger Safety Program_8.21.2024.docx



DEPARTMENT OF
**PUBLIC
HEALTH**

Appleton Health Department Policies

Appleton Health Department will decrease childhood injuries by providing car seats to eligible families and by providing car seat checks with CPS education. Eligible families will meet the criteria as defined in Child Passenger Safety Program Procedure.

Definitions

Car seat-approved child passenger restraint system
CPS-Child Passenger Safety

Attachments

Child Passenger Safety Program Procedure

[City of Appleton\Shared Documents\General\POLICIES\N Nursing
Child Passenger Safety Appointment Scheduling Procedure](#)

[Child Passenger Safety Fitting Station Procedure](#)



Title: Child Passenger Safety Program Procedure			
Procedure #: N_200_1_PRO			
Creation Date:	5.20.24	Last Approved Date:	8.21.2024
		Reviewed Annually	
Description:	Procedure for the Child Passenger Safety Program		
PHAB Domain/ Standard/ Measure (LINK):	4.1.2 A Participate Actively in Community Health Coalitions		
Statutory Authority/ Evidence Base/ Links:	Child Safety Restraint Systems Section 347.48 Wisconsin Statutes Child Safety Restraint Systems Section 347.48 Wisconsin Statutes https://docs.legis.wisconsin.gov/statutes/statutes/347/iii/48		
Author(s)/ Reviewer(s):	Val Davis, Julie Erickson, Sonja Jensen, Katie Schink-Pawlowski		
Procedure Approval Tracking			
Created/ Reviewed/ Revised Date	Division Supervisor Signature	Department Medical Advisor (if required)	Health Officer or Designee Signature (Name/Title)
Created 5/20/24	Sonja Jensen		Charles Sepers/ Health Officer
Revised 7/10/2025	Sonja Jensen		Charles Sepers/ Health Officer

Purpose

~~A Child Passenger Safety (CPS) program will ensure caregivers have access to a car seat for their children along with proper installation and education.~~ The child passenger safety program aims to reduce injuries caused by improper car seat use by ensuring children in our community have access to appropriate car seats and equipping caregivers with the knowledge and tools needed to keep children safe in and around vehicles.

Procedure

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program \(N 200\)/N 200 1 PRO ChildPassengerSafetyProgram 07.10.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program (N 200)/N 200 1 PRO ChildPassengerSafetyProgram 07.10.2025.docx)
https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/N_200_1_PRO_ChildPassengerSafetyProgram_8.21.2024.docx



Referrals

~~1. Referrals can be made~~ are received from community partners (such as WIC), self-referrals or other agencies ~~Public Health staff, WIC, Community partners, or self-referral for families/individuals~~ for caregivers who need child passenger safety education and/or a no-cost car seat for their child. Referrals arrive via phone, fax or website form request.

~~1.~~

~~2. Incoming referrals are reviewed by the intake nurse and given to a CPST PHN. given to lead CPS tech to be assigned and recorded on spread sheet.~~

~~3.2.~~

~~3. CPST tech~~ will reach out to the client to gather necessary information ~~and schedule an appointment.:~~

a. Caregiver name, date of birth, phone number and address

b. Child's name

c. Child's date of birth

d. Child's height and weight

e. Car seat needs

f. Car seat model and manufacturer (if they have their own seat)

a. Vehicle year, make and model that the seat will be installed in.

b. Information needed:

~~Childs name~~

~~Age~~

~~Height~~

g. Weight

~~Car seat model and manufacturer~~

~~4. Vehicle year, make and model~~ CPST adds the referral to the Car Seat Inventory, Distribution and Tracking spreadsheet on the CPS Referrals tabⁱ.

~~5. CPST creates a profile for the caregiver in the EHR. CPST completes Car Seat Prescreen and schedules an appointment in the EHR (see below for scheduling details).~~

~~6. CPST adds appointment details to Fitting Station Schedule spreadsheetⁱⁱ~~

~~7. CPST prepares a paper chart for the appointment. Paper chart includes:~~

a. Car Seat Paperwork Cover Page (Purple) Purple cover sheetⁱⁱⁱ

b. Voucher form^{iv} (voucher seat only)

c. CPS Referral and Scheduling form^v (non-voucher seat appointment only)

d. Car Seat Check Form^{vi}

e. BOTS Recipient Survey form^{vii} (voucher seat only)



f. Educational materials

- 6-8. Appointments at AHD monthly fitting stations are priority, followed by Grand Chute Fire Department fitting stations, then one-on-one appointments if a client is unable to attend a fitting station. See below for fitting station and one-on-one appointment details.

Voucher Seats

1. If the client needs a voucher car seat, CPST will ensure the client is eligible. Eligibility includes having a City of Appleton address ~~those who live in City of Appleton needing a car seat and must qualify for who are on or qualify for~~ Badger Care, meet WIC income guidelines, or ~~have a child eligible for~~ reduced school lunches.
—A maximum of one voucher car seat per child can be given in a lifetime. CPST will use Car Seat Inventory, Distribution and Tracking spreadsheet and/or EHR records to see if the client has already received a voucher seat.
—
2.
 4. CPST will review car seat inventory and determine car seat type to be given. CPST will make every effort to choose a car seat that fits the needs of the child and caregiver.
 3. Try to use convertible seats for infants unless underlying circumstance.
 4. CPST completes the voucher form and creates a paper chart as described above.
 5. Voucher seats are ordered, and the inventory is managed by the Lead CPST.
 1. Appointments can be scheduled with the caregiver to be held at a mutual agreeable time and location.

Fitting Stations

1. The Appleton Health Department fitting stations are held on the second Tuesday of the month, from April ~~October~~ to October at Appleton Fire Station #5, 1701 W Brewster Street. The fitting station runs from 1-5pm, with the ~~The last appointment should be scheduled for~~ starting at 4:30pm.
2. Time slots are 30 minutes each.
3. Appointments for 1 car seat are scheduled for one 30-minute time slot.
4. Appointments for two or more car seats are scheduled for two consecutive 30-minute time slots.



5. During the months of November through March the CPST will assist clients in scheduling car seat fitting station appointments at the Grand Chute Fire Department in coordination with Outagamie County Public Health.
6. CPST will explain to the client that education and installation of a car seat will take at least 30 minutes and the caregiver is expected to take an active role with the install.
7. Instruct the caregiver to bring the vehicle owner's manual and the car seat manual if they have personal seat.
8. CPST will schedule an in-person interpreter (when available) for caregivers that are non-English speaking. If an in-person interpreter is not available, video or telephone interpretation will be used.
9. AHD will staff at least 2 CPSTs at each AHD fitting station.

Day of Fitting Station

1. Lead CPST emails the Fire Station contact person to remind them of the scheduled fitting station.
2. Print a copy of the Fitting Station schedule spreadsheet and ensure paper charts are prepared for each appointment.
3. If voucher seats are needed, CPSTs will retrieve necessary seats from storage.
4. Bring a demonstration doll
5. Bring a laptop to look up car seat manufacturer instructions if paper manual is not available.

At Fire Department

1. If the fire station garage door is closed upon arrival, go to the front door of the fire station located on Brewster Street and ask staff to open the door and remove fire apparatus and/or other department gear from the bay.
2. All AHD fitting station supplies are in the fire station bay storage closet (storage bin with forms, scale and miscellaneous supplies, pool noodles, folding table and Fitting Station sign.)
3. Have all staff and volunteers sign in and out on Safe Kids Check In form (Needed for Buckle Up Grant).
4. Position 'Fitting Station' sign in the fire station driveway on Brewster Street.
5. Put each appointment's paper chart on a clipboard.
6. When a caregiver arrives hand them the clipboard and ask them to fill out the top portion of the Car Seat Check Form. A check form must be completed for each seat that is checked.



