



VILLAGE BOARD MEETING AGENDA

October 13, 2025 at 6:00 PM

Kronenwetter Municipal Center - 1582 Kronenwetter Drive Board Room (Lower Level)

1. CALL MEETING TO ORDER

- A. Pledge of Allegiance
- B. Roll Call

2. APPOINTMENT OF A CHAIRPERSON - DISCUSSION AND POSSIBLE ACTION

3. PUBLIC COMMENT

Please be advised per State Statute Section 19.84(2), information will be received from the public. It is the policy of this Village that Public Comment will take no longer than 15 minutes with a three-minute time period, per person, with time extension per the Chief Presiding Officer's discretion. Be further advised that there may be limited discussion on the information received, however, no action will be taken under public comments.

4. REPORTS FROM STAFF AND VENDORS

- C. Police Chief Report
- D. Fire Chief Report

5. CONSENT AGENDA - DISCUSSION AND POSSIBLE ACTION

- E. September 22, 2025 Village Board Meeting Minutes
- F. September 30, 2025 Village Board Meeting Minutes

6. OLD BUSINESS - DISCUSSION AND POSSIBLE ACTION

- G. Fluoride Questionnaire Results from the Utility Customer Survey
- H. Water Fluoridation

7. NEW BUSINESS - DISCUSSION AND POSSIBLE ACTION

- I. Village President Vacancy
- J. Appointment of Senior Department Head Police Chief Terry McHugh to Interim Administrator Position
- K. 2026 Dog License Fee Increase (APC)
- L. TeamCare Participation Agreement 2026 (APC)
- M. Quadient Lease for Village Mail Machine (APC)
- N. 2026 Marathon County Recycling Agreement (APC)
- O. Code of Conduct (APC)
- P. Complaint Procedure Review (APC)
- Q. Proposed Policy for Funding Playground Equipment
- R. Employee Complaint

8. PREVIOUS MEETING MINUTES FROM COMMISSIONS AND COMMITTEES

- S. September 9, 2025 Utility Committee Meeting Minutes

9. CONSIDERATION OF ITEMS FOR FUTURE AGENDA

10. ADJOURNMENT

NOTE: Upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request service, contact the clerk's office, 1582 Kronenwetter Drive, WI 54455 (715)-692-1728

Posted: 10/10/2025 Kronenwetter Municipal Center and www.kronenwetter.gov

Faxed: WAOW, WSAU, City Pages, Mosinee Times | Emailed: Wausau Daily Herald, WSAW, WAOW, Mosinee Times, Wausau Pilot and Review, City Pages, The Wausonian



KRONENWETTER POLICE DEPARTMENT

Office of the Chief of Police

Executive Summary for Sept. 2025 Village Board



Section 4, Item C.

TO: VILLAGE BOARD MEMBERS

DEPARTMENT ACTIVITY SUMMARY – In September, we handled 635 total calls for service. Some highlights included the following:

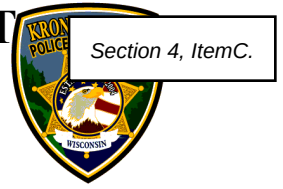
- Drug arrests or citations:
 - As a result of a suspicious activity complaint, two subjects were arrested for possession of methamphetamine, possession of drug paraphernalia, obstructing, bail jumping, probation hold, criminal trespass, and operating a motor vehicle w/o owner's consent. Our officer, along with Mountain Bay PD, was dispatched to a problem apartment on Eva Rd for a possible burglary. Our officer located two subjects behind the building and ultimately arrested them for the listed charges.
 - An uncooperative subject was arrested for misdemeanor bail jumping and possession of THC.
 - On a suspicious activity/traffic hazard complaint, a subject was ultimately arrested for obstructing, possession of THC, and a Dept. of Corrections warrant after he fled into the woods at CTH X/Green Acres Rd. Officers initially believed he may have entered a resident's home, so they cleared the residence and multiple outbuildings. The subject was not located, so they tried a K-9 track; however, that was unsuccessful. Our night shift Sgt later contacted the subject via telephone and convinced him to turn himself in. I put out a press release on this due to the large police presence in the area that day.
 - Three other subjects on three other separate cases were issued citations for possession of THC.
- We had several thefts or attempted thefts last month, including the following:
 - A stolen and recovered vehicle on Eva Rd. The suspects stole the car, took it for a joyride, then abandoned it; however, they took the keys with them.
 - An attempt at stealing a car on Eva Rd in which the suspect damaged the steering column in an attempt to start the vehicle.
 - Theft of two packages in the Eva Rd apartments.
 - A theft of a phone and case from a vehicle.
 - A theft of the stop sign from County Rd X/ State Rd 153.
- Two sexual assault investigations, one of which is still under investigation and is requiring quite a bit of work.
- Two disturbances, both of which resulted in subjects facing disorderly conduct charges. One instance involved two juveniles breaking things in the Dollar General and the other involved a subject who became upset with a neighbor's dog and brandished a handgun.
- Four mental health welfare checks that resulted in detentions of some kind. Three of these resulted in mental health detentions at the Health Care Center (HCC) and the last one was an elderly subject who became injured during an outburst and needed to be hospitalized. We also notified Adult Protective Services.
- Two OWI arrests, both drug related.
- Four arrests for domestic related incidents. Charges in these domestic incidents ranged from disorderly conduct to battery.
- Six cases of white-collar crime, including fraud, ID theft, check washing, worthless checks, uttering (passing a forged document).



