

MINUTES OF THE COMMON COUNCIL MEETING HELD AT THE GREENFIELD CITY HALL ON TUESDAY, DECEMBER 16, 2025

A. Call to Order & Roll Call

The meeting was called to order by Mayor Neitzke at 7:00 PM.

Present: Alderpersons Andrew Drzewiecki, Bruce Bailey, Karl Kastner, Shirley Saryan, Pamela Akers

Also present: Jeff Katz, Director, Neighborhood Services; Jennifer Goergen, City Clerk; Anna Kissel, Planner

B. Opening Prayer

An opening prayer was given by Pastor Steve Rogers.

C. Pledge of Allegiance

D. Approval of the December 2, 2025 Common Council minutes

Motion by Alderperson Bailey, seconded by Alderperson Saryan to approve. Motion carried unanimously.

E. Mayor's Report

Mayor Neitzke stated that it was the second night of Cruisin' Santa. He thanked Santa and the patience and understanding of Mrs. Claus for allowing Santa to come to Greenfield with his busy schedule. There was another meeting today regarding the Greendale Fire Department consolidation. The intent is to meet with our employees after the beginning of the year, collectively, to talk and work things out. It's a collaborative effort between all of us. He spoke about going to the Department of Revenue for the sales tax and zip code issues. The Greendale mayor said that Hulu customers will likely be paying Milwaukee sales tax since it only uses five-digit zip codes. Using the nine-digit zip code would remedy this. There's been progress from two years ago, when the City of Milwaukee first implemented their sales tax, which is higher than Greenfield's sales tax. Most of the issues that he came across have evaporated. There are a lot of behind-the-scenes workings with sales tax that need to be taken into consideration. He was impressed by the DOR worker's knowledge and how they answered his questions. He wished everyone a Merry Christmas and Happy Holidays.

He spoke about recent tragic events in the world and, with the media making news seem closer, that we need to focus more on good things like having Santa in town and enjoying ourselves during the holidays. The 92nd Street Bridge is rescheduled to be reconstructed in 2027. The Powerline Trail, Phase 3, is on the agenda. It goes from Layton Avenue to the Hales Corners boundary. It's part of the project that the bridge is to be reinstalled.

Mayor Neitzke, Alderperson Akers, and Jeff Katz, Neighborhood Services director, discussed that the sewer project between 92nd Street and 99th Street is going well. They are making great progress, and the freezing weather helped.

Alderperson Akers and Mayor Neitzke talked about the sound barriers. Mayor Neitzke said that the legislature allocated more money in 2027 to increase the sound barrier coverage from 60th Street to 68th Street on the north side of the freeway and from Loomis Road to roughly 35th Street on the south side of the freeway. Cobalt asked that a barrier not be in front of their apartments and the medical office building. They wanted visibility from the freeway. We passed that on to the Department of Transportation, Senator Carpenter, and Representative Kirsch. Potentially, it may mean that there wouldn't be sound barriers on the Loomis Road on-ramp and across from the apartment buildings. The resources could go across the street or, potentially, down to 76th Street and 84th Street or Dreyer Place, where they are really needed. Alderperson Akers said that the temporary road they built for equipment between Loomis Road and 51st Street is being removed. It's noticeably quieter in that subdivision. Mayor Neitzke spoke about Representative Donovan and his press conference next to the freeway when they were trying to get the sound barriers. The press couldn't even hear him. He went to that location over the weekend, and you can't

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hear anything. Some residents live within 75 feet of the freeway; it's incredibly loud, and there was a tire hitting a house incident, so sound barriers are important.

F. Aldermanic Reports

G. Announcements

Mayor Neitzke said that Santa is continuing on. He thanked those for their help with Santa and everything they do to make it a reality: the Park and Recreation department, the police department, the fire department, and Public Works.

H. Citizen Commentary

I. Public Hearings

1. Public Hearing to amend Ordinance No. 1632 pertaining to PUD Planned Unit Development District with C-2 commercial uses. (PC-10/14/25 Kastner)

The public hearing opened at 7:12 PM.

Anna Kissel, the planner, explained that they are changing it to allow limousine services, and they would follow the Special Use process. She spoke about parcel location and information and the recommendations from the Plan Commission. There weren't any letters of objection or support received.

Mayor Neitzke added that it's allowed to be a Special Use, and a public hearing would be required. This is special to this PUD. The location was the old Progressive Insurance site, so it makes sense for a limousine business.

Motion by Alderperson Akers, seconded by Alderperson Drzewiecki to close the public hearing at 7:14 PM. Motion carried unanimously.

- a. Approve an amendment to Ordinance No. 1632 pertaining to PUD Planned Unit Development District with C-2 commercial uses. (PC-10/14/25 Kastner)

Motion by Alderperson Kastner, seconded by Alderperson Akers to approve as presented. On a roll call vote, motion carried unanimously.

2. Public Hearing on the Ordinance to amend Chapter 21 of the Municipal Code to create subsection 21.04.0805(K) pertaining to drop-off boxes located on private property. (PC-11/11/25 Kastner)

The public hearing opened at 7:15 PM.

Mrs. Kissel presented pictures of examples of the bins, which were clothing donation bins, the current ordinance language, the proposed ordinance language, and recommendations from the Plan Commission. There weren't any letters of objection or support received.

Mayor Neitzke said that drop-off boxes have always been prohibited. There was never an ordinance. He suspects they were using the ordinance for outdoor sales. This clarifies it so it doesn't become a scourge to the city. In other municipalities, they are dropped off, and you don't know who to contact or how they got there. This prohibits them. There are currently three in the city. There's one at [Maple Grove] Elementary School, Whitnall Middle School or High School, and there's one at [Metro Market] on 76th Street and Cold Spring Road, which are all grandfathered in. There are security measures in place for the bin at Metro Market. He hasn't received any complaints.

Motion by Alderperson Akers, seconded by Alderperson Kastner to close the public hearing at 7:17 PM. Motion carried unanimously.

- a. Approve the Ordinance to amend Chapter 21 of the Municipal Code to create subsection 21.04.0805(K) pertaining to drop-off boxes located on private property. (PC-11/11/25 Kastner)

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Motion by Alderperson Drzewiecki, seconded by Alderperson Akers to approve. On a roll call vote, motion carried unanimously.

3. Public Hearing on the Ordinance to amend Chapter 21 of the Municipal Code to create subsection 21.08.0101 (B)(4) regarding the granting of reasonable accommodation under disability laws. (PC-11/11/25 Kastner)

The public hearing opened at 7:18 PM.

Mrs. Kissel presented the current ordinance language and the Americans with Disabilities Act. The proposed ordinance would assign authority to the city planner. She presented the recommendations from the Plan Commission. There weren't any letters of objection or support received.

Mrs. Kissel and Alderperson Kastner discussed examples.

Mrs. Kissel said that this ordinance is only regarding the zoning code.

Motion by Alderperson Drzewiecki, seconded by Alderperson Akers to close the public hearing at 7:21 PM. Motion carried unanimously.

- a. Approve the Ordinance to amend Chapter 21 of the Municipal Code to create subsection 21.08.0101 (B)(4) regarding the granting of reasonable accommodation under disability laws. (PC-11/11/25 Kastner)

Motion by Alderperson Akers, seconded by Alderperson Drzewiecki to approve. On a roll call vote, motion carried unanimously.

4. Public Hearing on an Ordinance to amend Section 21.06.0202(G) of the Municipal Code pertaining to commercial parking restrictions. (PC-11/11/25 Kastner)

The public hearing opened at 7:22 PM.

Mrs. Kissel presented the current ordinance language, the proposed ordinance language, and recommendations from the Plan Commission. There weren't any letters of objection or support received.

Alderperson Saryan asked about the type of vehicle and if it's in a driveway, like a semi. Alderperson Drzewiecki added that there are trailers and other commercial types of vehicles. Alderperson Saryan asked if the vehicle size was being limited to park in a driveway. Mrs. Kissel added that for the residential one it specifically says commercial panel or pickup truck, not a work truck, and that it should be allowed per dwelling unit on a zoning lot. Alderperson Drzewiecki said that there are a few homeowners that have two or three trailers that are considered commercial vehicles even though they're trailers, and they are not parked appropriately. Mayor Neitzke said that it doesn't include semis, dump trucks, or those types of vehicles. There's a restriction regarding the license plate. He recommends receiving clarification on that. There are other ordinances that relate to the types of vehicles that are permitted on driveways by classification and weight limit. The public hearing would be concluded, and the action for the ordinance would go to the next agenda for clarification of the definition of commercial vehicle.

Motion by Alderperson Akers, seconded by Alderperson Drzewiecki to close the public hearing at 7:25 PM. Motion carried unanimously.

- a. Approve an Ordinance to amend Section 21.06.0202(G) of the Municipal Code pertaining to commercial parking restrictions. (11/11/25 Kastner)
Place on the next agenda.

J. Old Business

1. Appointments to various committees and commissions:

a. Mayor appointments, confirmed by Council:

- i. Two members to the Civil Service Commission for terms to expire 5/1/27 (formerly David Podeszwa and Paul Leu)
Place on the next agenda.

K. New Business

1. Claim received from Rachel and William Olson. (Goergen)
Referred to City Attorney.
2. Resolution appointing Election Officials: Chief Inspectors, Election Inspectors and Special Voting Deputies for 2026-2027. (Goergen)
Motion by Alderperson Akers, seconded by Alderperson Kastner to approve. On a roll call vote, motion carried unanimously.
3. Approve applications for 2025-2026 operator licenses (Goergen)
Motion by Alderperson Akers, seconded by Alderperson Kastner to approve. Motion carried unanimously.
4. Application for 2025-2026 Combination "Class B" Fermented Malt Beverage and Liquor Retailer's License for Time Out CDL Sports Bar, Charmice Dodson, Agent, for the property at 4500 W. Forest Home Ave. (Time Out Sports Bar). Open floor concept. One bar at the far right side of entrance. Two single stall bathrooms. Basement full length of perimeter. Alcohol and cleaning supplies will be kept in this space. Closet in bar area for mop, broom, coats/umbrellas. Behind bar 2 ice bins. Coolers surrounding the inside of bar. Locker under bar for bartender personal items located at 4500 W. Forest Home Ave. (Goergen)
Motion by Alderperson Kastner, seconded by Alderperson Akers to approve. Motion carried unanimously.
5. Approve application for a Temporary Class "B" Beer and "Class B" Wine Retailer's License received from the Greenfield Education Foundation to sell fermented malt beverages and wine indoors at the Greenfield Education Foundation Trivia Night on January 30, 2026, from 6:00 PM to 10:00 PM at the Greenfield Community Center, 7215 W. Cold Spring Road. (Goergen)
Motion by Alderperson Drzewiecki, seconded by Alderperson Kastner to approve. Motion carried unanimously.
6. Discussion and decision regarding renewing the City's 2026 insurance policies (which include: liability, auto liability, worker's comp, crime, cyber liability, employment practices liability, equipment breakdown, pollution liability, property and storage tanks), and authorize the City Clerk and Mayor to sign related paperwork. (Neitzke/Goergen)
Motion by Alderperson Kastner, seconded by Alderperson Bailey to approve as presented.

Mayor Neitzke thanked Jennifer Goergen, City Clerk, for the sheer amount of time and effort that it takes to go through this.

On a roll call vote, motion carried unanimously.
7. Discussion and decision to adopt an ordinance amending section 12.12 of the Greenfield Municipal Code related to recycling, yard waste, refuse and solid waste. (Katz)
Motion by Alderperson Kastner, seconded by Alderperson Drzewiecki to approve.

Under discussion, there was a discussion about penalties if they weren't followed.

On a roll call vote, motion carried unanimously.

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8. Discussion and decision to transfer \$15,000 from project code OCEREV Equipment Reserves to project EN2518 AMP Haus HVAC Project. (Katz)

Motion by Alderperson Akers, seconded by Alderperson Drzewiecki to approve.

Mayor Neitzke added that this is to add air conditioning to the AMP Haus because it becomes very hot inside. The fans don't efficiently cool it down enough.

On a roll call vote, motion carried unanimously.

9. Discussion and decision to approve a contract for project #2216 Powerline Trail Phase 3 with A.W. Oakes & Son in the amount of \$ 756,756.42. (Katz)

Motion by Alderperson Kastner, seconded by Alderperson Bailey to approve.

Under discussion, Alderperson Kastner asked about reaching out to Hales Corners one last time to ask if they wanted to do an add-on. Mayor Neitzke answered that he's unsure that the state grant can be amended from Edgerton Avenue to Highway 100. Mr. Katz said because it's federally funded, it can't be added. It will start in spring and will be done by the end of summer. We'll have a ribbon cutting on the bridge over the Root River.

On a roll call vote, motion carried unanimously.

10. Discussion and decision to approve fund transfers between capital improvement accounts. (Katz)

Motion by Alderperson Drzewiecki, seconded by Alderperson Kastner to approve as presented. On a roll call vote, motion carried unanimously.

11. Discussion and decision to transfer \$50,000 from the PD Equipment Replacement account (CECOPS) into Capital Equipment account CE2506 (Marked/Unmarked Squads). (Lindstrom)

Motion by Alderperson Kastner, seconded by Alderperson Akers to approve. On a roll call vote, motion carried unanimously.

12. Discussion/decision to transfer remaining funds of \$162.00 from CE2516, Zero Turn Mower, and \$4040.00 from CE2517 Skid Steer Trailer to CE2530 to purchase additional LED high bay lighting at DPW. (Esch)

Motion by Alderperson Drzewiecki, seconded by Alderperson Akers to approve. On a roll call vote, motion carried unanimously.

13. Discussion/Decision to transfer \$152,000 from CE2518 Thermo Patch Truck 85 to purchase a John Deere 325G track skid steer CE2532- \$76,000 and Rayco RG55R self-propelled stump grinder CE2533 \$61,000 and a 12' Kage SSDPS12 sectional snow pusher CE2534- \$15,000. (Esch)

Motion by Alderperson Akers, seconded by Alderperson Drzewiecki to approve. On a roll call vote, motion carried unanimously.

14. Discussion and decision to revise the Non-Represented Resolution for 2026 (J. Foley)

Mayor Neitzke said that one of the inspector lines was incorrect.

Motion by Alderperson Kastner, seconded by Alderperson Saryan to approve. On a roll call vote, motion carried unanimously.

15. Approve a Special Use Permit and Site Review for Cheba Hut, a limited-service restaurant, to be located at 8871 W. Sura Ln., submitted by Carlos Politano, d/b/a Mary Jane Restaurants, LLC, represented by Cassandra Covotsos, d/b/a Koch Covotsos Architects (Tax Key No. 606-0053-010) (PC-12/9/25 Kastner)

Clerk Goergen said that this was a resolution.

Motion by Alderperson Bailey, seconded by Alderperson Kastner to approve.

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Under discussion, Alderperson Bailey asked about the cuisine. Mrs. Kissel answered that it's a sub-sandwich place. Mayor Neitzke said with beer and liquor. Alderperson Saryan asked about the theme. An audience member said that the cannabis theme is just a theme. There isn't anything in their food or beverage that's related to the theme. He said that the founder is a big partaker in cannabis from Colorado, but we do not partake ourselves. Our restaurants don't sell that or anything related to that. The subs are gourmet and go through a toaster, which is the theme. Mayor Neitzke added that they are not doing anything illegal. They can call themselves whatever they want. He said that the east side location is doing well.