7. CPST completes seat check install per installation guidelines in accordance with the National Child Passenger Safety Certification Training Program. Review the most up to date Car Seat Recall/Defects and Safety Notices^{viii}. <https://www.saferideneews.com/resources/tools-for-cpsts/recalls/>
8. Complete education and documentation on the check form.
9. Caregiver completes the caregiver sign off portion on the check form and signs the AHD voucher form and BOTS Recipient Survey if they received a voucher seat.
10. If caregiver gives a monetary donation, put money in a donation envelope, fill out money slip and attach it to the envelope.
11. Caregiver leaves
12. CPST marks the number of adults and number of children present for the appointment on the printed Fitting Station Schedule. This information is needed for the Buckle Up Report.
 - a. For example, if 2 adults and 2 children come for one time slot, record 2A2C.
 - b. If registrant is a no-show, record NS.
 - c. For a pregnant mom use 1A1C.
 - d. If one family comes for multiple time slots only record information next to one of their appointments.
13. CPST completes purple cover sheet.
14. CPST completes car seat registration card if applicable
15. Bring all completed forms and donations back to health department.
16. Check supplies to see if anything is needed for next fitting station (forms, noodles, etc.)

After the Fitting Station

1. After returning to the health department, look over the forms to make sure everything is filled in and completed correctly.
2. All paper charts go to lead CPST.
3. Place completed registration cards for car seats in outgoing mail slot.
4. Donation envelopes are given to Administrative Support Specialist (Admin).
5. Lead CPST completes 'Buckle Up' grant form for all completed check list forms.
6. Lead CPST updates the Car Seat Inventory, Distribution and Tracking spreadsheet
7. Paper charts are given to Admin to complete the following:
 - a. Create a Car Seat activity in the EHR
 - b. Attach all forms to the activity
 - c. Enter car seat check form data on the National Digital Check Form website.
 - d. Give paper charts back to Lead CPST for filing

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program \(N 200\)/N 200 1 PRO ChildPassengerSafetyProgram 07.10.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program (N 200)/N 200 1 PRO ChildPassengerSafetyProgram 07.10.2025.docx)https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/N_200_1_PRO_ChildPassengerSafetyProgram_8.21.2024.docx



One-on-One Appointments

1. If the client expresses an urgent situation (i.e. pregnant and due before next fitting station) or the client is not available to attend a fitting station the CPST will make arrangements to see the client for a one-on-one appointment. Appointments can take place at the client's home or in a public place.
2. One-on-one appointments are scheduled for 60 minutes
3. CPST will explain to the client that education and installation of car seat will take 30-60 minutes and the caregiver is expected to take an active role with the install.
4. Instruct the caregiver to bring the vehicle owner's manual and the car seat manual if they have personal seat.
5. CPST will schedule an in-person interpreter (when available) for caregivers that are non-English speaking. If an in-person interpreter is not available, video or telephone interpretation will be used.
6. If a voucher seat is needed, CPST will retrieve the necessary seat from storage.
7. Bring a demonstration doll if necessary.
8. Bring a laptop to look up car seat manufacturer instructions if not available.
9. Bring the paper chart, a LATCH manual, recall list and any other miscellaneous supplies.
10. Ask the caregiver to fill out the top portion of the Car Seat Check Form. A check form must be completed for each seat that is checked.
- CPST completes seat check install per installation guidelines in accordance with the National Child Passenger Safety Certification Training Program. Review the most up to date Car Seat Recall/Defects and Safety Notices^{viii} <https://www.saferidenews.com/resources/tools-for-cpsts/recalls/>
- 11.
12. Provide education and documentation on the check form.
13. Caregiver completes the caregiver sign off portion on the check form and signs the AHD voucher form and BOTS Recipient Survey if they received a voucher seat.
14. If caregiver gives a monetary donation, put money in a donation envelope, fill out money slip and attach it to the envelope.
15. CPST completes purple cover sheet.
16. CPST completes car seat registration card if applicable
17. Bring all completed forms and donations back to the health department.
18. Paper chart goes to the lead CPST.
19. Place completed registration cards for car seat in outgoing mail slot.
20. Donation envelope is given to Administrative Support Specialist (Admin).
21. Lead CPST completes 'Buckle Up' grant form for all completed check list forms.

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program \(N 200\)/N 200_1_PRO ChildPassengerSafetyProgram_07.10.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program (N 200)/N 200_1_PRO ChildPassengerSafetyProgram_07.10.2025.docx)https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/N_200_1_PRO_ChildPassengerSafetyProgram_8.21.2024.docx



22. Lead CPST updates the Car Seat Inventory, Distribution and Tracking spreadsheet

23. Paper charts are given to Admin to complete the following:

- a. Create a Car Seat activity in the EHR
- b. Attach all forms to the activity
- ~~c. Enter car seat check form data on the National Digital Check Form website.~~
- c. _____
- ~~b. Give paper charts back to Lead CPST for filing~~
- d. _____

Installation

- ~~1. Install car seat per installation guidelines in accordance with the National Child Passenger Safety Certification Training Program.~~
- ~~2. Review the most up to date Car Seat Recall/Defects and Safety Notices.
<https://www.saferidenews.com/resources/tools-for-cpsts/recalls/>~~
- ~~3. Complete Safe Kids Installation Checklist. Have caregiver sign and initial consent and release of liability on the form.~~
- ~~4. If family is receiving a car seat, have the caregiver complete the mandatory Recipient Survey Form, and sign the car seat voucher. CPS Tech should complete voucher form.~~

Record Retention and Certification

- ~~1)1. The completed Safe Kids Installation Car Seat Check Forms Checklist, car seat voucher, and Recipient Survey Form will be maintained for 7 years. Scan and upload forms into appropriate folder.~~
- ~~2)2. The City of Appleton Health Department will maintain proof of current Child Passenger Safety Technician Certification for any individuals-staff members installing car seats-performing child passenger safety duties.~~

BOTS Grant and Seat Ordering

1. AHD will follow grant objectives and deliverables as stated in BOTS grant.
2. Seats are ordered through car seat manufacturer recommended by BOTS grant.
- ~~1. Lead CPST manages seat inventory and available grant funds.~~
- ~~3. _____~~
- ~~2. Lead CPST organizes delivery and storage of seats.~~

5.4.

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program \(N 200\)/N 200 1 PRO ChildPassengerSafetyProgram 07.10.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program (N 200)/N 200 1 PRO ChildPassengerSafetyProgram 07.10.2025.docx)https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/N_200_1_PRO_ChildPassengerSafetyProgram_8.21.2024.docx



Definitions

[AHD - Appleton Health Department](#)

CPS Program - Child Passenger Safety Program

CPST - Child Passenger Safety Technician

[EHREHR - Electronic Health Record](#)

PHN - Public Health Nurse

WIC - Women, Infants and Children

Attachments and References

[The LATCH Manual \(most current version\)](#)

[National Child Passenger Safety Certification Training Program Technician Guide](#)

~~[Car Seat Referral, Scheduling and Documentation Workflow](#)~~[Car Seat Referral, Scheduling and Documentation Workflow](#)

[City of Appleton\Shared Documents\Nursing\CPS Program Resources](#)

~~[Car Seat Inventory, Distribution and Tracking spreadsheet](#)~~

~~[Fitting Station Schedule spreadsheet](#)~~

~~[Purple Cover Sheet](#)~~

~~[Voucher Form](#)~~[Voucher Form](#)

~~[CPS Referral and Scheduling form](#)~~

~~[Car Seat Check Form \(English\)](#)~~

~~[Car Seat Check Form \(Spanish\)](#)~~

~~[BOTS Recipient Survey form](#)~~

~~[Car Seat Recall/Defects and Safety Notices](#)~~

~~[National Digital Check Form website https://carseatcheckform.org/](#)~~

~~[The LATCH Manual \(most current recent version\)](#)~~

~~[National Child Passenger Safety Certification Training Program Technician Guide](#)~~

~~[Voucher Form](#)~~

~~[Installation Checklist](#)~~

~~[Recipient Survey](#)~~

~~[Referral Tracking Document](#)~~

~~[Car Seat Recall/Defects and Safety Notices](#)~~

[Title: Child Passenger Safety Seat Appointment Scheduling](#)

<https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N>

[Nursing/Child Passenger Safety Program \(N](#)

[200\)/N_200_1_PRO_ChildPassengerSafetyProgram_07.10.2025.docxhttps://cityofappleton.sharepoint.com/site](#)

[s/HealthDepartment-Teams/Shared Documents/General/POLICIES/N](#)

[Nursing/N_200_1_PRO_ChildPassengerSafetyProgram_8.21.2024.docx](#)



