

THE CVMIC CONNECTION

Official Newsletter of the CVMIC Membership



2025: A Big "New" Year for CVMIC

Happy New Year! Welcome, 2025!

It is an exciting time at Cities & Villages Mutual Insurance Company as the new year is filled with many *new* improvements.

2025 will be a year of *new* members, *new* award winners, *new* coverage enhancements, *new* services, and *new* benefits.

Stay tuned to the CVMIC Connection throughout 2025 to learn more about these new and exciting improvements.

As we kick off the year together, thank you for being a CVMIC member both in the past, today, and in the future!

AND THE 2024 WINNERS ARE...

CONGRATULATIONS MEMBER INNOVATION AWARD WINNERS!



THE 2025 CVMIC CONNECTION NEWSLETTERS WILL PROFILE EACH WINNER

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DID YOU KNOW?

FLSA UPDATE: FEDERAL COURT OVERTURNS DOL SALARY RULE

In a significant legal development related to the Fair Labor Standards Act (FLSA), a federal court in Texas ruled against the Department of Labor's (DOL) 2024 rule that increased the minimum salary for exempt employees. The court's decision, issued on November 15, 2024, declared that the DOL overstepped its authority with the new rule, effectively nullifying the salary increases that were set to take effect.

The now-defunct rule, which came into effect on July 1, 2024, raised the minimum salary for most executive, administrative, and professional employees. Additionally, it had planned further increases starting January 1, 2025, and automatic adjustments every three years. However, with the court's ruling, the minimum salary requirements have reverted to the previous levels for most exempt employees and for highly compensated employees.

Employers now have a few options on how to proceed with this change and are working with Human Resources, legal counsel, and other stakeholders in moving forward.

As always, CVMIC members are encouraged to consult with their dedicated HR Advisor (Jean Cole, Melissa Bohse, Danielle Patton) if you have questions.

WELCOME TO CVMIC

CVMIC is excited to announce
3 new members for 2025!

City of Port Washington

- Population over 12,000, located on the shore of Lake Michigan north of Milwaukee.
- The sitcom *Step-By-Step* was set in a fictionalized version of Port Washington.

City of Superior

- A founding CVMIC member from 1987 has rejoined after leaving in 2023.
- A City with more than 26,000 people and a rich commercial and shipping history.

Village of Harrison

- Located just north of Lake Winnebago, east of Appleton and Menasha.
- One of the faster growing Villages across Wisconsin with a population over 15,000.

Look for more info on these members throughout 2025. CVMIC is growing with the right members for the right reasons.

Act 10 Update

Much like Wisconsin Municipalities, CVMIC is monitoring the Act 10 decision as it winds through the court system. Your dedicated CVMIC HR Advisors will share info when it becomes available.



MAKE THE MOST OF YOUR MEMBERSHIP

INTERESTED IN THESE RESOURCES?

TALK TO YOUR MUNICIPALITY ABOUT ACCESSING THE ONLINE LEARNING PLATFORM (*NEOGOV LEARN*) WHERE YOU CAN VIEW & ENROLL!

FEATURED TRAINING: DRIVER SAFETY ONLINE

UPCOMING LIVE TRAINING: FEB. 2025

Robert's Rules of Order
Melissa Bohse, CVMIC

Wednesday, February 12th
10:00 a.m. – 11:00 a.m.

[Register Here](#)

CHECK OUT OUR LIVE TRAINING
PROGRAMS ON THE 2025 TRAINING
CALENDAR!

CLICK THE CALENDAR BELOW!



DRIVE SAFELY THIS WINTER!

NeoGov Learn is here for your driver safety needs.

There are 26 'Driver Safety Online' courses within the Learn Course Catalog.

Some examples include:

- Driving in Adverse Weather
- Snow Plow Safety
- Slower is Faster: Survival Skills for Fire Engines/Ambulance Drivers

Check out NeoGov Learn for access to the entire catalog of courses.

The Wisconsin DOT and 511wi.gov has updated the Winter Road Conditions. [Check them out here!](#)

COASTALFLIX STREAMING VIDEO "COLD WEATHER SAFETY"



Click the play button to view this on-demand streaming video.

Located in the CVMIC member portal, these safety, HR, and soft skills videos are available 24/7.

STAYING IN TOUCH WITH CVMIC

ALWAYS ONE CLICK AWAY!



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*What do you think of
this newsletter?*



FEATURED CVMIC EMPLOYEE



Alyssa Wier

Administrative Assistant

Alyssa really enjoys the people that she works with and the teams she is on. She shares "we all work well together and we share the same goal of providing great service to our members."

Fun fact: Alyssa has been married for a little over three months.

Watch for the next
edition of the CVMIC
Connection, arriving
March 2025!

THE "FINE PRINT"

Kudos to all of the municipalities that supported their communities with Toy Drives, Gifts, and Donations!

So many great examples it was impossible to choose just one.