On a roll call vote, motion carried unanimously.

The audience member said that they wanted to be open by spring, around May.

16. Application for 2025-2026 Reserve Combination "Class B" Fermented Malt Beverage and Liquor Retailer's License for 84 South Hut LLC, Carlos E Politano, Agent, for the property at 8871 W. Sura Lane (Cheba Hut 84 South). There is 2600 sq ft. As you walk in the front doors, the beverage counter is to your right. The L shaped bar is right next to that with 13 bar seats. To the left, there is banquet seating and other dining seating (63 seats in total). The office, mop sink and walkin cooler and freezer are through the kitchen area to the right. The bar will hold all the liquor and alcohol with liquor storage right next to the bar in a locked liquor closet by the beverage counter. The beer kegs will be stored in the walk in cooler in the back of the house. All liquor records will be kept in the office in the back of the house located at 8871 W. Sura Lane. (Goergen)

Motion by Alderperson Kastner, seconded by Alderperson Akers to approve. Motion carried unanimously.

17. Approve a Special Use Review and Site Review for an ownership change to the BP gas station and Sai-Mart business, an existing service station and convenience store, located at 4715 S. 27th St., submitted by Bilal Amjad, d/b/a Ali's Oil Mart Inc. (Tax Key No. 622-9999-000) (PC-12/9/25 Kastner) Clerk Goergen said that this was also a resolution.

Motion by Alderperson Kastner, seconded by Alderperson Drzewiecki to approve the Special Use Review and the resolution.

Under discussion, Alderperson Kastner said that some of the issues were addressed at the Plan Commission meeting regarding the outside back canopy, and they may be coming back with another plan to rebuild it. Mayor Neitzke said that Alderperson Kastner's comment was for agenda item K18. Bilal is the owner of the building, and it was being operated by someone else under a pre-existing lease. Bilal is taking an ownership interest and will operate the gas station. He's done a great job with the Citgo station on 84th Street and Layton Avenue and the Mobil station on 27th Street and Ramsey Avenue.

On a roll call vote, motion carried unanimously.

18. Approve a Special Use Review and Site Review for an ownership change to Shots and Tequila Sport Bar, an existing drinking establishment located at 5175 S. 27th St., submitted by Armando Lara Iñiguez, d/b/a Shots and Tequila Sport Bar LLC (Tax Key No. 645-0008-001) (PC-12/9/25 Kastner)

Mayor Neitzke said that it's to approve a resolution, Special Use Review, and Site Review.

Motion by Alderperson Kastner, seconded by Alderperson Drzewiecki to approve.

Under discussion, Mayor Neitzke said that the domes outside the bar are going away. He said that Alderperson Kastner spoke about the deck of the establishment. That's being reviewed and done the right way.

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On a roll call vote, motion carried unanimously.

19. Approve an amendment to the previously approved Site, Landscaping, and Architectural Plans for Kwik Market, a proposed convenience retailer, to be located at 6437 W. Forest Home Ave., submitted by Guriqbal S. Sra, represented by Gerry Ramos, d/b/a Ramos & Associates (Tax Key No. 572-8989-002) (PC-12/9/25 Kastner)

Mayor Neitzke said that there were slight changes to the plan, and they went to the Plan Commission. It doesn't impact the previously allowed Special Use.

Motion by Alderperson Kastner, seconded by Alderperson Akers to approve.

Mrs. Kissel stated that there were two conditions of approval that weren't copied over. Mayor Neitzke said that it is consistent with the e-mail provided by Gina Vlach, City Planner, on December 11, 2025.

On a roll call vote, motion carried unanimously.

20. Approval of schedules of disbursements in the amount of \$3,490,215.68. (Schafer)
Motion by Alderperson Saryan, seconded by Alderperson Bailey to approve agenda items K20 - K23. On a roll call vote, motion carried unanimously.
21. Approval of mileage reimbursements in the amount of \$980.26. (Schafer)
Approved under agenda item K20.
22. Accept October 2025 financial statements. (Schafer)
Approved under agenda item K20.
23. Accept investments and re-investments for October and November 2025. (Schafer)
Approved under agenda item K20.

L. Items for future agenda

M. Adjourn

Motion by Alderperson Akers, seconded by Alderperson Bailey to adjourn at 7:48 PM. Motion carried unanimously.

Jennifer Goergen, City Clerk

Minutes transcribed by Trina Kaminski, Administrative Assistant
Distributed: 12/19/2025

ORDINANCE NO. 3099

An Ordinance Amending Ordinance No. 1632 Pertaining to Special Uses in the Greenfield Corporate Center Planned Unit Development (PUD) District.

WHEREAS, on May 16, 1989, the Common Council adopted Ordinance No. 1632 to amend the official Greenfield zoning map by rezoning the properties located generally south of W. Oklahoma Ave., along S. 103rd St., and north of W. Morgan Ave to Planned Unit Development (PUD) District with C-2 commercial uses; and,

WHEREAS, the above PUD includes the area that is sometimes referred to as “the Greenfield Corporate Center PUD.”

WHEREAS, from time to time, the Common Council may amend PUD Ordinances to update the uses allowed within; and,

WHEREAS, the Common Council deems it in the public interest to add NAICS Code 485320 Limousine Services as a Special Use within certain parcels in the Greenfield Corporate Center PUD.

NOW, THEREFORE, the Common Council of the City of Greenfield do ordain as follows:

PART I: Part II of Ordinance No. 1632 is amended to add, “the NAICS Code 485320 Limousine Services is a Special Use in parcels identified by Tax Key Nos.: 524-8986-018, 524-8986-020, 524-8976-024, 524-8986-027, 524-8986-028, and 524-8986-035.”

PART II. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

PART III. This ordinance shall take effect and be in force from and after its passage and publication.

PASSED AND ADOPTED by the Common Council of the City of Greenfield on this 16th day of December, 2025.

ATTEST:

APPROVED:

Jennifer Goergen, City Clerk

Michael J. Neitzke, Mayor

ORDINANCE NO: 4000

ORDINANCE TO AMEND CHAPTER 21 OF THE MUNICIPAL CODE TO CREATE
SUBSECTION 21.04.0805(K) PERTAINING TO DROP-OFF BOXES LOCATED ON
PRIVATE PROPERTY.

The Common Council of the City of Greenfield do ordain as follows:

PART I. Subsection 21.04.0805 (K) of the Municipal Code is hereby created as follows:

K. *Drop-off boxes.*

1. *Definition.* “Drop-off box” is a container, receptacle, or similar facility that exists for the purpose of accepting charitable donations of personal property or recycling, unless otherwise permitted by local, state, or federal law.
2. No drop-off boxes shall be permitted on any lot or parcel in the City of Greenfield, including, but not limited to, in any public or private parking area or other paved driving area in the City.

PART II. This ordinance shall take effect and be in force from and after its passage and publication.

PASSED AND ADOPTED by the Common Council of the City of Greenfield on the 16th day of December, 2025.

APPROVED:

Michael J. Neitzke, Mayor

ATTEST:

Jennifer Goergen, City Clerk

ORDINANCE NO: 4001

AN ORDINANCE CREATING SUBSECTION 21.08.0101 (B)(4) OF THE CITY OF GREENFIELD ZONING CODE REGARDING GRANTING OF REASONABLE ACCOMMODATIONS UNDER DISABILITY LAWS

The Common Council of the City of Greenfield do ordain as follows:

PART I. Subsection 21.08.0101 (B)(4) of the Municipal Code hereby is created as follows:

21.08.0101 – Zoning Administrator designated.

.....

B. *Authority.* In the enforcement of this Code the Zoning Administrator shall have the power and authority for the following:

.....

4. *Reasonable accommodations under federal or state disability laws.* The Zoning Administrator, in consultation with the City Attorney, is authorized to grant reasonable accommodation exceptions to otherwise applicable zoning requirements or limitations when required by federal or state disability law. Such reasonable accommodations shall be granted, in writing, when the Zoning Administrator determines that a requested accommodation is (1) necessary to afford handicapped or disabled persons equal housing opportunity or equal access to public accommodations under applicable law, and (2) the minimum accommodations that will give the handicapped or disabled persons adequate relief. No accommodation that would impose an undue financial obligation or an unreasonable administrative burden may be granted, nor may an accommodation fundamentally undermine the purpose of the otherwise-applicable zoning. Any reasonable accommodation granted hereunder may remain in place only so long as necessary to accommodate the disability, and the owner of a property for which a reasonable accommodation is granted shall execute an acknowledgement of such restriction, which shall be recorded against the property in the Register of Deeds Office.

PART II. This ordinance shall take effect and be in force from and after its passage and publication.

PASSED AND ADOPTED by the Common Council of the City of Greenfield on the 16th day of December, 2025.

APPROVED:

Michael J. Neitzke, Mayor

ATTEST:

Jennifer Goergen, City Clerk

ORDINANCE NO. 4002

AN ORDINANCE AMENDING SECTION 12.12 OF THE
MUNICIPAL CODE OF THE CITY OF GREENFIELD

The Common Council of the City of Greenfield do ordain as follows:

PART I. Section 12.12 of the Greenfield Municipal Code is hereby repealed and recreated to read as follows:

12.12 Recycling, yard waste, refuse and solid waste.

- (1) *Title.* Recycling Ordinance for the City of Greenfield, WI.
- (2) *Purpose.* The purpose of this section is to promote recycling, composting, and resource recovery through the administration of an effective recycling program, as provided in §. 287.11, Wis. Stats., and ch. NR 544, Wis. Adm. Code.
- (3) *Statutory authority.* This section is adopted as authorized under § 287.09(3)(b), Wis. Stats.
- (4) *Abrogation and greater restrictions.* It is not intended by this section to repeal, abrogate, annul, impair, or interfere with any existing rules, regulations, ordinances or permits previously adopted or issued pursuant to law. However, whenever this section imposes greater restrictions, the provisions of this section shall apply.
- (5) *Interpretation.* In their interpretation and application, the provisions of this section shall be held to be the minimum requirements and shall not be deemed a limitation or repeal of any other power granted by Wis. Stats. Where any terms or requirements of this section may be inconsistent or conflicting, the more restrictive requirements or interpretation shall apply. Where a provision of this section is required by Wisconsin Statutes, or by a standard in NR Ch. 544, Wis. Adm. Code, and where the ordinance provision is unclear, the provision shall be interpreted in light of the Wisconsin Statutes and NR Ch. 544 standards in effect on the date of the adoption of this section, or in effect on the date of the most recent text amendment to this section.
- (6) *Severability.* Should any portion of this section be declared unconstitutional or invalid by a court of competent jurisdiction, the remainder of this section shall not be affected.
- (7) *Applicability.* The requirements of this section apply to all persons within the City of Greenfield.
- (8) *Administration.* The provisions of this section shall be administered by the person(s) and/or department(s) determined in the recycling, yard waste and refuse policy set annually by the Board of Public Works.
- (9) *Effective date.* This section shall take effect and be in force from and after its publication.
- (10) *Definitions.* For the purposes of this section:
 - (a) “Bi-metal container” means a container for carbonated or malt beverages that is made primarily of a combination of steel and aluminum.
 - (b) “Container board” means corrugated paperboard used in the manufacture of shipping containers and related products.
 - (c) “Foam polystyrene packaging” means packaging made primarily from foam polystyrene that satisfies one of the following criteria:
 - (1) Is designed for serving food or beverages.
 - (2) Consists of loose particles intended to fill space and cushion the packaged article in a shipping container.
 - (3) Consists of rigid materials shaped to hold and cushion the packaged article in a shipping container.

- (d) "Glass Container" means a glass bottle, jar or other packaging container used to contain a product that is the subject of a retail sale and does not include ceramic cups, dishes, oven ware, plate glass, safety and window glass, heat-resistant glass such as Pyrex, lead based glass such as crystal, or TV tubes.
- (e) "HDPE" means high density polyethylene, labeled by the resin code # 2.
- (f) "LDPE" means low density polyethylene, labeled by the resin code # 4.
- (g) "Magazines" means magazines and other materials printed on similar paper.
- (h) "Major appliance" means a residential or commercial air conditioner, clothes dryer, clothes washer, dishwasher, freezer, microwave oven, oven, refrigerator, furnace, boiler, dehumidifier, water heater or stove.
- (i) "Multiple-family dwelling" means a structure containing 5 or more residential units, including units that are occupied seasonally.
- (j) "Newspaper" means a newspaper and other materials printed on newsprint.
- (k) "Non-residential facilities and properties" means commercial, retail, industrial, institutional and government facilities and properties. Non-residential facilities and properties includes any location at which goods or services are provided or manufactured, including locations under construction, demolition, or remodeling, or used for special events such as fairs, festivals, sport venues, conferences, and exhibits. This term does not include multiple family dwellings.
- (l) "Office paper" means a variety of high-grade printing and writing papers. This term does not include industrial process waste, newspaper or packaging.
- (m) "Other resins or multiple resins" mean plastic resins labeled by the resin code # 7.
- (n) "Person" includes any individual, corporation, limited liability company, partnership, association, local government unit, as defined in s. 66.0131(1)(a), Wis. Stats., state agency or authority or federal agency.
- (o) "PETE" or "PET" means polyethylene terephthalate, labeled by the resin code # 1.
- (p) "Plastic container" means an individual, separate, rigid plastic bottle, can, jar or carton, except for a blister pack, that is originally used to contain a product that is the subject of a retail sale.
- (q) "Postconsumer waste" means solid waste other than solid waste generated in the production of goods, hazardous waste, as defined in s. 291.01(7) Wis. Stats., waste from construction and demolition of structures, scrap automobiles, or high-volume industrial waste, as defined in s. 289.01(17)., Wis. Stats.
- (r) "PP" means polypropylene, labeled by the resin code # 5.
- (s) "PS" means polystyrene, labeled by the resin code # 6.
- (t) "PVC" means polyvinyl chloride, labeled by the resin code # 3.
- (u) "Recyclable materials" includes lead acid batteries; major appliances; waste oil; yard waste; aluminum containers; corrugated paper or other container board; foam polystyrene packaging; glass containers; magazines; newspaper; office paper; rigid plastic containers, including those made of PETE, HDPE, PVC, LDPE, PP, PS and other resins or multiple resins; steel containers; waste tires; and bi-metal containers.
- (v) "Solid waste" has the meaning specified in [s. 289.01\(33\), Wis. Stats.](#)
- (w) "Solid waste facility" has the meaning specified in [s. 289.01\(35\), Wis. Stats.](#)
- (x) "Solid waste treatment" means any method, technique or process which is designed to change the physical, chemical or biological character or composition of solid waste. "Treatment" includes incineration.
- (y) "Waste tire" means a tire that is no longer suitable for its original purpose because of wear, damage or defect.