Procedure #: N_200_2_PRO			
Creation Date:	04.09.24	Last Approved Date:	8.21.2024
			Reviewed Annually
Description:	Procedure for Child Passenger Safety Seat Appointment Scheduling		
<u>PHAB Domain/ Standard/ Measure (LINK):</u>	4.1.2 A Participate Actively in Community Health Coalitions		
Statutory Authority/ Evidence Base/ Links:	<u>Child Safety Restraint Systems Section 347.48 Wisconsin Statutes</u>		
Author(s)/ Reviewer(s):	Val Davis, Julie Erickson, Sonja Jensen, Katie Schink-Pawlowski		
Procedure Approval Tracking			
Created/ Reviewed/ Revised Date	Division Supervisor Signature	Department Medical Advisor (if required)	Health Officer or Designee Signature (Name/Title)
Created 04.09.24	Sonja Jensen	n/a	Charles Sepers/ Health Officer

Purpose

~~Procedure to ensure that appointment scheduling for child passenger safety seat installation and education appointments is an efficient and equitable process.~~

Procedure

Voucher Program

1. ~~_____ A client must meet the following criteria to qualify for free child passenger seat from City of Appleton~~
 - a. ~~_____ Appleton resident~~
 - b. ~~_____ Income eligible (must qualify for WIC, Badger Care and/or free and reduced lunch)~~

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program \(N 200\)/N_200_1_PRO_ChildPassengerSafetyProgram_07.10.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program (N 200)/N_200_1_PRO_ChildPassengerSafetyProgram_07.10.2025.docx)
https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/N_200_1_PRO_ChildPassengerSafetyProgram_8.21.2024.docx



- ~~2. If above criteria are met and client requests a car seat, schedule for next fitting station if opening available in Outlook Calendar titled "Fitting Station".~~
 - ~~3. Time slots are marked off for the second Tuesday of the month, April-October from 1-5pm. The last appointment should be scheduled for 4:30pm.~~
 - ~~4. Let client know the dates of upcoming fitting stations and available time slots.~~
 - ~~a. For families having one seat installed, schedule one 30-minute time slot.~~
 - ~~b. For families having two or more seats installed, schedule two consecutive 30-minute time slots.~~
 - ~~c. Explain to client that education and installation of car seat will take 30-60 minutes.~~
 - ~~d. Provide the location of the car seat fitting station:~~
 - ~~i. Appleton Fire Department #5, 1701 W. Brewster St., Appleton, 54914.~~
 - ~~e. Ask client to bring vehicle manual.~~
 - ~~5. If the client expresses an urgent situation (i.e. pregnant and due before next fitting station), let them know a technician will call them to make alternate arrangements.~~
 - ~~6. Notify a CPS Technician of situation so they can reach out to client.~~
 - ~~7. Fill out referral form and save here J:\Nursing\Car Seat referrals and appts to Nursing: Car Seat Referrals and Appointments.~~
 - ~~8. Fill out a car seat voucher for each child in need of seat. Please fill out as much information as possible (height, weight, birthdate, due date, vehicle year, make and model).~~
 - ~~a. Note if client needs interpreter and which language.~~
 - ~~b. If they are scheduled for fitting station, notify Lead CPS Technician via teams.~~
 - ~~c. If they have an urgent need for an individual appointment, put in Lead CPS Technician's mailbox and send Teams message.~~
- ~~Services for General Public~~
- ~~1. If a client already has a car seat but needs help installing it~~
 - ~~• Schedule these clients in the Outlook Calendar using the process above.~~
 - ~~• A voucher does not have to be filled out for these appointments.~~

Definitions

Car seat—approved child passenger restraint system

CPS—Child Passenger Safety

BOTS—Bureau of Transportation Safety

Voucher—Wisconsin Bureau of Transportation Safety (BOTS) grant funded car seat documentation form

WIC—Women, Infants and Children

Attachments

~~The LATCH Manual (most recent version)~~

~~[National Child Passenger Safety Certification Training Program Technician Guide](#)~~

~~Voucher Form~~

~~Installation Checklist~~

~~Recipient Survey~~

~~Referral Tracking Document~~

~~[Car Seat Recall/Defects and Safety Notices](#)~~

~~[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program \(N 200\)/N 200_1_PRO ChildPassengerSafetyProgram_07.10.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program (N 200)/N 200_1_PRO ChildPassengerSafetyProgram_07.10.2025.docx)~~~~https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/N_200_1_PRO_ChildPassengerSafetyProgram_8.21.2024.docx~~



Title: Child Passenger Fitting Station			
Procedure #: N_200_3_PRO			
Creation Date:	4.24.24	Last Approved Date:	8.21.2024
			Reviewed Annually
Description:	Procedure for Child Passenger Fitting Station		
PHAB Domain/ Standard/ Measure (LINK):	4.1.2 A Participate Actively in Community Health Coalitions		
Statutory Authority/ Evidence Base/ Links:	<u>Child Safety Restraint Systems Section 347.48 Wisconsin Statutes</u>		
Author(s)/ Reviewer(s):	Val Davis, Julie Erickson, Sonja Jensen, Katie Schink-Pawlowski		
Procedure Approval Tracking			
Created/ Reviewed/ Revised Date	Division Supervisor Signature	Department Medical Advisor (if required)	Health Officer or Designee Signature (Name/Title)
Created 4.24.24	Sonja Jensen		Charles Sepers/ Health Officer

Purpose

A procedure for the Appleton Child Passenger Safety Fitting Station to ensure that the process is efficient and equitable for families who need child passenger safety seat installation and education.

Procedure

Scheduling

- ~~1. Schedule in Fitting Station Outlook Calendar, follow scheduling instructions.~~
- ~~2. Schedule interpreter service if needed for fitting station after appointment with client is scheduled.~~

~~[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program \(N 200\)/N 200 1 PRO ChildPassengerSafetyProgram 07.10.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program (N 200)/N 200 1 PRO ChildPassengerSafetyProgram 07.10.2025.docx)
https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/N_200_1_PRO_ChildPassengerSafetyProgram_8.21.2024.docx~~



DEPARTMENT OF
**PUBLIC
HEALTH**

Appleton Health Department Procedures

Day of Fitting Station

~~Print Excel spreadsheet for appointment schedule. This should have age, height, weight of child to determine what seats will be needed for car seat vouchers. Bring seats, if needed, to fire station.~~

~~Update car seat inventory on spreadsheet.~~

~~Make sure you have copies of vouchers needed.~~

~~Have BOTS surveys if providing seats with voucher. One survey per seat given must be completed.~~

~~Try to use convertible seats for infants unless underlying circumstance. Convertible seats will last longer. Keep track of names of clients receiving seats so duplicate seats are not given to same client in the future.~~

~~Bring printed copy of Excel spreadsheet schedule.~~

~~Bring Safe Kids check in form for staff and volunteers to sign in and out.~~

~~All forms and supplies should be in bin located in storage closet at Fire Department #5.~~

~~Bring laptop to look up car seat manufacturer instructions if not available.~~

At Fire Department

~~If garage door is closed go to front door of fire station located off Brewster St.~~

~~If equipment is in stall find firefighter to clear/move equipment.~~

~~Supplies are in storage closet (storage bins, forms, pool noodles, scale, doll, extra seats, etc.)~~

~~Have all staff and volunteers sign in and out on Safe Kids Check In form (Needed for Buckle Up Grant).~~

~~When registrants arrive for appointments record how many adults and children attend for each appointment on schedule.~~

~~For example, if 2 adults and 2 children come for one time slot, record 2A2C. If registrant is a no-show record NS. For a pregnant mom use 1A1C.~~

~~If one family comes for multiple time slots only record information next to one of their appointments.~~

~~This information is needed for the Buckle Up Report.~~

~~Complete a car seat checklist form for each vehicle at the fitting station using pencil.~~

~~Check form for completion and ensure the tech has written their tech number on the form when they have finished installing the seat(s).~~

~~If registrant has a voucher, have them complete and sign a BOTS survey for each seat provided. Also have them sign the voucher form.~~

~~Bring all completed forms and donations back to health department at the end of the evening or the following day.~~

~~Check supplies to see if anything is needed for next fitting station (forms, noodles, etc.)~~