KRONENWETTER POLICE DEPARTMENT

Office of the Chief of Police

Executive Summary for Sept. 2025 Village Board



DEPARTMENT PERSONNEL ISSUES & STATUS –

We had a pair of really great community relations events recently, those being the Northland Lutheran High School Homecoming parade and the *Ride to School with a Cop* raffle winner from our National Night Out event. I met the raffle winners and gave them a tour of the squad car, some trinkets, and a ride to Evergreen Elementary School. They were fun kids and a great family! NLHS held their first Homecoming parade, and it was a great success. The school staff, students, and parents did a great job, and we worked closely with staff to ensure the event went smoothly. I was also impressed with the number of people who showed up to watch the parade. We are finalizing plans for Halloween with the street closure on Kowalski Rd. between Paniolo Rd. and Meadow Dr.

We also recently held our annual handgun qualification. Each year, the WI Department of Justice Training and Standards Division requires officers to successfully complete the qualification course. We also held another firearms training in which we trained on shooting with our ballistic shields.

Ofc Dunst and Ofc S. Xiong attended a one-day annual re-trainer on Peer Support and I'm proud to say Ofc Dunst was selected as one of seven awardees! Ofc Dunst was recognized for the *Spirit Award*, which is awarded for a member's "spirit of caring, compassion, and connection as a Peer Supporter. The Peer Supporter is someone that is known for checking on peers and demonstrating authentic concern for their wellbeing." I could not agree more and cannot say enough good things about the job Ofc Dunst has done with our Peer Support Team. His genuine interest and concern for the wellbeing of our entire staff is incredible. Congratulations Officer Dunst!

On a Village related note, I was asked if I could provide a little information about the recent natural gas leaks that closed the Municipal Center on Monday, 10/06. Employees reporting for work smelled natural gas in the building and the Fire Department responded. By happenstance, Malbrit also was on site that morning to perform preventative maintenance checks. The smell was particularly strong in the police department and employees were evacuated. We called WPS, who arrived and conducted a thorough check with their meters, which are stronger than the FD's.

Malbrit began checking the roof units and found a large leak in a roof unit above the police department (defective regulator). WPS detected five more leaks on the roof, two defective regulators in the PD garage bay heater units, and a leak in the boiler room. Due to inside leaks, the gas had to be shut off until the leaks could be fixed. FD and I worked to ventilate the municipal center as much as possible; however, that is not easy because of the closed concept design and the lack of windows that open. The PD has two small crank windows that open, and the main office area upstairs has no windows that open and no means to provide cross ventilation.

Malbrit came the following day, fixed the gas leaks, and turned the building's main gas line on. In addition, there is a welded gas line going from the main gas meters outside the PD to the rest of the building that is in poor condition. WPS noted this and recommended that the Village replace it. DPW Director Ulman can provide more information on that topic with respect to the line itself and obtain a quote to have it replaced.