- (z) "Yard waste" means leaves, grass clippings, yard and garden debris and brush, including clean woody vegetative material no greater than 6 inches in diameter. This term does not include stumps, roots or shrubs with intact root balls.
- (11) *Management of recyclable materials.* Recyclable materials shall be managed in accordance with the Recycling, Yard Waste and Refuse Policy set by the Board of Public Works and this section. The Recycling, Yard Waste and Refuse Policy is incorporated herein by reference.
- (12) *Separation of recyclable materials.* All occupants, including owners and tenants of single-family and 2 to 4 unit residences, multiple-family dwellings and nonresidential facilities and properties shall separate the following materials from post-consumer waste:
 - (a) Antifreeze.
 - (b) Lead acid batteries.
 - (c) Major appliances.
 - (d) Waste oil.
 - (e) Yard waste.
 - (f) Aluminum containers.
 - (g) Bi-metal containers.
 - (h) Corrugated paper or other container board.
 - (i) Foam polystyrene packaging.
 - (j) Glass containers.
 - (k) Magazines.
 - (l) Newspaper.
 - (m) Office paper.
 - (n) Rigid plastic containers made of PETE and HDPE.
 - (o) Steel containers.
 - (p) Tires.
- (13) *Separation requirements exempted.* The separation requirements of subsection (10) do not apply to the following:
 - (a) Occupants of single-family and 2 to 4 unit residences, multiple-family dwellings and nonresidential facilities and properties that send their post-consumer waste to a processing facility licensed by the Wisconsin Department of Natural Resources that recovers the materials specified in subsection (10) from solid waste in as pure a form as is technically feasible.
 - (b) Solid waste which is burned as a supplemental fuel at a facility if less than 30% of the heat input to the facility is derived from the solid waste burned as supplemental fuel.
 - (c) A recyclable material specified in subsection (10)(f) through (p) for which a variance has been granted by the Department of Natural Resources under § 287.11(2m), Wis. Stats., or NR § 544.14, Wis. Adm. Code.
- (14) *Care of separated recyclable materials.* To the greatest extent practicable, the recyclable materials separated in accordance with subsection (10) shall be clean and kept free of contaminants such as food or product residue, oil or grease, or other non-recyclable materials, including but not limited to household hazardous waste, medical waste, and agricultural chemical containers. Recyclable materials shall be stored in a manner that protects them from wind, rain and other inclement weather conditions.

- (15) *Composting.* Yard waste, as herein defined, may be composted at any property used for residential or commercial purposes. Compost piles or bins shall be well maintained so as not to pose an attraction or harborage for rodents or otherwise present a health nuisance. Composting material shall be maintained and well aerated so as to be free of offensive or noxious odors. Compost piles or bins for composting must be located in any rear or side yard area and at least 25 feet from any dwelling unit on an adjoining property and at least 3 feet from any property line. Each pile or bin may occupy a surface no greater than 25 square feet and may not exceed 4 feet in height. No more than 4 such piles and/or bins shall be permitted on any property. Yard waste may not be gathered except for the purposes of collection or composting.
- (16) *Management of lead acid batteries, major appliances, waste oil, and yard waste.* Occupants of single family and 2 to 4 unit residences, multiple-family dwellings and non-residential facilities and properties shall manage lead acid batteries, major appliances, waste oil, and yard waste as follows:
- (a) Lead acid batteries shall be brought either to a retailer, or the city drop off center.
 - (b) Major appliances shall be removed by requesting a special pick up.
 - (c) Waste oil shall be brought either to a retailer, or the city drop off center.
 - (d) Yard waste shall be placed at the curb or brought to the city drop off center.
- (17) *Preparation and collection of recyclable Materials.* Except as otherwise directed by the City of Greenfield, occupants of single family and 2-to-4-unit residences shall do the following for the preparation and collection of the separated materials specified in (12)(f) through (p):
- (a) Aluminum containers shall be rinsed.
 - (b) Bi-metal containers shall be rinsed.
 - (c) Corrugated paper or other container board shall be flattened.
 - (d) Foam polystyrene packaging shall be flattened.
 - (e) Glass containers shall be rinsed.
 - (f) Magazines shall be clean.
 - (g) Newspaper shall be clean.
 - (h) Office paper shall be clean.
 - (i) Rigid plastic containers shall be rinsed.
 - (j) Steel containers shall be rinsed.
 - (k) Tires shall be clean.
- (18) *Responsibilities of owners or designated agents of multiple-family dwellings.*
- (a) Owners or designated agents of multiple-family dwellings shall do all of the following to recycle the materials specified in subsection (10)(f) through (p):
 - (1) Provide adequate, separate containers for the recycling program established in compliance with the ordinance. The number of recycling containers shall equal or be greater than the number of trash containers and at least one of the following shall be met:
 - i. The minimum total volume of recycling container space is equal to 20 gallons per week per dwelling unit.
 - ii. The ratio of trash container volume to recycling container volume is at most 2:1.
 - iii. An alternative method that does not result in the overflow of a recycling container during the time period between collection of materials and delivery to a recycling facility.

- (2) Notify tenants in writing at the time of renting or leasing the dwelling and at least semi-annually thereafter about the established recycling program.
 - (3) Provide for the collection of the materials separated from the solid waste by the tenants and the delivery of the materials to a recycling facility.
 - (4) Notify tenants of reasons to reduce and recycle solid waste; which materials are collected; how to prepare the materials in order to meet the processing requirements; collection methods or sites; locations and hours of operation; and a contact person or company, including a name, address and telephone number.
- (b) The requirements specified in subparagraph (a) do not apply to the owners or designated agents of multiple-family dwellings if the postconsumer waste generated within the dwelling is treated at a processing facility licensed by the Department of Natural Resources that recovers for recycling the materials specified in subsection (10)(f) through (p) from solid waste in as pure a form as is technically feasible.
- (19) *Responsibilities of owners or designated agents of non-residential facilities and properties.*
- (a) Owners or designated agents of nonresidential facilities and properties shall do all of the following to recycle the materials specified in subsection (10)(f) through (p):
 - (1) Provide adequate, separate containers for the recyclable materials.
 - (2) Notify in writing, at least semi-annually, all users, tenants and occupants of the properties about the established recycling program.
 - (3) Provide for the collection of the materials separated from the solid waste by the users, tenants and occupants and the delivery of the materials to a recycling facility.
 - (4) Notify users, tenants and occupants of reasons to reduce and recycle; which materials are collected; how to prepare materials in order to meet the processing requirements; collection methods or sites; locations and hours of operation; and a contact person or company, including a name, address and telephone number.
 - (b) The requirements specified in subparagraph (a) do not apply to the owners or designated agents of nonresidential facilities and properties if the post-consumer waste generated within the facility or property is treated at a processing facility licensed by the Department of Natural Resources that recovers for recycling the materials specified in subsection (10)(f) through (p) from solid waste in as pure a form as is technically feasible.
- (20) *Prohibitions on disposal of recyclable materials separated for recycling.* No person may dispose of in a solid waste disposal facility or burn in a solid waste treatment facility any of the materials specified in subsection (10)(f) through (p) which have been separated for recycling, except tires may be burned with energy recovery in a solid waste treatment facility.
- (21) *Antiscavenging.* Per subsection (8) of this section, no person shall collect recyclable materials placed in a recycling bin that is serviced under the City of Greenfield recycling contract without authorization from the City.
- (a) No person shall remove any material from a waste container used for the collection of solid waste. This prohibition applies to portable, nonportable, plastic garbage bags or any type of container used to dispose of solid waste material. This section does not apply to employees and agents of the City in the performance of their duties or to materials that are removed by the person who deposited them.
 - (b) No person, except the owners or occupants of the property may place or leave any substance, litter, recyclable material or solid waste into a container upon the premises, without the owners' or occupants' permission.
 - (c) No person shall collect recyclable materials placed in a recycling bin that is serviced under the City of Greenfield recycling contract without authorization from the City.
- (22) *Providing space for recycling in buildings.* As directed under ILHR 54-62, Adm. Rule, a person in the City of Greenfield owning or occupying a new building or a building that is remodeled or expanded by 50% or more in floor area, shall

provide a designated area for the separation, temporary storage and collection of solid waste and recyclables either within or adjacent to the building.

(23) *Container storage.*

- (a) To improve the aesthetic appearance and to protect the general public health, safety and welfare of the City residents, all new and existing multiple-family, commercial and industrial developments shall be required to provide a covered dumpster or similar type covered boxes for garbage and rubbish collections and shall be required to provide enclosures for these containers and any and all recycling containers. The enclosures shall be 4-sided with provisions for a latched gate and be a minimum of 2 feet higher than the container. (Am. #2743)
- (b) Such enclosures shall be placed according to setback requirements for accessory structures.
- (c) No person may keep, place, maintain or store any refuse or recycling containers in their front yard or other yard that abuts the street except on their collection day and as permitted in the Recycling, Yard Waste and Refuse Policy.

(24) *Hauler licensing.* No person or corporation shall engage in the business of hauling recyclables within the City of Greenfield without being licensed by the Department of Natural Resources under NR § 502.06, Wis. Adm. Code.

(25) *Purchasing of recycled content, multiple use, durable materials, equipment and supplies.* Under the direction of § 16.72(2)(e) and (f), Wis. Stats., the City of Greenfield, shall to the extent practicable, make purchasing decisions to maximize the purchasing of products made from recycled and recovered materials. Purchases shall include 40% recycled content of all paper by 1995. The City of Greenfield shall, to the extent practicable, award contracts for equipment and supplies on the basis of recyclability and ultimate disposition of products to discourage the purchase of single-use disposable products and require purchase of multiple-use, durable products.

(26) *Hauler restrictions.* Haulers may not dispose in a landfill or burn in a solid waste facility any recyclable materials generated in the City of Greenfield that have been separated for recycling, unless the recyclable materials, without intention on the part of the hauler, become so contaminated that the materials are not able to be marketed. Hauler shall maintain collected recyclable materials in a marketable condition.

(27) *Right to reject materials.* The hauler has the right to reject or leave at the curb any recyclable material that is not prepared according to the specifications in this section, the policy for recycling, yard waste, and refuse or in education material provided to the service recipients. Materials may also be left if not separated from solid waste, placed in the proper container, or are not designated recyclable materials for collection. The hauler also has the right to refuse to pick up any solid waste if it contains recyclable containers and material, including yard waste. In such cases, the hauler shall notify the generator of the materials about the reason(s) for rejecting the items.

(28) *Pollution prohibited.* No person shall place, throw or leave any garbage, noxious, nauseous or other offensive substances or waste, or any dead carcass, animal, fowl, carrion, meat, fish, entrails, manure, offal, refuse matter, rubbish, ashes, earth, sand or other substances in or upon any sewer, stream, ditch or other watercourse, sidewalk, gutter, street, alley or upon any private or public place, park or grounds in the City, except for the purpose of garbage pickup or in a manner approved by the Health Officer.

(29) *Solid waste storage.*

- (a) The owner and occupant of any premises, business establishment or industry shall be responsible for the sanitary storage of all solid waste accumulated at that premises, business establishment or industry.
- (b) Garbage shall be stored in containers that are leak proof, waterproof, rodent resistant, durable and rust resistant with tight fitting covers and 2 handles or a bail.
- (c) Reserved. (Dltd. #2743)
- (d) Residential solid waste containers placed at the curb or next to the road, or at the alley edge, may not be set out prior to 6:00 p.m. of the day preceding the scheduled collection day. All empty containers must be removed from the curb or roadside by 6:00 p.m. of the day of collection.

- (e) Toxic and hazardous waste or materials shall be stored in watertight, tightly covered, adequately labeled containers and in a location inaccessible to children, irresponsible persons and animals. The Health Officer shall determine the proper disposal of these substances.

(30) *Hazardous waste prohibited.*

- (a) Hazardous waste shall not be stored in buildings or lots.
- (b) Hazardous waste processing shall be prohibited, which shall include, but not be limited to, incineration, chemical or biological destruction, collecting or shipping.

(31) *Service charge for the collection of garbage, refuse, yard wastes and recycling services.*

- (a) Pursuant to the authority of § 66.20(16), Wis. Stats., the City hereby determines to levy special charges for garbage and refuse collection and disposal.
- (b) There is hereby levied and imposed a special charge for services rendered in the form of garbage, rubbish, yard wastes and recycling collection and disposal and other related programs as follows: (Am. #2687; #2711)
 - (1) *Individual collection (non-dumpster):* (Am. #2743; #2763; #2779; #2810; #2825; #2858; #2875; #2913; #2949; #2961; #2990; #3011; #3019; #3050)
 - \$ 69.79 per annum per unit for recycling services.
 - 173.71 per annum per unit for garbage, refuse, and yard waste services.
 - \$243.50 per annum per unit for total special charge.
 - (2) *Reserved.* (Dltd. #2743)
 - (3) *Drop off center passes.* (Cr. #2853) Drop off center passes for residents outside the City's solid waste disposal program:
 - i. Yearly pass \$45.00
 - ii. One-time pass \$15.00
- (c) The special charges imposed herein shall be paid on an annual basis in advance, not in installments, and shall be placed on the real estate tax bill of all recipients of such service and collected with same. If the charge is not paid within the period fixed, it shall become a lien upon the premises as provided in § 66.60(15), Wis. Stats., and shall automatically be extended upon the current or next tax roll as a delinquent tax against the property and all proceedings in relation to the collection, return and sale of property for delinquent real estate taxes shall apply to such special charge.
- (d) All garbage and refuse collection rules and regulations shall be adhered to by all recipients of service.
- (e) New and existing multiple-family unit developments plus commercial and industrial facilities within the City shall not be part of the City collection program. Such units shall make private arrangements for refuse and recycling collection with pick-up cycles equal to or better than City collection. Owners of said facilities shall provide evidence of refuse and recycling arrangements within 3 days of request or be subject to a fine not to exceed \$250.00 per day. (Am. #2743)

(32) *Dumping and dumping grounds.*

- (a) No person shall dump, dispose of or store rubbish, refuse, ashes, garbage, junk, hazardous or toxic substances or any other material on public property.
- (b) The owner of private property may not permit the dumping or storage of rubbish, refuse, ashes, garbage, hazardous or toxic wastes, junk or other material thereon without providing the Health Officer with evidence of a permit thereof from the State Department of Natural Resources.

- (33) *Illegal dumping.* No person shall throw or deposit any garbage, rubbish or waste matter of any kind, or cause the same to be thrown or deposited outside the City's compactor and recycling station during hours of nonoperation.
- (34) *Yard waste.* No person shall combine yard waste with garbage and refuse and all yard waste set out for collection by the City or its hauler shall be separated from any other wastes.
- (35) *Collection of recyclable materials.* (Am. #2743) No person shall collect recyclable materials placed in a recycling container without proper authorization from the City.
- (36) *Exemptions.* The Common Council, upon recommendation from the Board of Public Works, reserves the right to designate additional solid waste materials as recyclable or currently collected materials as no longer recyclable in accordance with State law and to either add or delete them from any collection services provided by the City of Greenfield or its contractors. The City of Greenfield shall provide written notice to its service recipients of this declaration.
- (37) *Enforcement.*
 - (a) For the purpose of ascertaining compliance with the provisions of this section, any authorized officer, employee or representative of the City of Greenfield or its contractor(s) for recycling or refuse services may inspect recyclable materials separated for recycling, postconsumer waste intended for disposal, recycling collection sites and facilities, collection vehicles, collection areas of multiple-family dwellings and nonresidential facilities and properties, and any records relating to recycling activities, which shall be kept confidential when necessary to protect proprietary information. No person may refuse access to any authorized officer, employee or authorized representative of the City of Greenfield or its contractor(s) for recycling or refuse services who requests access for purposes of inspection, and who presents appropriate credentials. No person may obstruct, hamper, or interfere with such an inspection. Contractor authority is limited to facilities served by the contractor under contract with the City. (Am. #2743)
 - (b) Any person who violates a provision of this section may be subject to the forfeitures and penalties enumerated under this section. The issuance of a citation shall not preclude proceeding under any other ordinance or law relating to the same or any other matter. Proceeding under any other ordinance or law relating to the same or any other matter shall not preclude the issuance of a citation under this paragraph.
 - (c) Penalties for violating this section may be assessed as follows:
 - (1) Any violation which results in unsightly debris on any public right of way or lands is subject to section 9.10 of this Municipal Code.
 - (2) Except as otherwise provided herein, any persons who shall violate any provisions of this chapter or any order, rule or regulation made hereunder shall be subject to a penalty as provided in section 25.04 of this Municipal Code.