After Fitting Station

~~After returning to health department, look over forms, make sure everything is filled in and completed correctly. If any errors use a white out pen to make corrections.~~

~~Fill out 'Buckle Up' grant form for all completed check list forms.~~

~~If voucher was used, make a copy of car seat checklist form. Place copies, signed vouchers, and completed BOTS surveys in Lead CPS Technician's mailbox for filing.~~

~~Paperclip original car seat check list forms and place in Lead CPS Technician's mailbox for filing.~~

~~Place completed registration cards for car seats in outgoing mail slot.~~

~~If any donations were received, write amount, and date on note and give to Administrative Assistant.~~

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program \(N 200\)/N 200 1 PRO ChildPassengerSafetyProgram 07.10.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program (N 200)/N 200 1 PRO ChildPassengerSafetyProgram 07.10.2025.docx)
https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/N_200_1_PRO_ChildPassengerSafetyProgram_8.21.2024.docx



Definitions

~~Car seat-approved child passenger restraint system~~

~~CPS—Child Passenger Safety~~

~~BOTS—Bureau of Transportation Safety~~

~~Voucher—Wisconsin Bureau of Transportation Safety (BOTS) grant-funded car seat documentation form~~

Attachments

~~The LATCH Manual (most recent version)~~

~~National Child Passenger Safety Certification Training Program Technician Guide~~

~~Voucher Form~~

~~Installation Checklist~~

~~Recipient Survey~~

~~Referral Tracking Document~~

~~Car Seat Recall/Defects and Safety Notices~~

ⁱ Car Seat Inventory, Distribution and Tracking spreadsheet

City of Appleton\Shared Documents\Nursing\CPS Program Resources

ⁱⁱ Fitting Station Schedule spreadsheet

City of Appleton\Shared Documents\Nursing\CPS Program Resources

ⁱⁱⁱ Car Seat Paperwork Cover Page (Purple)

City of Appleton\Shared Documents\Nursing\CPS Program Resources

^{iv} Voucher Form

City of Appleton\Shared Documents\Nursing\CPS Program Resources

^v CPS Referral and Scheduling form

City of Appleton\Shared Documents\Nursing\CPS Program Resources

^{vi} National Digital Check Form website <https://carseatcheckform.org/>

Car Seat Check Form (English)

<https://www.cpsboard.org/ndcf/>

Car Seat Check Form (Spanish)

<https://www.cpsboard.org/ndcf/>

^{vii} BOTS Recipient Survey form

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program \(N 200\)/N 200_1_PRO_ChildPassengerSafetyProgram_07.10.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program (N 200)/N 200_1_PRO_ChildPassengerSafetyProgram_07.10.2025.docx)https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/N_200_1_PRO_ChildPassengerSafetyProgram_8.21.2024.docx



DEPARTMENT OF
**PUBLIC
HEALTH**

Appleton Health Department
Procedures

[City of Appleton\Shared Documents\Nursing\CPS Program Resources](#)

^{viii} [Car Seat Recall/Defects and Safety Notices https://www.saferidenews.com/resources/tools-for-cpsts/recalls/](https://www.saferidenews.com/resources/tools-for-cpsts/recalls/)

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program \(N 200\)/N 200_1_PRO_ChildPassengerSafetyProgram_07.10.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Child Passenger Safety Program (N 200)/N 200_1_PRO_ChildPassengerSafetyProgram_07.10.2025.docx)https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/N_200_1_PRO_ChildPassengerSafetyProgram_8.21.2024.docx



Title: Tuberculosis Screening				
Policy #: N_204_0				
Creation Date:	10/2003	Last Approved Date:	6/19/2024	Reviewed Annually
Description:	Policy on Tuberculosis Screening			
PHAB Domain/ Standard/ Measure (LINK):	Domain 2 (Investigate, diagnose, and address health problems and hazards affecting the population), Standard 2.1 (Anticipate, prevent, and mitigate health threats through surveillance and investigation of health problems and environmental hazards.) Measure 2.1.4 A (Maintain protocols for investigation of public health issues)			
Statutory Authority/ Evidence Base/ Links:	Wis. Stat. ch. 252 Wis. Stat. ch. 252 Communicable Diseases https://docs.legis.wisconsin.gov/statutes/statutes/252 Wis. Admin. Code Ch. DHS 145 Wis. Admin. Code Ch. DHS 145 Control of Communicable Diseases https://docs.legis.wisconsin.gov/code/admin_code/dhs/110/145			
Author(s)/ Reviewer(s):	Julie Erickson, Sonja Jensen, Becky Lindberg, Katie Schink-Pawlowski			
Policy Approval Tracking				
Created/ Reviewed/ Revised Date	Legal Services Approval Date	Board of Health Approval Date	Council Approval Date	Health Officer or Designee Signature (Name/Title)
Revised 5/13/24	6/5/24	6/12/24	6/19/24	Charles Sepers/Health Officer
Reviewed 7/23/25				

Purpose

To eliminate the spread of active tuberculosis (TB) disease by early identification and testing.

Policy

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Tuberculosis Screening \(N 204\)/EDITABLE/N_204_0 TuberculosisScreening_08.04.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Tuberculosis Screening (N 204)/EDITABLE/N_204_0 TuberculosisScreening_08.04.2025.docx)
https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/N_204_0_TuberculosisScreening_06.19.2024.docx



Provide TB screening or linkage to a medical provider for TB screening for residents with an identified exposure to TB, or through the Appleton fee for service TB skin test program. Includes education to client(s) on latent tuberculosis and treatment options, when applicable. An attempt by a public health nurse will be made to collaborate in offering treatment for latent tuberculosis in accordance with [P-01181 Latent Tuberculosis Infection \(LTBI\) Treatments' medication regimens](#) recommended by the WI State TB Program or CDC/American Thoracic Society (ATS) current guidelines.ⁱⁱ

Attachments

~~[Medical Authorization for TB Skin Test Administration](#)~~

~~[Testing and Treatment of Latent Tuberculosis Infection in the United States: Clinical Recommendations](#)~~

~~[Official American Thoracic Society/Infectious Diseases Society of American/Centers for Disease Control and Prevention Clinical Practice Guidelines: Diagnosis of Tuberculosis in Adults and Children <https://www.idsociety.org/practice-guideline/diagnosis-of-tb-in-adults-and-children/>](#)~~

~~[Medical Authorization for TB Skin Test Administration](#)~~

~~[City of Appleton\Shared Documents\General\POLICIES\N Nursing\Medical Authorizations](#)~~

ⁱ ~~[P-01181 Latent Tuberculosis Infection \(LTBI\) Treatments](#)~~

~~<https://www.dhs.wisconsin.gov/publications/index.htm>~~

ⁱⁱ ~~[Testing and Treatment of Latent Tuberculosis Infection in the United States: Clinical Recommendations \(National Tuberculosis Coalition of America\)](#)~~

~~<https://tbcontrollers.org/resources/tb-infection/clinical-recommendations/>~~

~~[Official American Thoracic Society/Infectious Diseases Society of American/Centers for Disease Control and Prevention Clinical Practice Guidelines: Diagnosis of Tuberculosis in Adults and Children <https://www.idsociety.org/practice-guideline/diagnosis-of-tb-in-adults-and-children/>](#)~~

~~[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/Tuberculosis Screening \(N 204\)/EDITABLE/N 204_0 TuberculosisScreening_08.04.2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/Tuberculosis Screening (N 204)/EDITABLE/N 204_0 TuberculosisScreening_08.04.2025.docx)https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/N_204_0_TuberculosisScreening_06.19.2024.docx~~