CURRENT GRANTS AND EQUIPMENT — We have received the new in-car camera from the insurance claim, and we have an upcoming appointment with our installer to have that defective camera replaced. We also recently had our annual rectification on all our radar units.

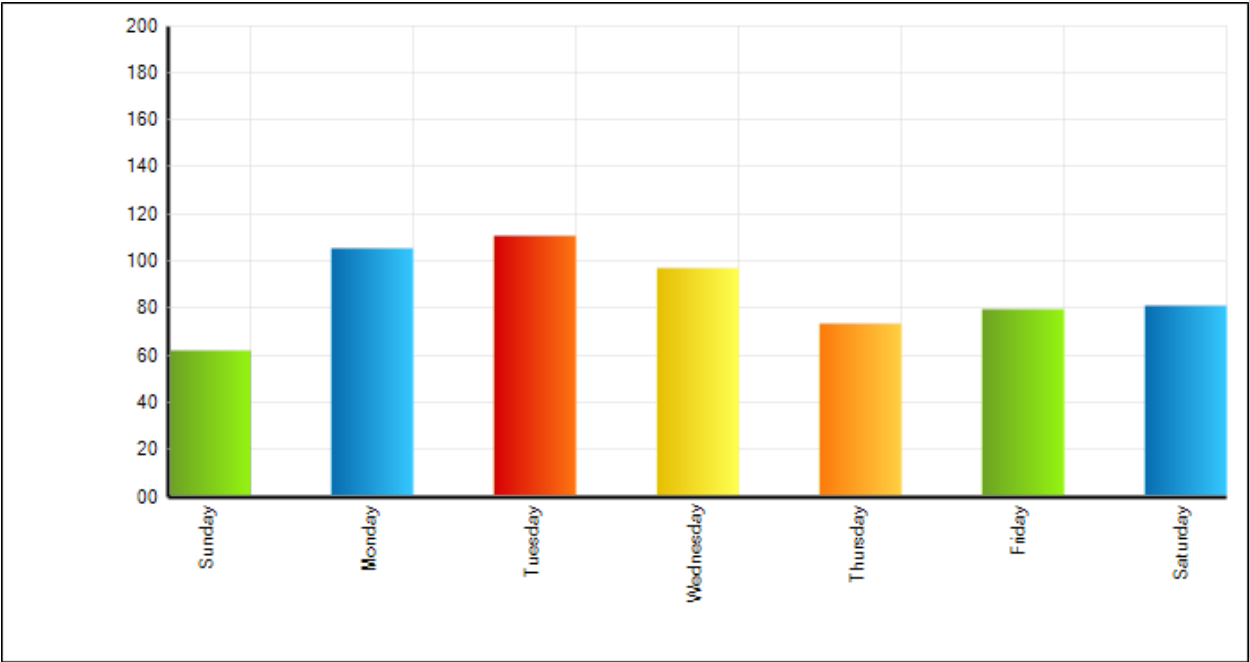
September 2025 Calls for Service Info

Events by Nature Code by Agency

KP	911 HANG UP	7
	ALARMS	2
	ANIMAL COMPLAINT	3
	BUSINESS SECURITY CHECK	46
	CIVIL COMPLAINT	3
	COMMUNITY RELATIONS ACT	1
	CRIMINAL MISCELLANEOUS	27
	CRIMINAL THEFT	2
	CROSSING GUARD DUTY	1
	DISABLED VEHICLE	13
	EXTRA PATROL	74
	FAMILY DISTURBANCE	7
	FIELD INTERVIEW	3
	FIGHT	1
	FINGERPRINTING	10
	FOLLOW-UP INVESTIGATION	54
	FRAUD COMPLAINT	2
	INFORMATION	1
	JUVENILE ATL	1
	LOST AND FOUND	12
	MENTAL SUBJECT	6
	NOISE COMPLAINT	1
	PARKING MISCELLANEOUS	3
	PROCESS SERVICE	3
	SCHOOL WALK THROUGH	21
	SERVICE MISCELLANEOUS	104
	SEXUAL ASSAULT	1
	SUSPICIOUS ACTIVITY	16
	TRAFFIC HAZARD	11
	TRAFFIC MISCELLANEOUS	10
	TRAFFIC STOP	80
	VEHICLE LOCKOUT	1
	WELFARE CHECK	10
	HIT & RUN CRASH	1
	TRAFFIC CRASH - INJURY	1
	TRAFFIC CRASH PDO	4
	CO ALARM	1
	FIRE ALARM	1
	FIRE ASSIST	1
	GRASS FIRE	1
	COMMUNITY RELATIONS ACT	7
	FOLLOW-UP INVESTIGATION	1
	NUISANCE PROPERTY	18
	TELEPHONE MESSAGE	19
	VEHICLE ATL	9
	MEDICAL EMERGENCY	10