PART II. The terms and provisions of this ordinance are severable. Should any term or provision of this ordinance be found to be invalid by a court of competent jurisdiction, the remaining terms and provisions shall remain in full force and effect.

PART III. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

PART IV. This ordinance shall take effect and be in force from and after its passage and publication.

PASSED AND ADOPTED by the Common Council of the City of Greenfield on the 16th day of December, 2025.

APPROVED:

Michael J. Neitzke, Mayor

ATTEST:

Jennifer Goergen, City Clerk

RESOLUTION NO. 5003

RESOLUTION APPOINTING ELECTION OFFICIALS: CHIEF INSPECTORS, ELECTION INSPECTORS AND SPECIAL VOTING DEPUTIES FOR 2026-2027

WHEREAS, Wis. Stats. 7.30(4) (a) requires the governing body to appoint election officials no later than the last regular meeting in December of each odd numbered year for the 2026-2027 election cycle; and

WHEREAS, Wis. Stats. 7.30(4) (b) states that the two dominant parties are each responsible for submitting a list of names from which all appointees to inspector positions shall be chosen as outlined within the statutes; and

WHEREAS, The City Clerk received four nominees for election inspectors from the Democratic Party of Milwaukee County, attached as Exhibit A; and

WHEREAS, the City Clerk received 44 nominees for election inspectors from the Republican Party of Milwaukee County, attached as Exhibit B; and

NOW, THEREFORE, BE IT RESOLVED that the Common Council of the City of Greenfield confirms the list of election officials for the 2026-2027 election cycle, attached as Exhibit C.

PASSED AND ADOPTED by the Common Council of the City of Greenfield on the 16th day of December 2025.

APPROVED:

Michael J. Neitzke, Mayor

ATTEST:

Jennifer Goergen, City Clerk

PART I. The wages and salaries of the following officers and employees shall be as follows:

Effective 1/1/2026	START (hrly)	1 YEAR (hrly)	2 YEAR (hrly)	3 YEAR (hrly)	4 YEAR (hrly)
ADMINISTRATIVE ASSISTANT	29.99	31.05	32.15	33.28	34.44
CIB ADMINISTRATIVE SPECIALIST	32.24	33.36	34.53	35.73	36.99
CLERK SPECIALIST	26.59	27.05	27.55	28.06	28.55
COURT CLERK, ASSISTANT	24.93	25.37	25.82	26.29	26.79
COURT CLERK	26.59	27.05	27.55	28.06	28.55
DEPUTY CITY CLERK	33.73	34.91	36.12	37.40	38.71
EMERGENCY DISPATCHER	29.94	30.99	32.07	33.20	34.36
ENGINEERING SPECIALIST	29.99	31.05	32.15	33.28	34.44
FABRICATOR/MECHANIC	32.74	33.88	35.07	36.29	37.55
FINANCE SPECIALIST	29.99	31.05	32.15	33.28	34.44
GRAPHICS/CLERK TYPIST	26.59	27.05	27.55	28.06	28.55
LABORER (NON-CDL, STARTING RATE ONLY)	23.68				
LABORER	24.68	25.53	26.44		
LEAD FABRICATOR MECHANIC	38.99	40.35	41.76	43.21	44.72
LIBRARY BUSINESS MANAGER	19.48	20.16	20.86	21.60	22.35
LIBRARIAN, CHILDREN'S	23.81	24.64	25.50	26.40	27.33
LIBRARY CIRCULATION CLERK	16.78	17.36	17.96	18.60	19.25
LIBRARY REFERENCE	23.81	24.64	25.50	26.40	27.33
LIBRARY SHELVING	16.23	16.81	17.39	17.99	18.62
LIBRARY TECHNICAL SERVICES ASSOCIATE	21.64	22.39	23.18	23.98	24.84
LIBRARIAN, TEEN	23.81	24.64	25.50	26.40	27.33
LIBRARY YOUTH SERVICES MANAGER	30.16	31.22	32.31	33.45	34.62
OPERATOR	27.37	28.28	29.29	30.33	31.40
PAYROLL & ACCOUNTING SPECIALIST	31.31	32.41	33.54	34.70	35.93
P/T BAILIFF (FIXED RATE)	15.00				
P/T CLERK-TYPIST	23.00	23.81	24.64	25.50	26.40
P/T COMMUNITY SERVICE OFFICER (FIXED RATE)	18.00				
P/T FARMER'S MARKET COORDINATOR	24.93	25.37	25.82	26.29	26.79
P/T FIRE MARSHAL	24.86				
P/T POLICE SERVICES SPECIALIST-INVESTIGATOR	26.98				
POLICE CLERK TYPIST	26.80	27.38	27.78	28.23	28.84
PROJECT MANAGER	34.24	35.44	36.67	37.96	39.28
SENIOR OPERATOR	32.50	33.63	34.81	36.04	37.29
WORKING FOREMAN	38.99	40.35	41.76	43.21	44.72

Dispatchers or Clerk Typists who are assigned by the Police Chief, or his designee, to train new recruit employees shall receive fifteen dollars (\$15) per day. Shift differential of (\$0.25) twenty-five cents per hour for Non-Represented personnel assigned to either second, third, or swing shift.

Effective 1/1/2026	START (annual)	1 YEAR (annual)	2 YEAR (annual)	3 YEAR (annual)	4 YEAR (annual)
ASSISTANT FINANCE DIRECTOR	102,760	106,358	110,080	113,933	117,920
ASSISTANT FIRE CHIEF	118,965	123,128	127,440	131,896	136,514
ASSISTANT POLICE CHIEF	121,617	125,871	130,278	134,839	139,558
BATTALION CHIEF	101,076	104,610	108,272	112,063	121,109
BUILDINGS & FACILITIES MANAGER	88,009	91,089	94,277	97,577	100,992
CASE MANAGER	77,880	80,605	83,426	86,346	89,370
CITY CLERK	95,609	98,956	102,419	106,003	109,715
CITY ENGINEER	88,009	91,089	94,277	97,577	100,992
CITY PLANNER	88,009	91,089	94,277	97,577	100,992
COURT ADMINISTRATOR	70,150	72,607	75,146	77,777	86,011
DEPUTY TREASURER	79,097	81,868	84,732	87,697	90,768
SENIOR PROJECT MANAGER	82,158	85,035	88,011	91,092	94,277
FINANCE DIRECTOR	118,965	123,128	127,440	131,896	136,514
HUMAN RESOURCES DIRECTOR	103,463	107,084	110,832	114,711	118,726
INFORMATION TECHNOLOGY MANAGER	118,965	123,128	127,438	131,896	136,514
INSPECTION SERVICES MANAGER	82,158	85,035	88,011	91,092	94,277
LIBRARY, ASSISTANT DIRECTOR	74,000	76,590	79,271	82,045	84,917
LIBRARY DIRECTOR	101,780	105,342	109,029	112,845	116,795
NEIGHBORHOOD SERVICES DIRECTOR	114,988	119,013	123,178	127,489	131,951
OFFICE SUPRV/ADMIN COMM COORD/PD/IT	76,478	79,155	81,926	84,793	87,761
OPERATING SYSTEMS ANALYST	76,795	79,482	82,266	85,143	88,122
PARKS & RECREATION DIRECTOR	95,609	98,956	102,419	106,003	109,715
PARKS SUPERVISOR	82,659	85,139	87,691	90,323	93,484
PARKS MAINTENANCE COORDINATOR	61,464	63,613	65,839	68,145	70,529
PLANNER	71,200	73,692	76,272	78,941	81,704
POLICE CAPTAIN	115,251	119,285	123,458	127,781	132,254
RECREATION SUPERVISOR	71,858	74,396	76,977	79,670	82,457
SENIOR ACCOUNTANT	79,097	81,868	84,732	87,697	90,768
SUPERINTENDENT OF PUBLIC WORKS	102,760	106,358	110,080	113,933	117,920
SYSTEMS ADMINISTRATOR	95,609	98,956	102,419	106,003	109,715

The wage as set forth represents the annual rate for the continued employment for that position on an annual basis. This wage does not represent a guarantee of employment for the term represented by the wage.

Effective 1/12/2026 (3% increase)	START (hrly)	1 YEAR (hrly)	2 YEAR (hrly)	3 YEAR (hrly)	4 YEAR (hrly)
ADMINISTRATIVE ASSISTANT	30.89	31.98	33.11	34.28	35.47
CIB ADMINISTRATIVE SPECIALIST	33.21	34.36	35.57	36.80	38.10
CLERK SPECIALIST	27.39	27.86	28.38	28.90	29.41
COURT CLERK, ASSISTANT	25.68	26.13	26.59	27.08	27.59
COURT CLERK	27.39	27.86	28.38	28.90	29.41
DEPUTY CITY CLERK	34.74	35.96	37.20	38.52	39.87
EMERGENCY DISPATCHER	30.84	31.92	33.03	34.20	35.39
ENGINEERING SPECIALIST	30.89	31.98	33.11	34.28	35.47
FABRICATOR/MECHANIC	33.72	34.90	36.12	37.38	38.68
FINANCE SPECIALIST	30.89	31.98	33.11	34.28	35.47
GRAPHICS/CLERK TYPIST	25.63	26.53	27.45	28.42	29.41
LABORER (NON-CDL, STARTING RATE ONLY)	24.39	-	-	-	-
LABORER	25.42	26.30	27.23	-	-
LEAD FABRICATOR MECHANIC	40.16	41.56	43.01	44.51	46.06
LIBRARY BUSINESS MANAGER	20.06	20.76	21.49	22.25	23.02
LIBRARIAN, CHILDREN'S	24.52	25.38	26.27	27.19	28.15
LIBRARY CIRCULATION CLERK	17.28	17.88	18.50	19.16	19.83
LIBRARY REFERENCE	24.52	25.38	26.27	27.19	28.15
LIBRARY SHELVER	16.72	17.31	17.91	18.53	19.18
LIBRARY TECHNICAL SERVICES ASSOCIATE	22.29	23.06	23.88	24.70	25.59
LIBRARIAN, TEEN	24.52	25.38	26.27	27.19	28.15
LIBRARY YOUTH SERVICES MANAGER	31.06	32.16	33.28	34.45	35.66
OPERATOR	28.19	29.13	30.17	31.24	32.34
PAYROLL & ACCOUNTING SPECIALIST	32.25	33.38	34.55	35.74	37.01
P/T BAILIFF (FIXED RATE)	15.00	-	-	-	-
P/T CLERK-TYPIST	23.69	24.52	25.38	26.27	27.19
P/T COMMUNITY SERVICE OFFICER (FIXED RATE)	18.00	-	-	-	-
P/T FARMER'S MARKET COORDINATOR	25.68	26.13	26.59	27.08	27.59
P/T FIRE MARSHAL	27.79	-	-	-	-
P/T POLICE SERVICES SPECIALIST-INVESTIGATOR	27.79	-	-	-	-
POLICE CLERK TYPIST	25.89	26.80	27.73	28.71	29.71
PROJECT MANAGER	35.27	36.50	37.77	39.10	40.46
SENIOR OPERATOR	33.48	34.64	35.85	37.12	38.41
WORKING FOREMAN	40.16	41.56	43.01	44.51	46.06

Dispatchers or Clerk Typists who are assigned by the Police Chief, or his designee, to train new recruit employees shall receive fifteen dollars (\$15) per day. Shift differential of (\$0.25) twenty-five cents per hour for Non-Represented personnel assigned to either second, third, or swing shift.

Effective 1/12/2026 (3% increase)	START (annual)	1 YEAR (annual)	2 YEAR (annual)	3 YEAR (annual)	4 YEAR (annual)
ASSISTANT FINANCE DIRECTOR	105,843	109,549	113,382	117,351	121,458
ASSISTANT FIRE CHIEF	122,534	126,822	131,263	135,853	140,609
ASSISTANT POLICE CHIEF	125,266	129,647	134,186	138,884	143,745
BATTALION CHIEF	104,108	107,748	111,520	115,425	124,742
BUILDINGS & FACILITIES MANAGER	90,649	93,822	97,105	100,504	104,022
CASE MANAGER	80,216	83,023	85,929	88,936	92,051
CITY CLERK	98,477	101,925	105,492	109,183	113,006
CITY ENGINEER	90,649	93,822	97,105	100,504	104,022
CITY PLANNER	90,649	93,822	97,105	100,504	104,022
COURT ADMINISTRATOR	72,255	74,785	77,400	80,110	88,591
DEPUTY TREASURER	81,470	84,324	87,274	90,328	93,491
SENIOR PROJECT MANAGER	84,623	87,586	90,651	93,825	97,105
FINANCE DIRECTOR	122,534	126,822	131,263	135,853	140,609
HUMAN RESOURCES DIRECTOR	106,567	110,297	114,157	118,152	122,288
INFORMATION TECHNOLOGY MANAGER	122,534	126,822	131,261	135,853	140,609
INSPECTION SERVICES MANAGER	84,623	87,586	90,651	93,825	97,105
LIBRARY, ASSISTANT DIRECTOR	76,220	78,888	81,649	84,506	87,465
LIBRARY DIRECTOR	104,833	108,502	112,300	116,230	120,299
NEIGHBORHOOD SERVICES DIRECTOR	118,438	122,583	126,873	131,314	135,910
OFFICE SUPRV/ADMIN COMM COORD/PD/IT	78,772	81,530	84,384	87,337	90,394
OPERATING SYSTEMS ANALYST	79,099	81,866	84,734	87,697	90,766
PARKS & RECREATION DIRECTOR	98,477	101,925	105,492	109,183	113,006
PARKS SUPERVISOR	85,139	87,693	90,322	93,033	96,289
PARKS MAINTENANCE COORDINATOR	63,308	65,521	67,814	70,189	72,645
PLANNER	73,336	75,903	78,560	81,309	84,155
POLICE CAPTAIN	118,709	122,864	127,162	131,614	136,222
RECREATION SUPERVISOR	74,014	76,628	79,286	82,060	84,931
SENIOR ACCOUNTANT	81,470	84,324	87,274	90,328	93,491
SUPERINTENDENT OF PUBLIC WORKS	105,843	109,549	113,382	117,351	121,458
SYSTEMS ADMINISTRATOR	98,477	101,925	105,492	109,183	113,006

The wage as set forth represents the annual rate for the continued employment for that position on an annual basis. This wage does not represent a guarantee of employment for the term represented by the wage.