DEPARTMENT OF
**PUBLIC
HEALTH**

Appleton Health Department
Procedures

Title: Tuberculin Skin Testing			
Procedure #: N_204_1_PRO			
Creation Date:	10.2003	Last Approved Date:	6/19/24
		Reviewed Annually	
Description:	Procedure to ensure accurate tuberculosis skin testing		
<u>PHAB Domain/ Standard/ Measure (LINK):</u>PHAB Domain/ Standard/ Measure (LINK):	Domain 2 (Investigate, diagnose, and address health problems and hazards affecting the population), Standard 2.1 (Anticipate, prevent, and mitigate health threats through surveillance and investigation of health problems and environmental hazards.) Measure 2.1.4 A (Maintain protocols for investigation of public health issues)		
Statutory Authority/ Evidence Base/ Links:	Wis. Stat. ch. 252 Wis. Stat. ch. 252 Communicable Diseases https://docs.legis.wisconsin.gov/statutes/statutes/252 Wis. Admin. Code Ch. DHS 145 Control of Communicable Diseases https://docs.legis.wisconsin.gov/code/admin_code/dhs/110/145		
Author(s)/ Reviewer(s):	Julie Erickson, Sonja Jensen, Becky Lindberg, Katie Schink-Pawlowski		
Procedure Approval Tracking			
Created/ Reviewed/ Revised Date	Division Supervisor Signature	Department Medical Advisor (if required)	Health Officer or Designee Signature (Name/Title)
Revised 5/13/24 Council Approved 6/19/24	Sonja Jensen		Charles Sepers/Health Officer
Reviewed 7/15/25			

Purpose

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/Tuberculosis Screening \(N 204\)/EDITABLE/N_204_1_PRO_TurberculinSkinTesting_07_23_2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/Tuberculosis Screening (N 204)/EDITABLE/N_204_1_PRO_TurberculinSkinTesting_07_23_2025.docx)
https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/PRO_TurberculinSkinTesting_06.19.2024.docx



This procedure is designed to focus on obtaining accurate testing application and reading so that the results will be reliable regardless of whether the skin testing is performed as a part of a contact investigation or for other purposes.

Procedure

Screening and Scheduling the Tuberculosis Skin Test

1. Client requesting TST will call the health department and speak with the intake nurse or PHN will call close contact(s) of active TB case to arrange TST.
2. PHN will complete the pre-screening questionnaire [in the EHR \(refer to TST Placement and Read Workflow for details\)](#). If a TST is appropriate for client based on questionnaire, schedule skin test placement. If TST is not appropriate for client, assist client in connecting to care for appropriate testing.
3. If known history of BCG vaccine, make recommendation for client to have IGRA instead of skin test and explain reasoning. If client is unable or unwilling to get IGRA testing, ok to schedule skin test.
4. PHN to use ~~'Health Immunization Clinic' calendar in outlook~~ [EHR calendar](#) to schedule clients.
5. TST administrations to be scheduled on Mondays and Tuesdays during predetermined times based on staff availability.
6. Title of appointment will be 'TB Skin Test'. The Body of the Appointment to include client first and last name, client phone number and if interpreter services are needed.
7. Read appointment will be made at the time of placement.
8. ~~Save pre-screening questionnaire in J drive.~~ Alert scheduled nurse of test placement [and read appointments](#) ~~and place copy of questionnaire in nurse's mailbox.~~

Payment

1. If a client is a known contact to an active tuberculosis case, TST will be provided free of charge. If client is requesting TST for other reasons, client will be charged for the service.
2. Payment for fee-for-service TST is accepted in cash or check only. Remind client to bring exact change.
3. Collect payment at the time of test placement.
4. If client requires change for cash payment, ask for change from 1st or 5th floor customer service staff.
5. Place payment in envelope and complete Nursing Donation and Fee Receipt formⁱⁱ. Paper clip form to envelope and give to Health Department [Administrative Support Specialist](#) ~~Administrative Assistant~~.
6. Use account number 12520.480100 for all payments received.
7. Payment receipt available upon request from [EHR the Health Department Administrative Assistant](#).

Administering the TST: [CDC Mantoux Tuberculin Skin Test: Administration, Reading, Interpretation](#)ⁱⁱⁱ

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/Tuberculosis Screening \(N 204\)/EDITABLE/N 204 1 PRO TurberculinSkinTesting 07 23 2025 .docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/Tuberculosis Screening (N 204)/EDITABLE/N 204 1 PRO TurberculinSkinTesting 07 23 2025 .docx)
https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/PRO_TurberculinSkinTesting_06.19.2024.docx



Equipment and Supplies

- Sterile 1 ml tuberculin syringe with 25- or 27-gauge blunt beveled 1/4 – 1/2-inch needle
- Alcohol pads
- 5 TU PPD – Properly stored and not expired.
- Gloves (per preference)
- Sharps disposal container
- Completed Assessment/Consent for TB Skin Testing document^{iv}. The parent or guardian must sign the consent for testing, if the person to be tuberculin skin tested is < 18 years of age.
- Tuberculin Skin Test Record Form^v
- Emergency kit and standing orders for use should an anaphylactic reaction occur

Placement

1. Locate and clean injection site 5–10 cm (2–4 inches) below elbow joint
2. Place forearm palm-up on a firm, well-lit surface.
3. Select an area free of barriers (e.g. scars, sores, veins) to placing and reading.
4. Clean the area with an alcohol swab.
5. Prepare syringe
6. Clean the top of the vial with a sterile swab.
7. Fill the syringe with 0.1 ml tuberculin.
8. Insert the needle slowly, bevel up, at an angle of 5–15°. Needle bevel should be visible just below skin surface.
9. Inject tuberculin (see photo 1 in attachments)^{vi}
10. After injection, a flat intradermal wheal of 6–10 mm diameter should appear. If not, repeat the injection at a site at least 5 cm (2 inches) away from the original site. If unable to produce a wheal, test is not valid, and client will be refunded their payment. Client should be directed to contact their medical provider for alternative testing.
11. Record all the information on the AHD TST Record Form [in the EHR using the TST placement activity](#), and in WEDSS ~~as necessary~~.
12. Provide client with TB Skin Test education handout, “What You Need to Know About the TB Skin Test”^{vii} with date of return written in.

Reading the TST

The results should be read between 48 and 72 hours after administration. If the individual fails to show up for the scheduled reading, positive reactions may still be measurable up to one week after testing. If the results appear negative and more than 72 hours have passed, the test should be repeated. It can be repeated immediately or after 1 week if two-step testing is required.

Equipment and Supplies

- Gloves (per preference)
- TB skin test ruler
- Pen

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Tuberculosis Screening \(N 204\)/EDITABLE/N_204_1_PRO_TurberculinSkinTesting_07_23_2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Tuberculosis Screening (N 204)/EDITABLE/N_204_1_PRO_TurberculinSkinTesting_07_23_2025.docx)
https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/PRO_TurberculinSkinTesting_06.19.2024.docx



- Client's Assessment/Consent for Tuberculin (TB) Skin Testing and Skin Test Record form
- Resources for positive skin tests if applicable.

Reading

1. Visually inspect injection site under good light.
2. Using fingertips, palpate the indurated area to find the margins of induration (palpable, raised, hardened area or swelling), not erythema (reddening of the skin). Mark the widest edges of induration using a pen.
3. Measure across the forearm (perpendicular to the long axis) of induration using a flexible ruler.
4. Place "0" of ruler line on the inside left edge of the induration. Read the ruler line on the inside right edge of the induration.

Recording results and Education

1. Record the exact measurement in millimeters on the AHD Skin Test Record Form (use lower measurement if between two gradations on mm scale).
2. If there is no induration, this measurement should be recorded as 0 (zero) mm.
3. Record the date and time the test was read, the name and signature of the person who read the skin test and the presence or absence of any adverse effects (blistering, redness, and swelling).
4. If the skin test result is positive (see interpretation of TST Results), provide the client with "TST Positive Folder"^{viii}
 - a. Letter for PCP - Positive TST
 - b. Letter for PCP recommending IGRA
 - c. Letter for PCP recommending Xray
 - d. Local Provider List if they do not have one
 - e. Positive TST- what's next ~~(letter for their health care provider, list of local providers if they do not have one,~~
 - f. additional education ~~and~~

~~4. next steps).~~
5. Explain the results to the client and provide client with documentation of their results.
6. Record results in Wisconsin Electronic Disease Surveillance System
 - a. If TST is negative create a CI using 'Tuberculosis, Screening' as the disease being reported. Complete necessary fields. Scan Assessment/Consent for Tuberculin (TB) Skin Testing and Skin Test Record forms into file cabinet. Change Process Status to 'Closed' and Resolution Status to 'Not A Case'.
 - b. If TST is positive create a DI using 'Tuberculosis, Latent Infection (LTBI)' as the disease being reported. Complete necessary fields. Scan Assessment/Consent for Tuberculin (TB) Skin Testing and Skin Test Record forms into file cabinet. Follow procedure for LTBI.
7. [Record all required information in the EHR TST read activity.](#)