September 2025 Calls for Service Info

Calls by Day of the Week



User: KPTPM1

KRONENWETTER POLICE DEPARTMENT

Summons/Citations Charge Summary

Agency: KRONENWETTER PD, Date Range: 09/01/2025 00:00:(

Charges	Count
DISORDERLY CONDUCT - MUNICIPAL	2
DISPLAY UNAUTH. VEH. REGISTRATION	2
EXCEEDING SPEED ZONES, ETC. (11-15 MPH)	5
EXCEEDING SPEED ZONES, ETC. (16-19 MPH)	1
EXCEEDING SPEED ZONES, ETC. (25-29 MPH)	1
FAIL/YIELD RIGHT/WAY FROM STOP SIGN	1
IMPROPER DISPLAY OF LICENSE	1
NON-REGISTRATION OF AUTO, ETC	4
OPERATE MOTOR VEHICLE BY PERMITTEE	1
OPERATE MOTOR VEHICLE W/O INSURANCE	6
OPERATE W/O CARRYING LICENSE	2
OPERATE WITH CONTROL SUBSTANCE (1ST)	1
OPERATING WHILE SUSPENDED	2
OPERATING WHILE UNDER THE INFLUENCE	1
POSSESS OPEN INTOXICANTS IN MV-DRIVER	1
POSSESSION OF THC	3
SPEEDING IN 55 MPH ZONE (11-15 MPH)	2
SPEEDING ON CITY HIGHWAY (11-15 MPH)	1
SPEEDING ON CITY HIGHWAY (16-19 MPH)	1
SPEEDING ON CITY HIGHWAY (20-24 MPH)	1
SPEEDING ON CITY HIGHWAY (25-29 MPH)	1
Total:	40

KRONENWETTER FIRE DEPARTMENT AUGUST 2025

Training:

FIRE: 8/4/2025 & 8/18/2025 – Annual EVOC/Driving
EMS: 8/14/2025 – Equipment Checks/Call Reviews
8/28/2025 – MCI – Mass Casualty

Fire Calls:

August Fire Calls – 4 Vehicle accidents, 2 Fire Alarms, 1 Power Line, 1 Hay Fire, 1 medical lift assist and 1 cancelled call Mosinee

EMS Calls and Updates:

August EMS Calls – 38 – YTD 285

Vehicle/Equipment Updates:

Monthly maintenance of all FD Vehicles completed
Annual EVOC (Emergency Vehicle Operations) completion
Annual Ladder Testing completed on all ladders including Aerial

Fire Inspections

Completed August fire inspections

Past and Upcoming training and events:

National Night Out /Splash Pad
Station tours –care facility, home school group of 40 students
4 members attended a Heavy Rescue training involving bus rescue

KRONENWETTER FIRE DEPARTMENT					
AUGUST 2025					
TOTAL FIRE EMERGENCY CALLS ENDING 08/31/2025					
	Village	Guenther	Mutual Aid	Monthly Total	Year To Date
Vehicle Accidents	4			4	17
Chimney Fire					0
Grass/Brush Fire	1			1	3
Structure Fire			1	1	11
Weather	1			1	4
CO/Gas/Alarms	2			2	17
Car Fire					1
Other	1			1	2
Cancelled calls					5
Total Calls	9	0	1	10	60
Mutual Aid Received	2			2	7
Mutual Aid Given/Dispatched	1			1	14
				Monthly	Year To Date
Engine 1				6	40
Truck 1				0	6
Tanker 2				1	7
Rescue 6				2	14
Brush 1				2	5
Car 2				1	8
UTV				0	2