Police and Fire Departments

Pursuant to Section 62.13 of the Wisconsin Statutes, the Police Chief and Fire Chief shall be in command of the police and fire departments. The salary range for the police chief and fire chief shall be \$139,091 to \$154,416 as determined by the Common Council.

Promotion

Individuals who may be appointed and/or promoted to fill a non-represented position, may be placed anywhere on the salary schedule, with the Council and/or the appropriate Committee authorizing negotiating parameters to the Mayor or his or her designee. This includes salary as well as benefits.

It is understood that any new hires into this classification may be hired at the entry level, or above.

Salary Computation

Salary is computed at a biweekly rate for salaried employees, an hourly rate for hourly employees.

Mileage Allowance

Each City officer or employee using his/her private automobile will be paid the sum of the IRS approved mileage rate for use of said vehicle on City business. Parking fees will also be paid by the City. Mileage Report forms should be turned in monthly to the Finance Department on forms provided by that department. Officers and employees covered by this resolution will be entitled to mileage allowance unless they are provided a city-owned vehicle.

PART II. USE OF CITY-OWNED VEHICLES FOR OFFICIAL BUSINESS

The Fire Chief, Assistant Fire Chief, Chief of Police, Assistant Police Chief, Superintendent of Public Works, and Parks Supervisor shall have the use of a city-owned vehicle. Use of City-owned vehicles is permitted for incidental personal use so long as the employee is fully equipped and ready for duty and monitoring the emergency radio. If an authorized person uses a City-owned vehicle to attend out of City business (conventions, seminars, etc.) he/she shall not be allowed to use a City-owned vehicle if they extend the stay either before or after the official business is conducted. The vehicles may be used to commute to and from home and the work site. However, under existing Internal Revenue Codes, such mileage may be taxable. The Finance Department, along with the Department of Human Resources, will be responsible for determining the taxability of use of such vehicles. Where it is determined that mileage is taxable, the City will use the imputed tax method of calculations for compliance with IRS regulations.

PART III. HOLIDAYS

Regular full-time employees covered under the terms of this resolution will receive the following holidays as determined by the City: Currently, the holidays are:

New Year's Day	Labor Day	Christmas Eve
Friday before Easter	Thanksgiving Day	Christmas Day
Memorial Day	Friday after Thanksgiving Day	New Year's Eve
Independence Day	Floating Holiday	

Whenever any of said holidays falls on a Saturday or Sunday, the preceding or succeeding workday shall be the holiday as determined by the Mayor and/or his/her designee. Whenever a designated holiday occurs, an employee shall receive his/her regular pay at straight time for that day.

Part-time employees, with the exception of community service officers in the police department, will be credited with pro-rata holiday hours based upon total hours worked the previous calendar year.

Holiday pay will be paid only to those employees who have worked their regular scheduled hours the day before and the day after the designated holiday, except if they are on vacation, jury duty, or an excused absence.

All eligible employees working an average fifty-six (56) hour work week shall be granted eleven (11) days off (24 hour days) per year in lieu of eleven (11) paid holidays.

Any employee who receives the benefit of the holidays listed in this section before it accrues and subsequently terminates his/her employment with the City agrees to have the City deduct from his/her final paycheck the value of such holiday or holidays received.

PART IV. DEFINITIONS

Whenever the word “employee” is used in this resolution, it means a regular full-time employee of the City of Greenfield and Greenfield Public Library covered under the terms of this resolution who has been appointed by the Civil Service Commission, or other appointment authority by the City, or employed through authorized contract. A part-time employee is defined as an individual usually working less than 30 hours per week and not eligible for standard benefits.

PART V. VACATIONS WITH PAY

A. Vacation Allowance: Eligible employees working a forty (40) hour work week covered under the terms of this resolution earn vacation benefits as follows. An employee cannot exceed two weeks of vacation carryover, plus their accrued vacation entitlement, without consent of the Mayor or his/her-designee.

1. Two (2) weeks vacation after one (1) year employment
2. Three (3) weeks vacation after six (6) years of employment
3. Four (4) weeks vacation after thirteen (13) years of employment
4. Five (5) weeks vacation after twenty (20) years of employment
5. One additional day of vacation for each year after twenty two (22) years employment

A week of vacation is composed of five (5) workdays. Vacation benefits will be accumulated on a prorated basis each month. Vacation may be used as accumulated. However, no advances will be allowed.

Part-time employees working for the Greenfield Public Library who were hired prior to January 1, 2025 are eligible for vacation benefits as follows:

1. Prorated share of two (2) weeks vacation after one (1) year employment
2. Prorated share of three (3) weeks vacation after six (6) years of employment
3. Prorated share of four (4) weeks vacation after thirteen (13) years of employment
4. Prorated share of five (5) weeks vacation after twenty (20) years of employment

5. One additional day of vacation for each year after twenty two (22) years employment

Employees working an average fifty-six (56) hour work week shall be entitled to a vacation with pay in accordance with the following schedule:

Six (6)	Workdays after One (1) Year
Nine (9)	Workdays after Six (6) Years
Twelve (12)	Workdays after Thirteen (13) Years
Fifteen (15)	Workdays after Twenty (20) Years
One additional day of vacation for each year of employment including and past twenty two (22) years	

B. Vacation Selection: Vacations must be arranged with the approval of the employee's immediate supervisor so as not to interfere with the normal functions of the City. In the event of conflict over a selection of vacation dates, the Department Manager will resolve the matter.

C. Vacation Eligibility: Employees may not take vacation time until completion of one (1) year of employment.

D. Vacation Scheduling: Vacation days may not be waived in lieu of pay. Eligibility for vacation is determined by individual anniversary date. All vacation must be approved by the individual Department Manager. Each department, based upon their needs, shall determine the minimum amount of time that can be charged to vacation.

E. Proration of Benefits: Employees who have successfully completed their introductory period and met their one (1) year anniversary will be entitled to receive compensation for accumulated vacation time earned upon termination of employment with the City of Greenfield and/or Greenfield Public Library, provided the required notice is given in accordance with Part XVIII, Notice of Termination. Vacation accumulation may not exceed their annual allowance, plus two weeks accrued vacation eligibility, without the Mayor's approval or his/her designee.

PART VI. AUTHORIZED LEAVES OF ABSENCE

A. Jury Duty: Employees working a forty (40) hour work week called for jury duty shall be entitled to receive time off at their regular rate of pay provided that they pay all compensation received for such jury duty, excluding mileage allowance, upon receiving the jury duty allowance check.

Eligible employees, working a fifty-six (56) hour work week, at the completion of jury duty on their normal duty day as soon as practicable, shall return to duty. The employee shall be released from duty at 10:00 p.m. (2200 hours) when jury duty is to be worked the next day.

B. Funeral Leave: Regular full-time and part-time employees, upon application, may be entitled to leave not exceeding three (3) working days with pay in the case of death of spouse, child, stepchild, father, stepfather, mother, stepmother, sister, stepsister, brother, stepbrother, father-in-law, mother-in-law, and not more than two (2) working days with pay in the case of death of daughter-in-law, son-in-law, sister-in-law, brother-in-law, and not more than one (1) working day with pay in the case of death of employee's or spouse's grandfather or grandmother and grandchildren. In the case of death of any other relative, the employee will be permitted to change his/her next day off so that he/she may attend the funeral.

Eligible employees working a fifty-six (56) hour work week, upon application, may be entitled to leave not exceeding two (2) working days with pay in the case of death of spouse, child, father, mother, parent-in-law, sister or brother, step-parent, step-sister, step-brother, step-child; and not more than one (1) working day with pay in the case of death of daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandfather, grandmother. In the case of the death of any other relative, the member will be permitted to change his/her next day off so that he/she may attend the funeral.

C. Family and Medical Leave: Family and medical leave will be granted in accordance with established City policy.

D. Military Leave of Absence: The City will comply with the Uniformed Services Employment and Reemployment Rights Act (USERRA).

1. Military Training Duty: Members of active military reserve units who are required to attend yearly training sessions, not exceeding two weeks, shall be paid an amount equal to the difference between their military pay and their regular pay.
2. Temporary Active Duty: Members in the active military reserve and members belonging to the National Guard, if called to active duty for a period not exceeding one week, shall be paid an amount equal to the difference between their military pay and their regular pay, providing they return to their full-time employment immediately thereafter.

E. Additional Leave: After any and all appropriate accrued time off is exhausted, all other leaves of absence shall be without pay and shall be granted only in cases of extreme necessity. Applicants for such leave shall make a request to the employee's Department Manager, or in the case of a Department Manager to the Mayor, in writing and shall state in clear and definite terms the reasons for leave of absence.

1. A leave of absence without pay for a period not exceeding five (5) days may be granted by the employee's Department Manager, or in the case of a Department Manager by the Mayor, in his/her sole discretion if he/she considered the reason for such absence adequate. Such request shall not be unreasonably denied.

2. All requests for unpaid leaves of absence in excess of five (5) days shall be submitted by the employee's Department Manager to the Human Resources Director. The Human Resources Director may require the applicant applying for leave on account of sickness or disability to submit to a physical examination by a physician chosen by the City before granting such leave and prior to the return of the employee to regular employment.

PART VII. INSURANCE

A. Insurance: Health Insurance Coverage.

Effective 1/1/12, employees will pay twelve and six/tenths percent (12.6%) per month toward the applicable single or family amount, based on the actual monthly premium costs of the insurance, calculated to the nearest dollar.

No employee shall make any claims against the City for additional compensation in lieu of or in addition to his/her insurance premiums paid because he/she does not qualify for the family plan. The City may, at its discretion, self-fund the health care program. The City may provide, but is not obligated to provide, an alternative health care plan. All terms and conditions are subject to the individual health insurance contracts.

B. Insurance Option: As an alternative to health insurance, employees who opt not to participate in the existing plans will receive an employer contribution of \$500 per year in a medical reimbursement for the single plan and \$1,000 per year for a family plan. Employees who terminate health insurance during the plan year will not receive this benefit. This option will be available when the medical insurers will guarantee that the employees opting out of a plan have the full rights to return during the open enrollment period. The opt-out option must be exercised during the open enrollment period to qualify for the employer contribution.

C. Other Insurance Information: The City has the right to design and designate the insurance carrier. It shall be the employee's responsibility to notify the City of any change in family status for health insurance coverage. This shall include, but not be limited to, changing from family to single coverage.

Such notification shall take place within thirty (30) days of the change in family status.

In the event that a husband and wife are both employed by the City, the two employees will be entitled to a maximum of one (1) health insurance plan. In the event that either spouse should die, the remaining spouse shall continue to receive the applicable coverage (family or single). If the husband and wife should divorce, both employees would be entitled to receive the applicable coverage (family or single).

D. Retiree Health Insurance:

1. **NON PROTECTIVE SERVICE EMPLOYEES:** The applicable single or family health insurance coverage shall continue to be maintained by the employer for employees until normal retirement age, provided such employees retire with fifteen (15) continuous years of service to the City of Greenfield, and provided such employees retire pursuant to the “normal retirement age” under the Wisconsin Retirement System. Normal retirement age is defined as the age at which an employee may begin receiving a retirement annuity which is not reduced by an actuarial reduction factor, but in no event earlier than age 57.

Employees eligible to retire under WRS at age 55 will be required to pay the full cost of health insurance until they reach age 57 and then are covered under the regular provided health plan. Such coverage will be continued until the employee qualifies for Medicare. This health insurance coverage shall be the same as the then existing non-represented employee resolution with regard to the identity of the insurance carrier, level of benefits and payment of health insurance premiums.

If an employee retires after age fifty-seven (57) with fifteen (15) years of service, and continues in the City’s health insurance program until the employee qualifies for Medicare, the employee’s spouse may continue in the City’s health insurance plan at their own cost until he or she qualifies for Medicare.

2. **PROTECTIVE SERVICE STAFF ONLY:** normal retirement age is defined as the age at which an employee may begin receiving a retirement annuity which is not reduced by an actuarial reduction factor, but in no event earlier than age fifty-three (53) provided the employee has twenty-five (25) years total service, or age fifty-four (54) with less than twenty-five (25) years total service. Such coverage will be continued until the employee qualifies for Medicare. This health insurance coverage shall be the same as the then existing non-represented employee resolution, with regard to the identity of the insurance carrier, level of benefits, and payment of health insurance premiums.

If an employee retires at or after age fifty-three (53) or fifty-four (54) with fifteen (15) years of service as a sworn law enforcement officer or firefighter and continues in the City’s health insurance program until the employee qualifies for Medicare, the employee’s spouse may continue in the City’s health insurance plan at their own cost until he or she qualifies for Medicare.

An employee who has 15 years of service as a sworn law enforcement officer or firefighter and has been regularly employed by the City in that capacity for a minimum of five (5) years and is eligible for normal retirement in the Wisconsin Retirement System and retires before the WRS normal retirement age, and who applies for and receives retirement benefits may continue in the City’s group health insurance coverage. The employee is responsible for paying the applicable active employee premium for the single plan. If the employee elects family coverage, the employee is responsible for the difference

between the full monthly premium of the family and single plans. At normal retirement age the City shall resume payment, as per the previous paragraph, provided coverage has been continuously maintained.

3. All non-represented retirees may elect to not accept City's medical insurance plan. The retiree may later return to the City's health insurance plan at the time of open enrollment or upon qualifying events (i.e. loss of coverage from current employer or loss of coverage from another source) provided that the retiree can prove continuous medical insurance coverage's have been in effect since his or her original retirement date and that the current carrier allows the return in the then existing policy.

E. Accident and Sickness Insurance: Accident and sickness insurance weekly benefits of One Hundred Seventy Five Dollars (\$175.00) for a maximum period of seventeen (17) weeks shall be paid to regular full-time employees who have successfully completed their introductory period of employment and who are off from work for reason of illness and/or non-duty connected accident after the regular full-time employee has exhausted his/her accumulated sick leave. Such benefits shall commence only after the regular employee has been unable to work for at least two (2) consecutive work weeks after he/she has used his/her accumulated sick leave. After the said two (2) consecutive work weeks, such benefits will be paid retroactively.

The premium for such insurance will be paid by the employer. Once an employee has received accumulated benefits for seventeen (17) weeks he/she shall not be entitled to any additional weekly benefits under this Section. Any monies received for accident and sickness insurance for which the employee has been paid sick leave benefits shall be turned back to the City. No employee at any time should ever be able to collect more than his/her biweekly base pay for a maximum of one (1) year.

F. Group Life Insurance: Group life insurance is available for all regular employees through the State of Wisconsin Group Life Insurance Program when employees make their election to participate unless an employee specifically declined such election to participate on forms provided by the Department of Human Resources. The City will pay the full cost for basic life coverage for all employees having three (3) or more years continuous service with the City of Greenfield. Those with less than three (3) years of continuous service with the City of Greenfield will continue to pay on the current sixty-eight percent (68%) employee - thirty-two percent (32%) employer for basic life coverage until they achieve their three (3) years of continuous service. Any employee who declines to participate in group life insurance and later elects to participate shall pay his/her own cost for any evidence of insurability requirements necessary to request and/or obtain coverage.

G. Extended Coverage for Health and Life Insurance: Health insurance and life insurance coverage shall be paid by the City of Greenfield for a period of time equal to twenty-five percent (25%) of continuous service to a maximum of one (1) year of payments after sick leave time is exhausted. (This provision is intended for long-term illness).