Interpretation of TST Results

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Tuberculosis Screening \(N 204\)/EDITABLE/N_204_1_PRO_TurberculinSkinTesting_07_23_2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Tuberculosis Screening (N 204)/EDITABLE/N_204_1_PRO_TurberculinSkinTesting_07_23_2025.docx)
https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/PRO_TurberculinSkinTesting_06.19.2024.docx



Match the measurement of the induration with the client's risk factors based on CDC's interpretation guidelines <https://www.cdc.gov/tb/publications/factsheets/testing/skintestresults.htm>
https://www.cdc.gov/tb/education/mantoux/pdf/Mantoux_TB_Skin_Test.pdf.ix

Two-Step Testing

1. A two-step TST is performed at baseline because people who were infected with TB many years ago may have a negative reaction to an initial TST.
2. The first "step" may stimulate (or boost) the immune system's ability to react to the test.
3. If the second "step" is not performed as part of baseline screening, a subsequent positive TST reaction could be misinterpreted as a new infection.
4. Follow the flow chart to perform [Two-Step Tuberculin Skin Testing \(TST\)](#)~~two-step TSTs~~^x

Definitions

AHD: Appleton Health Department

DOB: -Date of Birth

[EHR: Electronic Health Record](#)

IGRA: Interferon-Gamma Release Assays. Whole-blood tests that can aid in diagnosing Mycobacterium tuberculosis infections.

LTBI: Latent Tuberculosis Infection

mm: millimeters

PHN: Public Health Nurse

PPD: -Purified Protein Derivative

TB: Tuberculosis

TST: Tuberculin Skin Test



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Attachments

[TST Prescreening Questionnaire](#)

~~[Nursing Donation and Fee Receipt](#)~~

~~[Assessment Consent for Tuberculin \(TB\) Skin Testing](#)~~

~~[Photo 1—Inject tuberculin](#)~~



~~[TB Skin Test Record](#)~~

~~[CDC What You Need to Know About the TB Skin Test](#)~~

~~<https://www.cdc.gov/tb/publications/factsheets/testing/skintesting-information.htm>~~

~~[CDC Mantoux Tuberculin Skin Test: Administration, Reading, Interpretation](#)~~

~~https://www.cdc.gov/tb/education/mantoux/pdf/Mantoux_TB_Skin_Test.pdf~~

~~[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/Tuberculosis Screening \(N 204\)/EDITABLE/N 204_1_PRO_TurberculinSkinTesting_07_23_2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/Tuberculosis Screening (N 204)/EDITABLE/N 204_1_PRO_TurberculinSkinTesting_07_23_2025.docx)~~
~~https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N Nursing/PRO_TurberculinSkinTesting_06.19.2024.docx~~



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[CDC Tuberculin Skin Testing Fact Sheet](https://www.cdc.gov/tb/education/mantoux/default.htm)

<https://www.cdc.gov/tb/education/mantoux/default.htm> [CDC Tuberculin Skin Testing Fact Sheet](#)

[Letter for Health Care Provider recommending IGRA](#)

[Letter for Health Care Provider recommending Xray](#)

[Letter for Health Care Provider Positive TST](#)

[Positive TST what's next](#)

[TST Workflow](#)

[Local Provider List](#)

[Minnesota Dept of Health Two-Step Tuberculin Skin Testing \(TST\)](#)

<https://www.health.state.mn.us/diseases/tb/twostepalg.html>

[i TST Workflow](#)

[City of Appleton\Shared Documents\Nursing\Tuberculin Skin Test](#)

[ii Nursing Donation and Fee Receipt](#)

[City of Appleton\Shared Documents\Nursing\Tuberculin Skin Test](#)

[iii CDC Mantoux Tuberculin Skin Test: Administration, Reading, Interpretation](#)

https://www.cdc.gov/tb/education/mantoux/pdf/Mantoux_TB_Skin_Test.pdf

[iv Assessment Consent for Tuberculin \(TB\) Skin Testing](#)

[City of Appleton\Shared Documents\Nursing\Tuberculin Skin Test](#)

[v TB Skin Test Record](#)

[City of Appleton\Shared Documents\Nursing\Tuberculin Skin Test](#)



vi

[Photo 1- Inject tuberculin](#)

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Tuberculosis Screening \(N 204\)/EDITABLE/N_204_1_PRO_TurberculinSkinTesting_07_23_2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Tuberculosis Screening (N 204)/EDITABLE/N_204_1_PRO_TurberculinSkinTesting_07_23_2025.docx)

https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/PRO_TurberculinSkinTesting_06.19.2024.docx



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^{vii} [CDC What You Need to Know About the TB Skin Test](https://www.cdc.gov/tb/publications/factsheets/testing/skintesting-information.htm)
<https://www.cdc.gov/tb/publications/factsheets/testing/skintesting-information.htm>

^{viii} [Letter for PCP - Positive TST](#)
[Letter for PCP recommending IGRA](#)
[Letter for PCP recommending Xray](#)
[Local Provider List](#)
[Positive TST- what's next](#)
[City of Appleton\Shared Documents\Nursing\Tuberculin Skin Test](#)

^{ix} [CDC Mantoux Tuberculin Skin Test: Administration, Reading, Interpretation](https://www.cdc.gov/tb/education/mantoux/pdf/Mantoux_TB_Skin_Test.pdf)
https://www.cdc.gov/tb/education/mantoux/pdf/Mantoux_TB_Skin_Test.pdf
[CDC Tuberculin Skin Testing Fact Sheet](#)

^x [Minnesota Dept of Health Two-Step Tuberculin Skin Testing \(TST\)](https://www.health.state.mn.us/diseases/tb/twostepalg.html)
<https://www.health.state.mn.us/diseases/tb/twostepalg.html>

[https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Tuberculosis Screening \(N 204\)/EDITABLE/N_204_1_PRO_TurberculinSkinTesting_07_23_2025.docx](https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/Nursing/Tuberculosis Screening (N 204)/EDITABLE/N_204_1_PRO_TurberculinSkinTesting_07_23_2025.docx)
https://cityofappleton.sharepoint.com/sites/HealthDepartment-Teams/Shared Documents/General/POLICIES/N-Nursing/PRO_TurberculinSkinTesting_06.19.2024.docx



Title: Child Passenger Safety Seat Appointment Scheduling			
Procedure #: N_200_2_PRO			
Creation Date:	04.09.24	Last Approved Date:	8.21.2024
		Reviewed Annually	
Description:	Procedure for Child Passenger Safety Seat Appointment Scheduling		
<u>PHAB Domain/ Standard/ Measure (LINK):</u>	4.1.2 A Participate Actively in Community Health Coalitions		
Statutory Authority/ Evidence Base/ Links:	Child Safety Restraint Systems Section 347.48 Wisconsin Statutes		
Author(s)/ Reviewer(s):	Val Davis, Julie Erickson, Sonja Jensen, Katie Schink-Pawlowski		
Procedure Approval Tracking			
Created/ Reviewed/ Revised Date	Division Supervisor Signature	Department Medical Advisor (if required)	Health Officer or Designee Signature (Name/Title)
Created 04.09.24	Sonja Jensen	n/a	Charles Sepers/ Health Officer

Purpose

Procedure to ensure that appointment scheduling for child passenger safety seat installation and education appointments is an efficient and equitable process.

