

RESOLUTION NO. 2025-5478

REPEALING AND RECREATING RESOLUTION NO. 4088 ESTABLISHING INCENTIVES FOR EMPLOYEES OF THE CITY OF KAUKAUNA RESIDING WITHIN THE CITY OF KAUKAUNA

WHEREAS, the Common Council of the City of Kaukauna at its regular meeting of November 5, 2013, did enact Resolution No. 3848 approving a program of incentives for employees of the City of Kaukauna residing within the City of Kaukauna; and

WHEREAS, the Common Council of the City of Kaukauna at its regular meeting of April 18, 2017, did enact Resolution No. 4088 which repealed and recreated a program of incentives for employees of the City of Kaukauna residing within the City of Kaukauna; and

WHEREAS, during the discussion of the Council of April 18, 2017, there were terms of Resolution No. 4088 that did not end up within Resolution No. 4088, but that the City has been operating as though they were over the last several years; and

WHEREAS, it is desirous that the terms of the resolution creating the incentive program should contain those terms that have been acted upon since the program was approved;

NOW THEREFORE, BE IT RESOLVED, by the Common Council of the City of Kaukauna, Wisconsin, that said Council does hereby repeal Resolution No. 4088 and does recreate and implement an Employee Residency Incentive Program to be effective upon this Resolution's passing and publication as follows:

1. QUALIFIED EMPLOYEE. A Qualified Employee for the Residency Incentive Program shall have and maintain all of the following:
 - a. Be one of the following:
 1. A non-represented, full or part-time employee of the City of Kaukauna.
 - a. Employees are considered full-time if their regularly scheduled hours per week are thirty (30) or more and not otherwise excluded below.

- b. Employees are considered part-time if their regularly scheduled hours per week are twenty (20) or more, but less than thirty (30) hours per week, and not otherwise excluded below.
- 2. A represented employee of the City of Kaukauna employed under a Collective Bargaining Agreement which provides for this Residency Incentive program benefit.
 - b. The employee's position must be anticipated to be scheduled to work more than one thousand (1,000) hours during a calendar year.
 - c. Maintain their actual, bona fide residence within the Corporate Limits of the City of Kaukauna.

The following categories of employment shall not be eligible to be a Qualified Employee:

- a. Elected officials (as designated at Kaukauna Municipal Code 1.02).
 - b. Seasonal Employees.
 - c. Temporary Employees.
- 2. ELIGIBILITY. Eligibility of a Qualified Employee to receive the incentives set forth in paragraph 3 herein, shall be subject to the following:
 - a. A Qualified Employee whose residence is within the Corporate Limits of the City of Kaukauna as of the passing by council and publication of this Resolution shall be eligible upon implementation of this Residency Incentive Program.
 - b. A Qualified Employee shall become eligible under this Residency Incentive Program within the first full pay period after the Qualified Employee establishes their residence within the Corporate Limits of the City of Kaukauna. A newly hired Qualified Employee whose residence is already within the Corporate Limits of the City of Kaukauna shall be eligible upon their first full pay period.
 - c. Eligibility for Qualified Employees for the Residence Incentive Program shall terminate with the last full pay period before one of the following occurs:
 - 1. The employee establishes residency outside the Corporate Limits of the City of Kaukauna;
 - 2. The employee's employment is terminated;
 - 3. The employee retires;
 - 4. The employee's job status changes to one that is not eligible to receive this benefit.

3. INCENTIVES. Each Qualified Employee who is eligible under paragraph 2 above shall receive an incentive equivalent to six percent (6%) of their Wisconsin Retirement System eligible wages. This incentive shall be provided as a bi-weekly contribution deposited into a 401(a) Supplemental Retirement Plan for the Qualified Employee and shall be vested immediately upon deposit. All employer contributions shall be discretionary as authorized by the Common council hereunder.
4. RESIDENCY DEFINED. As used in this Residency Incentive Program, the term "residence" shall be construed to mean the actual living quarters maintained by an employee. Neither voting in the City, nor payment of taxes of any kind by an employee, by itself, shall be deemed adequate to satisfy the requirements of this section, nor shall the provisions of this section be satisfied by maintaining a rented room or rooms by an employee solely for the purpose of establishing their residence within the City of Kaukauna when it appears that the employee's residence is outside the City. Ownership of real property within the City, when not coupled with the maintenance of the employee's use as their actual living quarters as herein required, shall be deemed insufficient to meet the requirements of this section. Final determination of any question of an employee's residence shall be at the discretion of, and shall be determined by, the City's Common Council.
5. ELIGIBILITY DETERMINATION. Employees shall reach out to the Human Resources Director to request an application form for this benefit. The Human Resources Department shall investigate and determine whether eligibility for the employee is met and approve or deny the application.
 - a. Any dispute regarding eligibility of an employee shall be referred to Common Council where the Human Resources Director shall present their investigation and recommendation to the Common Council regarding the employee's residence and eligibility. The Common Council shall make a final determination regarding any residency and eligibility question.
6. INCENTIVE MAXIMUM. Notwithstanding the foregoing, the total cost to the City of Kaukauna of implementation of this Residency Incentive Program to eligible Qualified Employees shall not exceed \$250,000 per budget year. In the event the total cost of implementation to the City of Kaukauna should exceed \$250,000, that percentage specified in Paragraph 3 above shall be reduced by an amount

sufficient to reduce the total cost of implementation by the City in providing this incentive to eligible Qualified Employees to not exceed \$250,000.

Introduced and adopted this 5th day of August, 2025

APPROVED: _____

Anthony J. Penterman, Mayor

ATTEST: _____

Kayla Nessmann, Clerk