KRONENWETTER FIRE DEPARTMENT		
AUGUST 2025		
TOTAL MEDICAL EMERGENCY CALLS ENDING 8/31/2025		
	Monthly Total	Year To Date Total
Breathing Problems	2	24
Pain (Acute, Abdominal, Back, Hip)	2	22
Alcohol/Substance Use	0	2
Chest Pain	0	14
Sick Person	3	33
Allergic Reaction/Stings	0	1
Altered Mental Status	3	16
Cardiac Arrest/Death	0	2
Diabetic Problem	1	4
Falls	10	49
Fire Standby	1	8
Lift Assist-Mutual Aid	0	1
Medical Alarm	1	14
Psychiatric Problem/Abnormal Behavior/Suicide Attempt	2	5
Seizure	2	10
Stab/Gunshot Wound/Penetrating Trauma	1	1
Stroke/CVA	0	10
Unknown Problem/Person Down	0	4
Traffic Crash	4	19
Traumatic Injury	1	10
Other	5	28
Unconscious Person/Fainting/Near-Fainting	0	8
TOTAL CALLS	38	285

Cancelled	13
No Transport	52
Transport	212
Fire Standby	8
Grand Total	285

**Cancelled refers to Ambulance was cancelled



VILLAGE BOARD MEETING MINUTES

September 22, 2025 at 6:00 PM

Kronenwetter Municipal Center - 1582 Kronenwetter Drive Board Room (Lower Level)

1. CALL MEETING TO ORDER

President David Baker called the September 22, 2025 Village Board Meeting to order at 6 p.m.

A. Pledge of Allegiance

Those in attendance were invited to recite the Pledge of Allegiance.

B. Roll Call

PRESENT: *President David Baker, Trustee Ken Charneski, Trustee Aaron Myszka, Trustee Sandi Sorensen, Trustee Dan Joling, Trustee Jessica Stowell*

ABSENTE: *Trustee Craig Mortensen (excused)*

STAFF: *Public Works Director Greg Ulman, Finance Director John Jacobs, Clerk Jennifer Poyer*

2. ANNOUNCEMENT OF CLOSED SESSION

President Baker announced there would be a closed session during the meeting.

3. PUBLIC COMMENT

Bernie Kramer, 2150 E. State Highway 153, Peplin, WI 54455 – *Kramer commented on the costs and processes of tax incremental districts. He said the Village should not create a new tax incremental district.*

Waste Management Senior Account Executive Chad Koehler – *Koehler thanked the board for the opportunity to bid on the Village's garbage services. He said WM came in with lower numbers than Harter's. He said they could offer a fixed rate.*

4. REPORTS FROM STAFF AND VENDORS

C. Director of Public Works and Utilities Report

Director of Public Works Greg Ulman presented his report. He said he is working on a recycling grant, stormwater permits and RFP for well project. He answered questions regarding construction projects and well site research.

D. Community Development Director Report

Community Development Director Peter Wegner was not present due to illness. President Baker offered to answer any questions regarding his report. No questions were asked.

E. Finance Director Report

Finance Director John Jacobs presented his report and reviewed August finance report with the board. He also presented and reviewed numbers for the Water and Sewer Utility and the changed dates for the 2025 Budget Timeline. He answered questions from board members.

F. August Check and ACH Registers

Finance Director John Jacobs presented the August Check and ACH Registers.

G. Village President Report - Additional Assigned Duties

President Baker presented his report. He said he met with administrator applicant, James Davel. He answered a question regarding Ehlers TID 5 concept development.

5. CONSENT AGENDA - DISCUSSION AND POSSIBLE ACTION

H. September 8, 2025 Village Board Meeting Minutes

Motion by Charneski/Joling to approve the minutes as presented. Motion carried by voice vote. 6:0.

I. Operator "Bartender" License – Michelle B. Condon

Motion by Joling/Myszka to reject the operator "bartender" license for Michelle Condon. Motion carried by roll call vote. 6:0.

Discussed the possible reasons for denial. Based on application and background check, it was agreed that the applicant failed to disclose all relevant information on the application and her criminal record, including a recent felony, offered grounds for denial.

6. OLD BUSINESS - DISCUSSION AND POSSIBLE ACTION

J. Garbage Service RFP (APC)

Motion by Myszka/Joling to enter into a new 5-year contract with Harter's Fox Valley for garbage and recycling services. Motion carried by roll call vote. 6:0.