Procedure

Voucher Program

1. A client must meet the following criteria to qualify for free child passenger seat from City of Appleton



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- a. Appleton resident
- b. Income eligible (must qualify for WIC, Badger Care and/or free and reduced lunch)
2. If above criteria are met and client requests a car seat, schedule for next fitting station if opening available in Outlook Calendar titled 'Fitting Station'.
3. Time slots are marked off for the second Tuesday of the month, April-October from 1-5pm. The last appointment should be scheduled for 4:30pm.
4. Let client know the dates of upcoming fitting stations and available time slots.
 - a. For families having one seat installed, schedule one 30-minute time slot.
 - b. For families having two or more seats installed, schedule two consecutive 30-minute time slots.
 - c. Explain to client that education and installation of car seat will take 30-60 minutes.
 - d. Provide the location of the car seat fitting station:
 - i. Appleton Fire Department #5, 1701 W. Brewster St., Appleton, 54914.
 - e. Ask client to bring vehicle manual.
5. If the client expresses an urgent situation (i.e. pregnant and due before next fitting station), let them know a technician will call them to make alternate arrangements.
6. Notify a CPS Technician of situation so they can reach out to client.
7. Fill out referral form and save here J:\Nursing\Car Seat referrals and appts to Nursing: Car Seat Referrals and Appointments.
8. Fill out a car seat voucher for each child in need of seat. Please fill out as much information as possible (height, weight, birthdate, due date, vehicle year, make and model).
 - a. Note if client needs interpreter and which language.
 - b. If they are scheduled for fitting station, notify Lead CPS Technician via teams.
 - c. If they have an urgent need for an individual appointment, put in Lead CPS Technician's mailbox and send Teams message.

Services for General Public

1. If a client already has a car seat but needs help installing it
 - Schedule these clients in the Outlook Calendar using the process above.
 - A voucher does not have to be filled out for these appointments.

Definitions

Car seat-approved child passenger restraint system

CPS-Child Passenger Safety

BOTS – Bureau of Transportation Safety

Voucher – Wisconsin Bureau of Transportation Safety (BOTS) grant funded car seat documentation form

WIC – Women, Infants and Children



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Attachments

The LATCH Manual (most recent version)

[National Child Passenger Safety Certification Training Program Technician Guide](#)

Voucher Form

Installation Checklist

Recipient Survey

Referral Tracking Document

[Car Seat Recall/Defects and Safety Notices](#)



Title: Child Passenger Fitting Station			
Procedure #: N_200_3_PRO			
Creation Date:	4.24.24	Last Approved Date:	8.21.2024
		Reviewed Annually	
Description:	Procedure for Child Passenger Fitting Station		
<u>PHAB Domain/ Standard/ Measure (LINK):</u>	4.1.2 A Participate Actively in Community Health Coalitions		
Statutory Authority/ Evidence Base/ Links:	Child Safety Restraint Systems Section 347.48 Wisconsin Statutes		
Author(s)/ Reviewer(s):	Val Davis, Julie Erickson, Sonja Jensen, Katie Schink-Pawlowski		
Procedure Approval Tracking			
Created/ Reviewed/ Revised Date	Division Supervisor Signature	Department Medical Advisor (if required)	Health Officer or Designee Signature (Name/Title)
Created 4.24.24	Sonja Jensen		Charles Sepers/ Health Officer

Purpose

A procedure for the Appleton Child Passenger Safety Fitting Station to ensure that the process is efficient and equitable for families who need child passenger safety seat installation and education.

Procedure

Scheduling

1. Schedule in Fitting Station Outlook Calendar, follow scheduling instructions.



2. Schedule interpreter service if needed for fitting station after appointment with client is scheduled.

Day of Fitting Station

1. Print Excel spreadsheet for appointment schedule. This should have age, height, weight of child to determine what seats will be needed for car seat vouchers. Bring seats, if needed, to fire station. Update car seat inventory on spreadsheet.
2. Make sure you have copies of vouchers needed.
3. Have BOTS surveys if providing seats with voucher. One survey per seat given must be completed.
4. Try to use convertible seats for infants unless underlying circumstance. Convertible seats will last longer. Keep track of names of clients receiving seats so duplicate seats are not given to same client in the future.
5. Bring printed copy of Excel spreadsheet schedule.
6. Bring Safe Kids check in form for staff and volunteers to sign in and out.
7. All forms and supplies should be in bin located in storage closet at Fire Department #5.
8. Bring laptop to look up car seat manufacturer instructions if not available.

At Fire Department

1. If garage door is closed go to front door of fire station located off Brewster St.
2. If equipment is in stall find firefighter to clear/move equipment.
3. Supplies are in storage closet (storage bins, forms, pool noodles, scale, doll, extra seats, etc.)
4. Have all staff and volunteers sign in and out on Safe Kids Check In form (Needed for Buckle Up Grant).
5. When registrants arrive for appointments record how many adults and children attend for each appointment on schedule.
6. For example, if 2 adults and 2 children come for one time slot, record 2A2C. If registrant is a no-show record NS. For a pregnant mom use 1A1C.
7. If one family comes for multiple time slots only record information next to one of their appointments.
8. This information is needed for the Buckle Up Report.
9. Complete a car seat checklist form for each vehicle at the fitting station using pencil.
10. Check form for completion and ensure the tech has written their tech number on the form when they have finished installing the seat(s).
11. If registrant has a voucher, have them complete and sign a BOTS survey for each seat provided. Also have them sign the voucher form.
12. Bring all completed forms and donations back to health department at the end of the evening or the following day.
13. Check supplies to see if anything is needed for next fitting station (forms, noodles, etc.)



After Fitting Station

1. After returning to health department, look over forms, make sure everything is filled in and completed correctly. If any errors use a white out pen to make corrections.
2. Fill out 'Buckle Up' grant form for all completed check list forms.
3. If voucher was used, make a copy of car seat checklist form. Place copies, signed vouchers, and completed BOTS surveys in Lead CPS Technician's mailbox for filing.
4. Paperclip original car seat check list forms and place in Lead CPS Technician's mailbox for filing.
5. Place completed registration cards for car seats in outgoing mail slot.
6. If any donations were received, write amount, and date on note and give to Administrative Assistant.

Definitions

Car seat-approved child passenger restraint system

CPS-Child Passenger Safety

BOTS – Bureau of Transportation Safety

Voucher – Wisconsin Bureau of Transportation Safety (BOTS) grant funded car seat documentation form

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[National Child Passenger Safety Certification Training Program Technician Guide](#)

Voucher Form

Installation Checklist

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[Car Seat Recall/Defects and Safety Notices](#)



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102-25

AN ORDINANCE AMENDING SECTION 13-1(f) OF CHAPTER 13 OF THE MUNICIPAL CODE OF THE CITY OF APPLETON, RELATING TO DEFINITIONS AND TERMS; SPECIAL USE AREAS.

(Parks and Recreation Committee – 08-06-2025)

The Common Council of the City of Appleton does ordain as follows:

Section 1: That Section 13-1(f) of Chapter 13 of the Municipal Code of the City of Appleton, relating to definitions and terms; special use areas, is hereby amended to read as follows:

Sec. 13-1. Definitions and terms.

(f) ***Special Use Areas*** shall include properties and facilities, or portions thereof, under the jurisdiction of the Parks and Recreation Department or the Department of Public Works that are regulated by contracts or agreements approved by the committee of jurisdiction. Special Use Areas may be exempt from certain regulations set forth in this chapter subject to the terms of the contract or agreement and uses permitted therein as approved by the committee of jurisdiction. Special Use Areas include, but may not be limited to:

- (1) Appleton Family Ice Center-Appleton Veterans Memorial Park.
- (2) Rowing Club-Telulah Park.
- (3) USA Youth, Inc.-USA Youth Sports Complex.
- (4) Appleton Yacht Club-Lutz Park.
- (5) Privately leased areas of Houdini Plaza and Vulcan Heritage Park.

Section 2: This ordinance shall be in full force and effect from and after its passage and publication.

103-25

AN ORDINANCE AMENDING SECTION 13-5(o) OF CHAPTER 13 OF THE MUNICIPAL CODE OF THE CITY OF APPLETON, RELATING TO PROHIBITED ITEMS AND USES.

(Parks and Recreation Committee – 08-06-2025)

The Common Council of the City of Appleton does ordain as follows:

Section 1: That Section 13-5(o) of Chapter 13 of the Municipal Code of the City of Appleton, relating to prohibited items and uses, is hereby amended to read as follows:

Sec 13-5. Prohibited items and uses.

In addition to otherwise illegal activities, the following shall be prohibited within the boundaries of any park and Special Use Area:

(o) Using any public park tennis court for any activity or purpose other than playing tennis or pickleball. Prohibited activities include, but are not limited to, skateboarding, rollerblading, bicycling, playing soccer, playing volleyball, gathering, or any other recreational or non-recreational use unrelated to tennis or pickleball.

Section 2: This ordinance shall be in full force and effect from and after its passage and publication.