PART VIII. DUTY INCURRED DISABILITY

A. Definition: Any City employee who sustains any injury while performing within the scope of his or her employment as provided by Chapter 102 of the Wisconsin Statutes (Worker's Compensation Act) shall be compensated as provided in Section B of this Part IX.

B. Benefits: Any employee entitled to accrued sick leave under the provisions of Part IX, Section D, of this resolution who is incapacitated by reason of injuries or illness resulting from his/her employment shall be entitled to receive his/her established rate of compensation subject to the following conditions: if an employee has accrued sick leave under the terms of Part IX, Section D of this resolution, he/she will be paid from his/her accrued sick leave credits for his/her regularly scheduled work day during the time he/she is awaiting a determination as to whether or not his/her illness or injury is compensable under Chapter 102 of the Wisconsin Statutes. If any employee has no accrued sick leave, he/she shall receive accident and sickness benefits designated in Part VII, Section E. during the period while he/she is awaiting a determination. If a determination is made that the illness or injury is compensable under Chapter 102 of the Wisconsin Statutes, the employee will receive credit for sick leave days used pending such determination. After determination is made that the injury or illness is compensable under Chapter 102 of the Wisconsin Statutes, the employee will receive the difference between his/her hourly rate or salary for the number of hours normally worked each week and his/her Worker's Compensation Benefits, up to a maximum of 80% of salary, provided he/she conforms to the procedures set forth herein. Such payments may continue for a maximum period of one (1) year. After the period of one (1) year, the employee may continue to use any sick leave which he/she has accrued under the terms of this resolution. An examination shall be made during the period of disability as frequently as believed necessary by the City of Greenfield. For employees with unlimited sick leave accrual, the employer shall continue full salary for the entire waiting period. In no event will any employee get more than his/her biweekly base pay for a maximum of one (1) year.

C. Payment: In order to receive the benefits set forth herein, the employee must provide suitable evidence of payment of Worker's Compensation Benefits to the Finance Director, or his/her designee.

PART IX. SICK LEAVE BENEFITS

A. Allowance:

1. Eligible regular full-time employees working a forty (40) hour work week, who have completed his/her introductory period of employment shall receive sick leave at a rate of one (1) sick leave day per month of employment up to a maximum of two hundred twenty-five (225) days. Employees shall not earn sick leave while on a leave of absence.

2. Eligible employees working a fifty-six (56) hour work week, may accumulate computed from the date of the member's employment at the rate of eighteen (18) hours per month. Accumulated sick leave pay credits shall not accrue to the member's benefit until he/she has completed six (6) months service. Employees may accrue an unlimited number of hours in their sick leave account.

3. Part-time employees working for the Greenfield Public Library who were hired prior to January 1, 2025 are eligible for sick leave as follows:

- a. A part-time employee with 3 or more years of service receives one-twelfth of the number of hours in his/her average work week each month for sick leave. Sick leave hours may be accumulated to a maximum of four times the number of hours in his/her average work week.

B. Use of Sick Leave: Eligible employees working a forty (40) hour work week may use sick leave benefits for the personal illness of an employee and for FMLA purposes. Sick leave benefits for employees shall begin on the first day of absence and continue until the employee returns to work or has used up all his/her accumulated sick leave. Employees who are sick and unable to report for work shall notify their immediate supervisor within fifteen (15) minutes of the start of their regularly scheduled hours of work on the morning on which they cannot report to work.

Sick Pay Computation:

Eligible employees working a fifty-six (56) hour work week shall have, accumulated sick leave charged off as follows:

(a) Twenty-four (24) hours charged off for each twenty-four hour period from the first day.

(b) In the event an employee's absence is for less than twenty-four (24) hours on any scheduled workday, said employee's sick leave accumulation shall be reduced in ½ hour increments.

C. Physician's Certificate: A physician's certificate may be required by Department Head and/or Human Resources in cases which an employee is absent for three (3) or more consecutive work days or in which sick leave days are used before or after a holiday or before or after a vacation.

D. Sick Leave Retirement Pay:

1. Employees shall accrue in a sick leave account at a rate of twelve (12) days per year. All regular full-time employees who have completed fifteen (15)

or more years of continuous service shall be entitled to retirement pay, which shall be equivalent to fifty percent (50%) of accumulated sick leave up to a maximum of seventy-five (75) days payable at the employee's regular wage rate when the employee retires from employment under WRS.

2. For Fire Command positions forty (40) hour positions only, the City shall establish a reserve sick leave account, which shows the balance of sick leave on the date of appointment for promotions to the position of Chief, Assistant Chief, or Administrative Battalion Chief, which reflects the existing retirement pay provision in the Local 1963 IAFF labor contract. Employees promoted shall receive retirement pay at the current rate of pay on the day of promotion, but it shall be paid out at the time of retirement under WRS. Employees shall not be able to add to this reserve account but can use the sick leave days after exhausting the current sick leave account.
3. All Fire Command fifty-six (56) hour employees who have completed five (5) or more years of continuous service shall be entitled to retirement pay which shall be equivalent to a maximum of thirty-five percent (35%) of two thousand seven hundred (2,700) accumulated sick leave hours in the employee's basic sick leave account, not to exceed 945 hours. All regular full-time employees hired on or after 1/1/94 who have completed fifteen (15) or more years of continuous service shall be entitled to retirement pay which shall be the equivalent to a maximum of thirty-five percent (35%) of two thousand seven hundred (2,700) accumulated sick leave hours in the employee's sick leave account, not to exceed 945 hours, at the employee's regular wage rate when the employee retires from the City. Such retirement gratuity shall not be paid in the event of termination of employment, or for any reason other than retirement under the Wisconsin Retirement System, except as set forth in paragraph 3 herein.

Sick leave retirement pay shall be paid in one lump sum in the pay period immediately following the employee's retirement, if administratively possible.

F. Sick Leave Incentive: Employees who do not use any sick days within any calendar quarter will receive incentive pay of seventy-five dollars (\$75), up to a maximum of three hundred dollars (\$300) annually. Such incentive pay shall be paid once per year on the first paycheck in February. Employees are eligible the first full quarter following the completion of their introductory period. Employees must be employed the first and last day of applicable quarter to qualify for the sick leave incentive.

PART X. OVERTIME

A. Overtime:

Full-time non-exempt personnel (as defined under the Fair Labor Standards Act) shall be paid at the rate of one-and-one-half (1 ½) times the base rate for all hours worked above the normal work day or normal forty-hour work week and at the rate of double time for all work performed on holidays. Overtime may be paid in compensatory time. Full-time or part-time employees called in on emergency duties or mandatory call-in (hours other than regularly scheduled hours) shall be guaranteed two (2) hours pay at the appropriate overtime rate. This two-hour guarantee shall not apply if hours worked in addition to regularly scheduled hours are worked as an extension following the employee's regularly scheduled hours.

- Overtime Pay for Non-Public Library Employees: Overtime hours outside of regularly scheduled work hours and Saturday and Sunday work will be paid for at the rate of time and one-half (1-1/2), and work performed on holidays will be paid at double time, unless an employee uses a sick day within the normal 40 hours. Holidays, for purposes of double time pay, shall be the day on which the City actually celebrates the holiday. Overtime hours must be approved by the Department Manager, Chiefs, or his/her designee. (Note: Vacation days, holidays, or compensatory time days will be treated as days worked for the purpose of calculating potential overtime pay. Sick time hours are excluded in calculating potential overtime pay.)
- Overtime Pay for Public Library Employees: Overtime hours outside of regularly scheduled work hours will be paid for at the rate of time and one-half (1-1/2), and work performed on holidays will be paid at double time, unless an employee uses a sick day within the normal 40 hours. Holidays, for purposes of double time pay, shall be the day on which the City actually celebrates the holiday. Overtime hours must be approved by the Library Director. (Note: Vacation days, holidays, or compensatory time days will be treated as days worked for the purpose of calculating potential overtime pay. Sick time hours are excluded in calculating potential overtime pay.)

Call-In: Employees called in on emergencies outside of their regularly scheduled hours of work will be guaranteed two (2) hours of pay at the overtime rate of 1 ½ times their base rate. This call-in policy shall not apply if hours worked in addition to regularly scheduled hours are worked as an extension following the employee's regularly scheduled hours. This call-in policy shall also not apply if an employee does not respond and/or report for work within a reasonable amount of time from the time he/she was contacted. It is understood that employees shall make a reasonable effort to report to work as soon as possible. Failure by the employee to make a reasonable effort to report to work as soon as possible shall be deemed cause for disciplinary action. If overtime work is scheduled prior to an employee's regularly scheduled hours of work, the

guaranteed two (2) hours of pay at the proper premium shall not apply if employees are notified of the scheduled overtime work prior to the end of the employee's previous work shift.

Mandatory Overtime: Overtime work scheduled prior to the end of the employee's previous work shift, and overtime worked as an extension following the employee's regularly scheduled hours, is mandatory.

B. Comp Time: Employees may elect to take Compensatory Time Off (CTO) in lieu of overtime. The Department Manager, or his/her designee, shall have the authority to approve or deny requests for compensatory time as a management right and to provide for minimum staffing for the department. Such request shall not be unreasonably denied. The Department Manager, or his/her designee, shall have the right to deny or cancel CTO already approved in the event of an emergency. An individual shall not be allowed to accumulate more than eighty (80) hours of comp time. Any remaining CTO time not used in this current year will be carried forward into the next year not to exceed eighty (80) hours at any time in the comp time bank.

PART XI. FLEX TIME

Existing resolutions specify the hours of operation in various locations. Offices and departments must serve the public. Hours can be adjusted with the concurrence of the Department Manager and the employee under the following conditions: Service to the public is not diminished, the arrangement is cost efficient, and a written plan is on file in the Department of Human Resources. The use of flextime may not generate additional overtime. All hours must be worked within the biweekly pay period for FLSA exempt employees and within the week for FLSA non-exempt employees.

PART XII. SAFETY EQUIPMENT

Where safety equipment is purchased by the City for employee use, supervisors in those departments will be entitled to safety equipment on the same basis.

PART XIII. UNIFORM ALLOWANCE

Each January, Protective Services staff will receive Seven Hundred Fifty Dollars (\$750.00) for uniform maintenance and allowance.

Such monies shall not be paid to anyone who is leaving within ninety (90) days of the scheduled payment. Those who leave unexpectedly shall reimburse the monies to the City.

The City shall furnish certain Police equipment listed below. This equipment shall remain as the property of the City and must be returned in good condition in the event that an employee leaves the service of the Greenfield Police Department. The issued equipment is as follows:

1. 1 Department approved pistol
2. 1 Duty Holster for pistol
3. 1 Duty Belt
4. 1 Double pistol magazine holder
5. Required number of rounds of factory ammunition for issued pistol
6. 1 Flashlight
7. 1 Pair of handcuffs
8. 1 Handcuff case
9. 1 Pin-on Badge
10. 1 Hat Shield
11. 20 Shoulder Patches
12. 1 Whistle
13. 1 Riot Helmet
14. 1 Gas Mask
15. 3 Belt Keepers
16. 1 26" Expandable Baton
17. 1 Expandable Baton Carrying Case
18. 1 Ballistic Vest
19. 1 Canister of O.C. Spray with Carrier

The Police Chief, Assistant Police Chief, and Police Captains shall receive an annual \$175 shooting allowance, payable each December.

The City shall furnish certain fire equipment listed below. This equipment shall remain as the property of the City and must be returned in good condition in the event that an employee leaves the service of the Greenfield Fire Department. The issued equipment is as follows:

1. 1 - Fireman's Helmet
2. 1 - Pair of "Short" Boots
3. 1 - Pair of Firefighting Pants
4. 1 - Badge
5. 1 - Firefighting Coat
6. 1 - Wallet Badge
7. 1 - Pair of Fire Resistive Gloves
8. 1 - Fire Resistant Firefighting Hood
9. 1- Reflective Traffic Vest
10. 1- Flashlight

The City shall replace the equipment listed herein, when it becomes unsafe as determined by the Fire Chief. Employees shall be required to turn-in old gear, to the City, upon replacement. The City shall not replace such equipment made unsafe due to reasons other than normal wear or damage in the course of firefighting duties. The City will provide and replace paramedic smocks as needed.

Public Works, Inspection Services, Engineering Division and the Parks Supervisor and Coordinatoremployees that engage in work related activities that require safety boots are eligible to receive an allowance of up to \$200 each calendar year for the purchase of one pair of safety boots. The employee agrees to reimburse the City any allowance received if leaving the employ of the City of Greenfield within 90 days for any reason.

PART XIV. WISCONSIN RETIREMENT FUND

This is provided for all regular employees per Wisconsin law.

PART XV. TRAVEL AND CONFERENCE

Certain jobs require attendance at conferences for certification. Other conferences contribute toward the enhancement of job knowledge of the individual and to the advantage of the City. Money is included in the departmental budgets for such purposes. Attendance of non-department heads must be approved by the Department Manager. Attendance of Department Managers, Directors, City Clerk and Chiefs must be approved by the Mayor.

PART XVI. EXCLUSION OF EMPLOYEES UNDER LABOR AGREEMENT

If any employee or group of employees covered by this resolution enters into or is part of a labor contract with the City of Greenfield, approved and adopted by the Common Council, such employee or group of employees shall be excluded from this resolution.

PART XVII. INTRODUCTORY PERIOD

Newly appointed employees shall serve an introductory period of employment for a minimum period of six (6) months or twelve (12) months (for Directors and City Clerk positions) following their date of hire. Newly appointed Command staff employees shall serve a twelve (12) month introductory period. Police Clerk-Typists, Emergency Service Dispatchers, Working Foreman, Fabricator/Mechanic, Senior Operator, Operator and Laborer are assigned a twelve (12) month introductory period. Human Resources may, after investigating the recommendation of the appointing authority, extend the introductory period up to a maximum of an additional six (6) months. Full-time and part-time employees may be terminated for any reason during the introductory period of employment without recourse. Newly appointed employees shall remain in the pay range in effect at the time of their appointment, until such time as they have satisfactorily completed their introductory period of employment.

PART XVIII. NOTICE OF TERMINATION

City employees are required to provide the City with at least a two (2) weeks notice, in writing, upon termination of employment with the City. Directors, City Clerk, Department Managers and Police and Fire Command staff must give at least a one (1) month written notice. Failure to do so may result in the loss of all prorated benefits.

PART XIX. SAVINGS CLAUSE

If any part(s) of this resolution is determined to be invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of this resolution shall not be affected thereby and shall remain in full force and effect.

PART XX. EQUAL OPPORTUNITY EMPLOYMENT

It shall continue to be the policy of the City not to discriminate for or against any employee in employment, promotions or other conditions of employment because of age, race, color, creed, disability, sex, national origin, ancestry, sexual orientation, arrest or conviction record, veteran status, and any other legally protected class.

PART XXI. PEHP (Post Employment Health Plan)

The City of Greenfield (Employer) agrees to participate in the Post Employment Health Plan for public employees (Plan) in accordance with the terms and conditions of the Plan's Participation Agreement. The parties hereto designate Nationwide Retirement Solutions to act as administrator and LaSalle National Bank to act as trustee for the Plan, or its successors appointed in accordance with the Plan and trust documents.

Upon termination, a percentage of the eligible employee's accumulated sick leave balance that would otherwise have been paid to the eligible employee had the employer not participated in the Plan, shall be contributed to the Plan. The percentage shall be determined by a majority vote of the employees covered by this resolution and may be periodically changed as allowed by the Plan.

PART XXII. EDUCATIONAL REIMBURSEMENT

The City will provide educational reimbursement under the terms and conditions set forth:

- a) Any employee who completes their introductory period who enrolls in a training course or education program, which is job-related, shall be reimbursed for one hundred percent (100%) of the tuition cost, not to exceed \$2,000.00 per calendar year.
- b) The determination of job relatedness shall be at the discretion of the Department Manager and the Human Resources Director.
- c) Reimbursable tuition costs shall include class tuition, books and course materials.
- d) The educational request form must be completed prior to the start of a semester or training course on a form provided by the Department.
- e) The City will make payment upon presentation of proof of satisfactory course completion to the Department Head and the Human Resources Director with a

grade/grade point of "C" or better; or attendance certificate, whichever is appropriate. The Finance Department will reimburse upon receipt of the completed tuition reimbursement claim form.

- f) Course work will be accomplished during non-working hours and is not to be considered eligible for overtime.
- g) The employee agrees to reimburse the City for the amount of educational reimbursement received within the two (2) years prior to he/she leaving the employ of the City.

PART XXIII. LATERAL TRANSFERS

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

Lateral transfers will be required to have the same qualifications and follow the same application process as all new hires. Candidates will be required to pass the background check and all pre-employment offer contingencies.

Lateral transfers shall be defined as a candidate that has substantially similar requisite skills and qualifications from another public employer directly related to the position and/or skill set applied for with the City of Greenfield. The previous employment should be for a minimum of at least five (5) years. Lateral transfers shall:

Be evaluated for previous service to determine commensurate pay and vacation. Human Resources in consultation with the Department Head shall have final determination for placement on Non-Represented Resolution salary and vacation schedule.

Despite potentially higher pay and vacation, lateral transfers will be placed on the anniversary (seniority) schedule as their date of hire with the City of Greenfield for purposes of time off selection.

Lateral transfers will also utilize their date of hire with the City of Greenfield for all retirement and post-employment benefits. Health, dental and vision insurance benefits will be offered effective the first of the month following the date of hire with the City of Greenfield for any lateral transfers.

RESOLUTION NO. 5004

RESOLUTION TO SET THE SALARIES AND BENEFITS OF NON-REPRESENTED
AND PROTECTIVE SERVICES STAFF EMPLOYEES OF THE CITY OF
GREENFIELD FOR 2026

RESOLVED, By the Common Council of the City of Greenfield, that the 2026 resolution to set the salaries and benefits of non-represented and protective services staff employees of the City of Greenfield for 2026 is approved.

PASSED AND ADOPTED by the Common Council of the City of Greenfield on the 16th day of December, 2025.

APPROVED:

Michael J. Neitzke, Mayor

ATTEST:

Jennifer Goergen, City Clerk

RESOLUTION NO. 5005

Special Use Permit for Cheba Hut, a limited-service restaurant, to be located at 8871 W. Sura Ln., submitted by Carlos Politano, d/b/a Mary Jane Restaurants, LLC, represented by Cassandra Covotsos, d/b/a Koch Covotsos Architects (Tax Key No. 606-0053-010)

WHEREAS, Carlos Politano, d/b/a Mary Jane Restaurants, LLC, represented by Cassandra Covotsos, d/b/a Koch Covotsos Architects, duly filed with the City Clerk an application for a Special Use Permit, pursuant to Sec. 21.04.0603, Sec. 21.04.0700 and Sec. 21.08.0103 of the Municipal Code, to establish Cheba Hut, a proposed sandwich shop and bar, to be located at 8871 W. Sura Ln.; and,

WHEREAS, the Common Council on December 16, 2025, at 7:00 p.m. or soon thereafter, in the Common Council Chambers, met to consider the application; and,

WHEREAS, the Common Council, having carefully considered the evidence presented at the meeting and the following pertinent facts noted:

1. The applicant Carlos Politano, d/b/a Mary Jane Restaurants, LLC, has offices at N7418 Dairyland Dr., Sheboygan, WI 53083.
2. The property owner has offices located at 10505 Corporate Dr. Suite 101, Pleasant Prairie, WI 53158.
3. Cheba Hut will occupy the entirety of the approximately 2,300 sq. ft. westernmost tenant space in the multi-tenant commercial building located at 8871 W. Sura Ln., Greenfield, Milwaukee County, Wisconsin, more particularly described as follows:

Lot 3 of Certified Survey Map No. 8855, being a part of the Southwest ¼ Section 21, Township 6 North, Range 21 East, City of Greenfield, Milwaukee County, Wisconsin.

Tax Key No. 606-0053-010

Said land being located at 8775-8871 W. Sura Ln.

4. The applicant is proposing to establish a sandwich shop and bar within an existing multi-tenant commercial building.
5. The aforesaid premise is zoned PUD (Planned Unit Development) under the Zoning Ordinance of the City of Greenfield, which permits limited-service restaurants as a Special Use, pursuant to Sec. 21.04.0603, Sec. 21.04.0700 and Sec. 21.08.0103 of the Municipal Code.
6. The subject property is part of an area along the W. Layton Ave. corridor that is developed for commercial uses. Properties to the north, west, and east are developed as commercial. Properties to the west and south are developed as residential.

7. The proposed development should not adversely contribute to traffic volumes or traffic flow in the area.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Greenfield that the application of Carlos Politano, d/b/a Mary Jane Restaurants, LLC, represented by Cassandra Covotsos, d/b/a Koch Covotsos Architects to establish a limited-service restaurant, to be located within the multi-tenant commercial building at 8871 Sura Lane, be, and is hereby granted on the following grounds:

That the establishment, maintenance and operation of the proposed use, with the imposition of certain conditions hereinafter set forth, reasonably satisfies the standards set forth in Sec. 21.04.0603 and Sec. 21.08.0103 of the Municipal Code, so as to permit the issuance of a special use permit as therein provided.

BE IT FURTHER RESOLVED that said Special Use Permit is granted subject to the following conditions:

1. Site and Landscaping Plans. The grant of this Special Use Permit is subject to and conditioned upon the Site Plan and all other applicable conditions approved by the Plan Commission on December 9, 2025, and by the Common Council on December 16, 2025. No alteration or modification of the approved plan shall be permitted without approval by the Common Council.
2. Building Plans and Fire Codes. The grant of this Special Use is subject to building plans being submitted to and approved by the Inspection Services Division and by the Fire Department.
3. Hours of Operation. The allowable hours of operation for Cheba Hut will be 10:00am – 12:00am (midnight) Sunday through Thursday, and 10:00am – 2:00am Friday and Saturday.
4. Off-Street Parking. A total of 13 off-street parking stalls are required for Cheba Hut. The property will provide 153 off-street parking stalls.
5. Signage. Signage shall be in compliance with the City’s Signage Ordinance. Any building window signage shall not exceed twenty-five (25) percent of the net glazed front window area per business premises. Rope/LED trim lighting shall not be allowed.
6. Public Nuisance. In accordance with Chapter 11 of the Municipal Code, Public Nuisances are prohibited. Public Nuisances include blighted properties due to an accumulation thereon of junk or other unsightly debris. Enforcement and abatement of public nuisances, including revocation of the Special Use Permit, may take place after three (3) or more nuisance activities have occurred at a premise on separate days during a one hundred and eighty (180) day period.

7. Marketing Displays. The use of pennants, special lighting, flags, streamers or other signage typically temporary in nature, hanging, floating or attached to a structure or vehicle shall not be permitted.

8. Outdoor Lighting. All outdoor lighting fixtures shall be shielded in such a manner that no light splays from the property boundaries. Full-cut off fixtures and or house side shields must be utilized to minimize light splay. Rope/LED trim lighting is not permitted.

9. Litter. Employees shall inspect the area and the immediate vicinity and pick up litter on a daily basis.

10. Refuse Collection. All refuse to be provided by a commercial hauler. All refuse, recyclables and other waste material shall be screened from by a four-sided board-on-board refuse enclosure provided on site.

11. Pest Control. Exterior pest control shall be maintained at all times and pest control problems shall be addressed immediately.

12. Pagers, Intercoms. The use of outdoor pagers, intercoms, or speakers shall not be permitted on site as surrounding land use consists of residential uses.

13. Noxious Odors, Etc. The use shall not emit foul, offensive, noxious or disagreeable odors, gases, or effluvia into the air. Mechanical systems shall be maintained to efficiently remove noxious odors.

14. Pollution. The use shall not cause any noxious or unwholesome liquid or substance or any dirt, mud, sand, gravel, or stone refuse or other materials to be deposited upon any public right of way or flow into any sanitary sewer, storm sewer, or water supply system, or onto adjacent properties.

15. Deliveries and Refuse Pickup. The property will be required to abide by the City of Greenfield health/public nuisance rules per Chapter 12 of the Municipal Code. Because there is a residential neighborhood adjacent to the site, delivery operations and refuse pick up shall only be permitted during daytime hours. These functions shall not be permitted between the hours of 9:00 p.m. and 7:00 a.m.

16. Expiration of Special Use Permit. Any special use approved by the Common Council shall lapse and become null and void one (1) year from and after that approval if the use has not commenced, construction is not underway, or the owner has not obtained a valid building permit. An extension of these time limitations may be granted without a public hearing by the Common Council by resolution reauthorizing the special use in accordance with the following criteria:

A. The applicant requesting the extension shall complete a planning application available from the Community Development Division and shall submit a \$350.00 special use permit review/amendment fee.

B. A written explanation for the extension of time shall accompany the planning application along with a timeline/schedule for obtaining necessary permits, zoning, state and municipal approvals and a target date for construction start;

C. The request for extension shall be submitted within sixty (60) days of the expiration of the special use permit;

D. The extension, if granted, shall be valid for a period of six (6) months. If no building permit has been issued and construction has not commenced within six (6) months from and after the extension has been granted, the special use shall become null and void.

17. Miscellaneous.

A. Applicants are advised that the foregoing conditions are reasonably necessary to protect the public interest and to secure compliance with the standards and requirements specified in Sec. 21.04.0603 and Sec. 21.08.0103 of the Municipal Code; that the issuance of the special use is expressly subject to compliance with said conditions.

B. The use, as granted herein, is subject to applicants' compliance with all other state and local laws and regulations which may be applicable to the proposed use of the real estate in question.

C. The special use, as granted herein, shall run with the land and benefit and restrict all future owners and occupants of the property, unless the use shall lapse or be terminated and the use will not be altered or extended (including structural alterations and/or additions) without the approval of the Common Council, following public hearing, all as provided in Sec. 21.04.0603 and Sec. 21.08.0103 of the Municipal Code.

18. Lapse. If the applicant does not meet all of the terms and conditions set forth in this grant of a special use within one year of the granting thereof, then the Special Use Permit shall lapse and become null and void and the applicant shall forfeit any right to use the property as conferred by the Special Use Permit. The failure of the applicant to meet the terms and conditions of the Special Use Permit shall subject the permit to being declared void by the Common Council after notice to the applicant and a hearing before the Common Council. Upon a finding by the Common Council on the matter, the applicant and/or any interested person may make comments regarding the matter to the Common Council prior to the Common Council's next regular meeting following the hearing recommendation. Upon the Common Council's finding that the Special Use Permit has lapsed and become void, the applicant shall cease all operations at the property.

19. Termination of Special Use. If the person or entity granted the special use violates, allows or suffers the violation of the ordinances of the City of Greenfield, the State of Wisconsin or the United States on the premises covered by the special use, then the special use may be terminated.

20. Acknowledgement. That the applicants sign an acknowledgment that he/she/they has/have received these terms and conditions and will abide by them.

The undersigned applicant agrees to the terms and conditions and has agreed that the grant of the Special Use Permit is conditioned on meeting the terms and conditions of this resolution.

Carlos Politano, d/b/a Mary Jane Restaurants, LLC

Provided to applicant on the
_____ day of _____, 2025

City Planner

PASSED AND ADOPTED by the Common Council of the City of Greenfield on the 16th day of December, 2025.

APPROVED:

Michael J. Neitzke, Mayor

ATTEST:

Jennifer Goergen, City Clerk

RESOLUTION NO. 5006

Special Use Permit for an ownership change to the BP gas station and Sai-Mart business, an existing service station and convenience store, located at 4715 S. 27th St., submitted by Bilal Amjad, d/b/a Ali's Oil Mart Inc. (Tax Key No. 622-9999-000)

WHEREAS, Bilal Amjad, d/b/a Ali's Oil Mart Inc., duly filed with the City Clerk an application for a Special Use Permit, pursuant to Sec. 21.04.0603, Sec. 21.04.0700 and Sec. 21.08.0103 of the Municipal Code, for an ownership change to BP, an existing service station and convenience store, located at 4715 S. 27th St.; and,

WHEREAS, the Common Council on December 16, 2025, at 7:00 p.m. or soon thereafter, in the Common Council Chambers, met to consider the application; and,

WHEREAS, the Common Council, having carefully considered the evidence presented at the meeting and the following pertinent facts noted:

1. The applicant, Bilal Amjad, d/b/a Ali's Oil Mart Inc., has business operations based out of 5909 S. 27th St., Greenfield, WI 53221.
2. The applicant owns the property.
3. The business will occupy the entire approximately 5,000 sq. ft. commercial building located at 4715 S. 27th St., Greenfield, Milwaukee County, Wisconsin, more particularly described as follows:

The East 250 feet of the North 289.5 feet of the Northeast ¼ of Section 25, Township 6 North, Range 21 East, City of Greenfield, Milwaukee County, Wisconsin. Excepting therefrom the East 80 feet and the North 60 feet for public street purposes.

Tax Key No. 622-9999-000.

Said land being located at 4715 S. 27th St.

4. The applicant is proposing to change ownership of the existing service station and convenience store business within the existing commercial building.
5. The aforesaid premise is zoned C-3 Highway and Commercial Service Business District under the Zoning Ordinance of the City of Greenfield, which permits service stations as a Special Use, pursuant to Sec. 21.04.0603, Sec. 21.04.0700, and Sec. 21.08.0103 of the Municipal Code.
6. The subject property is part of an area along the S. 27th St. commercial corridor. Properties to the north, south, east, and west are developed as commercial.

7. The proposed development should not adversely contribute to traffic volumes or traffic flow in the area.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Greenfield that the application of Bilal Amjad, d/b/a Ali's Oil Mart Inc. for an ownership change to the existing BP service station and convenience store, located at 4715 S. 27th St., be, and is hereby granted on the following grounds:

That the establishment, maintenance and operation of the proposed use, with the imposition of certain conditions hereinafter set forth, reasonably satisfies the standards set forth in Sec. 21.04.0603 and Sec. 21.08.0103 of the Municipal Code, so as to permit the issuance of a special use permit as therein provided.