104-25

AN ORDINANCE AMENDING SECTION 13-8 OF CHAPTER 13 OF THE MUNICIPAL CODE OF THE CITY OF APPLETON, RELATING TO POSSESSION OF ALCOHOLIC BEVERAGES.

(Parks and Recreation Committee – 08-06-2025)

The Common Council of the City of Appleton does ordain as follows:

Section 1: That Section 13-8 of Chapter 13 of the Municipal Code of the City of Appleton, relating to possession of alcoholic beverages, is hereby amended to read as follows:

Sec. 13-8. Possession of alcoholic beverages.

(a) No alcoholic beverages, other than fermented malt beverages and wine, are allowed in any park.

(b) The possession and consumption of fermented malt beverages and wine is prohibited within 20' of any pavilion or playground within a park.

(c) No person shall drink from or possess an open container of permitted alcoholic beverage in any park before 10:00 a.m. or after 10:00 p.m.

(1) Time limitations in this section shall be extended in the posted areas of Veterans Memorial Park while organized league or tournament play is in progress.

(2) Time limitations in this section shall be extended to 8:00 a.m. at Reid Golf Course.

(d) No alcoholic beverages of any kind may be carried into any area of Reid Golf Course at any time unless the alcoholic beverage was purchased at or provided by or on behalf of Reid Golf Course.

(e) A person violating this section may be subject to a forfeiture pursuant to Sec. 1-16 and Sec. 13-11 et. Seq.

Section 2: This ordinance shall be in full force and effect from and after its passage and publication.

105-25

AN ORDINANCE AMENDING SECTION 19-86 OF CHAPTER 19 OF THE MUNICIPAL CODE OF THE CITY OF APPLETON, RELATING TO PARKING RESTRICTIONS.

(Municipal Services Committee 08-06-2025)

The Common Council of the City of Appleton does ordain as follows:

Section 1: That Section 19-86 of Chapter 19 of the Municipal Code of the City of Appleton, relating to parking restrictions, is hereby created as follows. This ordinance supersedes and repeals any conflicting ordinance regarding parking in the designated area.

Parking be prohibited on the east side of Providence Avenue from Edgewood Drive (CTH JJ) to Aquamarine Avenue.

Section 2: This ordinance shall be in full force and effect from and after its passage and publication, and upon its passage and publication, the Traffic Engineer is authorized and directed to make the necessary changes in the Parking District Map in accordance with this Ordinance.

106-25

AN ORDINANCE AMENDING SECTION 19-86 OF CHAPTER 19 OF THE MUNICIPAL CODE OF THE CITY OF APPLETON, RELATING TO PARKING RESTRICTIONS.

(Municipal Services Committee 08-06-2025)

The Common Council of the City of Appleton does ordain as follows:

Section 1: That Section 19-86 of Chapter 19 of the Municipal Code of the City of Appleton, relating to parking restrictions, is hereby created as follows. This ordinance supersedes and repeals any conflicting ordinance regarding parking in the designated area.

Parking be prohibited on the north/east side of Baldeagle Drive from Peregrine Boulevard to Lightning Drive.

Section 2: This ordinance shall be in full force and effect from and after its passage and publication, and upon its passage and publication, the Traffic Engineer is authorized and directed to make the necessary changes in the Parking District Map in accordance with this Ordinance.

107-25

AN ORDINANCE AMENDING SECTION 4-22 OF CHAPTER 4 OF THE MUNICIPAL CODE OF THE CITY OF APPLETON, RELATING TO AUTHORITY TO ISSUE CITATIONS AND PRESCRIBE ADDITIONAL RULES AND REGULATIONS.

(Community Development Committee – 08-06-2025)

The Common Council of the City of Appleton does ordain as follows:

Section 1: That Section 4-22 of Chapter 4 of the Municipal Code of the City of Appleton, relating to authority to issue citations and prescribe additional rules and regulations, is hereby amended to read as follows:

Sec. 4-22. Authority to issue citations and prescribe additional rules and regulations.

The Inspection Supervisor shall have the power, as may be necessary in the interest of public safety, health and general welfare, to promulgate rules and regulations to interpret and implement the provisions of this chapter under the supervision of the Board of Building Inspection, including issuing citations. The Inspections Division shall review and suggest changes in this chapter annually for Council action. Rules and regulations adopted under this section shall be approved by the Common Council and, when so approved, a violation thereof shall be subject to §4-24.

Section 2: This ordinance shall be in full force and effect from and after its passage and publication.

108-25

AN ORDINANCE AMENDING SECTION 4-24(b) OF CHAPTER 4 OF THE MUNICIPAL CODE OF THE CITY OF APPLETON, RELATING TO VIOLATIONS GENERALLY; PENALTY; PROSECUTION OF VIOLATION.

(Community Development Committee – 08-06-2025)

The Common Council of the City of Appleton does ordain as follows:

Section 1: That Section 4-24(b) of Chapter 4 of the Municipal Code of the City of Appleton, relating to violations generally; penalty; prosecution of violation, is hereby amended to read as follows:

Sec. 4-24. Violations generally; penalty.

(b) ***Prosecution of violation.*** If the notice of violation is not complied with promptly, the Inspection Supervisor may issue a citation. Additionally, the Inspection Supervisor may request the City Attorney to institute the appropriate proceeding at law or in equity to restrain, correct or abate such violation or to require the removal or termination of the unlawful use of the building or structure in violation of the provisions of this chapter or of the order or direction made pursuant thereto.

Section 2: This ordinance shall be in full force and effect from and after its passage and publication.

109-25

AN ORDINANCE AMENDING SECTION 12-32(a) OF CHAPTER 12 OF THE MUNICIPAL CODE OF THE CITY OF APPLETON, RELATING TO ABATEMENT – GENERALLY; RESPONSIBILITY FOR ENFORCEMENT; INSPECTIONS.

(Community Development Department – 08-06-2025)

The Common Council of the City of Appleton does ordain as follows:

Section 1: That Section 12-32(a) of Chapter 12 of the Municipal Code of the City of Appleton, relating to abatement – generally; responsibility for enforcement; inspections, is hereby amended to read as follows:

Sec. 12-32. Abatement – generally.

(a) ***Responsibility for enforcement; inspections.*** It shall be the duty of each department head to enforce those provisions of this chapter, including issuing citations that come within the jurisdiction of their respective offices, and each department head shall make or cause to be made periodic inspections and inspections upon complaint to ensure such provisions are not violated. No action shall be taken under this section to abate a public nuisance unless the officer has inspected or caused to be

inspected the premises where the nuisance is alleged to exist and has satisfied himself that a nuisance does in fact exist.

Section 2: This ordinance shall be in full force and effect from and after its passage and publication.

110-25

AN ORDINANCE AMENDING SECTION 4-392 OF CHAPTER 4 OF THE MUNICIPAL CODE OF THE CITY OF APPLETON, RELATING TO EXEMPTIONS.

(Community Development Committee – 08-06-2025)

The Common Council of the City of Appleton does ordain as follows:

Section 1: That Section 4-392 of Chapter 4 of the Municipal Code of the City of Appleton, relating to exemptions, is hereby amended to read as follows:

Sec. 4-392. Exemptions.

As allowed under Wis. Stats. §101.862(4)(a), a residential property owner may perform electrical work without a license in a dwelling which the individual owns and occupies as long as the work is being conducted in a single-family dwelling. In the case of installing, replacing, or repairing service equipment, solar photovoltaic installations, or electrical work performed on a residential property which is not a single-family owner-occupied dwelling, the electrical work shall be performed by a licensed electrical contractor, meeting all the requirements of SPS 305.41 as amended from time to time. A Wisconsin licensed electrician is allowed to install, replace, or repair the service equipment and install, replace, or repair a solar photovoltaic system on a single-family dwelling which is owned and occupied by said electrician and an electrical contractor license is not required to perform such work. The owner of the property must procure a permit prior to starting any electrical work. The property owner may not procure a permit on behalf of an electrical contractor or another individual. A property owner meeting the same eligibility requirements listed in this section may also wire accessory structures associated with the single-family dwelling provided the accessory structures are located on the same parcel as the single-family dwelling.

Section 2: This ordinance shall be in full force and effect from and after its passage and publication.