BE IT FURTHER RESOLVED that said Special Use Permit is granted subject to the following conditions:

1. Site and Landscaping Plans. The grant of this Special Use Permit is subject to and conditioned upon the Site Plan and all other applicable conditions approved by the Plan Commission on December 9, 2025 and by the Common Council on December 16, 2025. No alteration or modification of the approved plan shall be permitted without approval by the Common Council.
2. Building Plans and Fire Codes. The grant of this Special Use is subject to building plans being submitted to and approved by the Inspection Services Division and by the Fire Department.
3. Hours of Operation. The allowable hours of operation for the BP service station and convenience store will be 5:00am to 12:00am (midnight), daily.
4. Off-Street Parking. A total of 40 off-street parking stalls are required for the BP service station and convenience store. The property will provide 24 off-street parking stalls. The Common Council may waive the shortage.
5. Signage. Signage shall be in compliance with the City's Signage Ordinance. Any building window signage shall not exceed twenty-five (25) percent of the net glazed front window area per business premises. Rope/LED trim lighting shall not be allowed.
6. Public Nuisance. In accordance with Chapter 11 of the Municipal Code, Public Nuisances are prohibited. Public Nuisances include blighted properties due to an accumulation thereon of junk or other unsightly debris. Enforcement and abatement of public nuisances, including revocation of the Special Use Permit, may take place after three (3) or more nuisance activities have occurred at a premise on separate days during a one hundred and eighty (180) day period.

7. Marketing Displays. The use of pennants, special lighting, flags, streamers or other signage typically temporary in nature, hanging, floating or attached to a structure or vehicle shall not be permitted.

8. Outdoor Lighting. All outdoor lighting fixtures shall be shielded in such a manner that no light splays from the property boundaries. Full-cut off fixtures and or house side shields must be utilized to minimize light splay. Rope/LED trim lighting is not permitted.

9. Litter. Employees shall inspect the area and the immediate vicinity and pick up litter on a daily basis.

10. Refuse Collection. All refuse to be provided by a commercial hauler. All refuse, recyclables and other waste material shall be screened from by a four-sided board-on-board refuse enclosure provided on site.

11. Pest Control. Exterior pest control shall be maintained at all times and pest control problems shall be addressed immediately.

12. Pagers, Intercoms. The use of outdoor pagers, intercoms, or speakers shall not be permitted on site as surrounding land use consists of residential uses.

13. Noxious Odors, Etc. The use shall not emit foul, offensive, noxious or disagreeable odors, gases, or effluvia into the air. Mechanical systems shall be maintained to efficiently remove noxious odors.

14. Pollution. The use shall not cause any noxious or unwholesome liquid or substance or any dirt, mud, sand, gravel, or stone refuse or other materials to be deposited upon any public right of way or flow into any sanitary sewer, storm sewer, or water supply system, or onto adjacent properties.

15. Deliveries and Refuse Pickup. The property will be required to abide by the City of Greenfield health/public nuisance rules per Chapter 12 of the Municipal Code. Because there is a residential neighborhood adjacent to the site, delivery operations and refuse pick up shall only be permitted during daytime hours. These functions shall not be permitted between the hours of 9:00 p.m. and 7:00 a.m.

16. Expiration of Special Use Permit. Any special use approved by the Common Council shall lapse and become null and void one (1) year from and after that approval if the use has not commenced, construction is not underway, or the owner has not obtained a valid building permit. An extension of these time limitations may be granted without a public hearing by the Common Council by resolution reauthorizing the special use in accordance with the following criteria:

A. The applicant requesting the extension shall complete a planning application available from the Community Development Division and shall submit a \$350.00 special use permit review/amendment fee.

B. A written explanation for the extension of time shall accompany the planning application along with a timeline/schedule for obtaining necessary permits, zoning, state and municipal approvals and a target date for construction start;

C. The request for extension shall be submitted within sixty (60) days of the expiration of the special use permit;

D. The extension, if granted, shall be valid for a period of six (6) months. If no building permit has been issued and construction has not commenced within six (6) months from and after the extension has been granted, the special use shall become null and void.

17. Miscellaneous.

A. Applicants are advised that the foregoing conditions are reasonably necessary to protect the public interest and to secure compliance with the standards and requirements specified in Sec. 21.04.0603 and Sec. 21.08.0103 of the Municipal Code; that the issuance of the special use is expressly subject to compliance with said conditions.

B. The use, as granted herein, is subject to applicants' compliance with all other state and local laws and regulations which may be applicable to the proposed use of the real estate in question.

C. The special use, as granted herein, shall run with the land and benefit and restrict all future owners and occupants of the property, unless the use shall lapse or be terminated and the use will not be altered or extended (including structural alterations and/or additions) without the approval of the Common Council, following public hearing, all as provided in Sec. 21.04.0603 and Sec. 21.08.0103 of the Municipal Code.

18. Lapse. If the applicant does not meet all of the terms and conditions set forth in this grant of a special use within one year of the granting thereof, then the Special Use Permit shall lapse and become null and void and the applicant shall forfeit any right to use the property as conferred by the Special Use Permit. The failure of the applicant to meet the terms and conditions of the Special Use Permit shall subject the permit to being declared void by the Common Council after notice to the applicant and a hearing before the Common Council. Upon a finding by the Common Council on the matter, the applicant and/or any interested person may make comments regarding the matter to the Common Council prior to the Common Council's next regular meeting following the hearing recommendation. Upon the Common Council's finding that the Special Use Permit has lapsed and become void, the applicant shall cease all operations at the property.

19. Termination of Special Use. If the person or entity granted the special use violates, allows or suffers the violation of the ordinances of the City of Greenfield, the State of Wisconsin or the United States on the premises covered by the special use, then the special use may be terminated.

20. Acknowledgement. That the applicants sign an acknowledgment that he/she/they has/have received these terms and conditions and will abide by them.

The undersigned applicant agrees to the terms and conditions and has agreed that the grant of the Special Use Permit is conditioned on meeting the terms and conditions of this resolution.

Bilal Amjad, d/b/a Ali's Oil Mart Inc.

Provided to applicant on the

_____ day of _____, 2025

City Planner

PASSED AND ADOPTED by the Common Council of the City of Greenfield on the 16th day of December, 2025.

APPROVED:

Michael J. Neitzke, Mayor

ATTEST:

Jennifer Goergen, City Clerk

RESOLUTION NO. 5007

Special Use Permit for an ownership change to Shots and Tequila Sport Bar, an existing drinking establishment, located at 5175 S. 27th St., submitted by Armando Lara Iñiguez, d/b/a Shots and Tequila Sport Bar LLC (Tax Key No. 645-0008-001)

WHEREAS, Armando Lara Iñiguez, d/b/a Shots and Tequila Sport Bar LLC, duly filed with the City Clerk an application for a Special Use Permit, pursuant to Sec. 21.04.0603, Sec. 21.04.0700 and Sec. 21.08.0103 of the Municipal Code, for an ownership change to Shots and Tequila, an existing tavern currently known as Shots N Tequila, located at 5175 S. 27th St.; and,

WHEREAS, the Common Council on December 16, 2025, at 7:00 p.m. or soon thereafter, in the Common Council Chambers, met to consider the application; and,

WHEREAS, the Common Council, having carefully considered the evidence presented at the meeting and the following pertinent facts noted:

1. The applicant, Armando Lara Iñiguez, d/b/a Shots and Tequila Sport Bar LLC, resides at 2207 S. 55th St., Milwaukee, WI 53219.
2. The applicant will rent the 2,500 commercial building owned by Tom Letizia, d/b/a Tuckaway Park, LLC, 19280 Hayden Ct., Brookfield, 53045.
3. Shots and Tequila will occupy the entire approximately 2,500 sq. ft. commercial building located at 5175 S. 27th St., Greenfield, Milwaukee County, Wisconsin, more particularly described as follows:

Lots 8, 9, 10, 11 and 12 in Block 1 of Tuckaway Manor, a recorded subdivision, plus ½ of the adjacent vacated alley, all being part of the east ½ of the Southeast ¼ of Section 25, Town 6 North, Range 21 East, in the City of Greenfield, Milwaukee County, Wisconsin.

Tax Key No. 645-0008-001

Said land being located at 5175 S. 27th St.

4. The applicant is proposing to change ownership of the existing tavern within the existing commercial building.
5. The aforesaid premise is zoned C-2 Community Commercial District under the Zoning Ordinance of the City of Greenfield, which permits drinking establishments as a Special Use, pursuant to Sec. 21.04.0603, Sec. 21.04.0700, and Sec. 21.08.0103 of the Municipal Code.
6. The subject property is part of an area along the S. 27th St. commercial corridor. Properties to the north, south and east are developed as commercial. Properties to the west are developed as residential.

7. The proposed development should not adversely contribute to traffic volumes or traffic flow in the area.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Greenfield that the application of Armando Lara Iñiguez, d/b/a Shots and Tequila Sport Bar LLC for an ownership change to Shots and Tequila, an existing tavern currently known as Shots N Tequila, located at 5175 S. 27th St., be, and is hereby granted on the following grounds:

That the establishment, maintenance and operation of the proposed use, with the imposition of certain conditions hereinafter set forth, reasonably satisfies the standards set forth in Sec. 21.04.0603 and Sec. 21.08.0103 of the Municipal Code, so as to permit the issuance of a special use permit as therein provided.

BE IT FURTHER RESOLVED that said Special Use Permit is granted subject to the following conditions:

1. Site and Landscaping Plans. The grant of this Special Use Permit is subject to and conditioned upon the Site Plan and all other applicable conditions approved by the Plan Commission on December 9, 2025 and by the Common Council on December 16, 2025. No alteration or modification of the approved plan shall be permitted without approval by the Common Council.
2. Building Plans and Fire Codes. The grant of this Special Use is subject to building plans being submitted to and approved by the Inspection Services Division and by the Fire Department.
3. Hours of Operation. The allowable hours of operation for Shots and Tequila will be 9:00am to 2:00am, daily.
4. Off-Street Parking. A total of 37 off-street parking stalls are required for Shots N Tequila. The property will provide 20 off-street parking stalls. The Common Council may waive the shortage.
5. Signage. Signage shall be in compliance with the City's Signage Ordinance. Any building window signage shall not exceed twenty-five (25) percent of the net glazed front window area per business premises. Rope/LED trim lighting shall not be allowed.
6. Public Nuisance. In accordance with Chapter 11 of the Municipal Code, Public Nuisances are prohibited. Public Nuisances include blighted properties due to an accumulation thereon of junk or other unsightly debris. Enforcement and abatement of public nuisances, including revocation of the Special Use Permit, may take place after three (3) or more nuisance activities have occurred at a premise on separate days during a one hundred and eighty (180) day period.

7. Marketing Displays. The use of pennants, special lighting, flags, streamers or other signage typically temporary in nature, hanging, floating or attached to a structure or vehicle shall not be permitted.

8. Outdoor Lighting. All outdoor lighting fixtures shall be shielded in such a manner that no light splays from the property boundaries. Full-cut off fixtures and or house side shields must be utilized to minimize light splay. Rope/LED trim lighting is not permitted.

9. Litter. Employees shall inspect the area and the immediate vicinity and pick up litter on a daily basis.

10. Refuse Collection. All refuse to be provided by a commercial hauler. All refuse, recyclables and other waste material shall be screened from by a four-sided board-on-board refuse enclosure provided on site.

11. Pest Control. Exterior pest control shall be maintained at all times and pest control problems shall be addressed immediately.

12. Pagers, Intercoms. The use of outdoor pagers, intercoms, or speakers shall not be permitted on site as surrounding land use consists of residential uses.

13. Noxious Odors, Etc. The use shall not emit foul, offensive, noxious or disagreeable odors, gases, or effluvia into the air. Mechanical systems shall be maintained to efficiently remove noxious odors.

14. Pollution. The use shall not cause any noxious or unwholesome liquid or substance or any dirt, mud, sand, gravel, or stone refuse or other materials to be deposited upon any public right of way or flow into any sanitary sewer, storm sewer, or water supply system, or onto adjacent properties.

15. Deliveries and Refuse Pickup. The property will be required to abide by the City of Greenfield health/public nuisance rules per Chapter 12 of the Municipal Code. Because there is a residential neighborhood adjacent to the site, delivery operations and refuse pick up shall only be permitted during daytime hours. These functions shall not be permitted between the hours of 9:00 p.m. and 7:00 a.m.

16. Expiration of Special Use Permit. Any special use approved by the Common Council shall lapse and become null and void one (1) year from and after that approval if the use has not commenced, construction is not underway, or the owner has not obtained a valid building permit. An extension of these time limitations may be granted without a public hearing by the Common Council by resolution reauthorizing the special use in accordance with the following criteria:

A. The applicant requesting the extension shall complete a planning application available from the Community Development Division and shall submit a \$350.00 special use permit review/amendment fee.

B. A written explanation for the extension of time shall accompany the planning application along with a timeline/schedule for obtaining necessary permits, zoning, state and municipal approvals and a target date for construction start;

C. The request for extension shall be submitted within sixty (60) days of the expiration of the special use permit;

D. The extension, if granted, shall be valid for a period of six (6) months. If no building permit has been issued and construction has not commenced within six (6) months from and after the extension has been granted, the special use shall become null and void.

17. Miscellaneous.

A. Applicants are advised that the foregoing conditions are reasonably necessary to protect the public interest and to secure compliance with the standards and requirements specified in Sec. 21.04.0603 and Sec. 21.08.0103 of the Municipal Code; that the issuance of the special use is expressly subject to compliance with said conditions.

B. The use, as granted herein, is subject to applicants' compliance with all other state and local laws and regulations which may be applicable to the proposed use of the real estate in question.

C. The special use, as granted herein, shall run with the land and benefit and restrict all future owners and occupants of the property, unless the use shall lapse or be terminated and the use will not be altered or extended (including structural alterations and/or additions) without the approval of the Common Council, following public hearing, all as provided in Sec. 21.04.0603 and Sec. 21.08.0103 of the Municipal Code.

18. Lapse. If the applicant does not meet all of the terms and conditions set forth in this grant of a special use within one year of the granting thereof, then the Special Use Permit shall lapse and become null and void and the applicant shall forfeit any right to use the property as conferred by the Special Use Permit. The failure of the applicant to meet the terms and conditions of the Special Use Permit shall subject the permit to being declared void by the Common Council after notice to the applicant and a hearing before the Common Council. Upon a finding by the Common Council on the matter, the applicant and/or any interested person may make comments regarding the matter to the Common Council prior to the Common Council's next regular meeting following the hearing recommendation. Upon the Common Council's finding that the Special Use Permit has lapsed and become void, the applicant shall cease all operations at the property.

19. Termination of Special Use. If the person or entity granted the special use violates, allows or suffers the violation of the ordinances of the City of Greenfield, the State of Wisconsin or the United States on the premises covered by the special use, then the special use may be terminated.

20. Acknowledgement. That the applicants sign an acknowledgment that he/she/they has/have received these terms and conditions and will abide by them.

The undersigned applicant agrees to the terms and conditions and has agreed that the grant of the Special Use Permit is conditioned on meeting the terms and conditions of this resolution.

Armando Lara Iñiguez, d/b/a Shots and Tequila Sport Bar LLC

Provided to applicant on the

_____ day of _____, 2025

City Planner

PASSED AND ADOPTED by the Common Council of the City of Greenfield on the 16th day of December, 2025.

APPROVED:

Michael J. Neitzke, Mayor

ATTEST:

Jennifer Goergen, City Clerk