Public Works Director Greg Ulman and President Baker presented the reasons for the Administrative Policy Committee's recommendation of the Harter's proposal. President Baker said the APC recommended voting on only the proposed RFPs and NOT any adjustments made after the fact.

Discussed the committee's desire for firm numbers vs. numbers based on CPI.

Public Works Director Ulman will take contract to APC and VB.

7. NEW BUSINESS - DISCUSSION AND POSSIBLE ACTION

K. Renewal of Municipal Property Insurance (MPIC) for 2026 (APC)

Motion by Charneski/Joling to approve the renewal of Municipal Property Insurance for 2026 at a yearly rate of \$28,746 with a \$1,000.00 deductible. Motion carried by roll call vote. 6:0.

Finance Director Jacobs reviewed the changes to the 2026 insurance rates. APC had discussed possibly going out for RFP in 2026.

L. Purchasing a Backup Dialer (UC)

Motion by Joling/Myzka to accept the proposal from B&M Technical Service, Inc. to install a backup dialer at lift station #2 for \$6,861.00. Motion carried by roll call vote. 6:0.

Public Works Director Ulman reviewed circumstances surrounding the need for a backup dialer. He explained the recent sewer back-up situation when the alarm went out. President Baker explained his experience visiting with residents affected by the sewer backup. Discussed alternatives to backup dialer; costs; maintenance fee; malfunction issues; and impact of the cost of the lift station failure.

M. HR-005 -2025 Policy Review and Wage Adjustment Chart (APC)

No action taken. This item will be discussed during the September 23, 2025 APC Meeting.

President Baker introduced the item and motivation for its appearance on the agenda.

Discussed previous actions by Village and employees; CPI; options to board; pay salary grid; and the timeline the wage chart should be discussed and approved.

8. PREVIOUS MEETING MINUTES FROM COMMISSIONS AND COMMITTEES

N. August 19, 2025 Administrative Policy Committee Minutes

O. June 10, 2025 Utility Committee Meeting Minutes

P. July 1, 2025 Utility Committee Meeting Minutes

Q. August 12, 2025 Utility Committee Meeting Minutes

9. CLOSED SESSION

Motion by Stowell/Myszka to convene into closed session pursuant to Wis. Stat. 19.85 (1)(c) for consideration of employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility – to wit employee evaluations (Terry McHugh, Greg Ulman, Peter Wegner) and to wit employment negotiations with James Davel AND Wis. Stat. 19.85 (1)(e) for consideration of deliberation or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session - to wit potential acquisition of property.

Motion carried by roll call vote. 6:0

Convened into closed session at 7:53 p.m.

PRESENT: President David Baker, Trustee Ken Charneski, Trustee Aaron Myszka, Trustee Sandi Sorensen, Trustee Dan Joling, Trustee Jessica Stowell, Clerk Poyer
Public Works Director Ulman was present from 7:53 p.m. to 8:15 p.m. Chief McHugh was present from 8:16 p.m. to 8:32 p.m.

10. RECONVENE OPEN SESSION

Motion by Joling/Myszka to reconvene into open session. Motion carried by voice vote. 6:0.
Reconvened into open session at 9:49 p.m.

11. ACTION AFTER CLOSED SESSION

Motion by Myszka/Sorensen to approve the pay increases as discussed in closed session for Terry McHugh, Greg Ulman and Peter Wegner. Motion carried by roll call vote. 5:1. Voting yea- Baker, Charneski, Myszka, Sorensen, Joling; Voting nay – Stowell

12. CONSIDERATION OF ITEMS FOR FUTURE AGENDA

- *Village Board and possible committee budget money to roll into a playground equipment fund at year's end – Trustee Charneski*
- *Update on proposed Marathon County Highway Facility in Kronenwetter – Trustee Stowell*
- *Update on four-way stop sign at CTH X, CTH XX and Pine Road – Trustee Stowell*
- *Police department staffing – President Baker per Chief McHugh*

13. ADJOURNMENT

Motion by Charneski/Stowell to adjourn. Motion carried by voice vote. 6:0.

Meeting adjourned at 9:55 p.m.



SPECIAL VILLAGE BOARD MEETING AGENDA

September 30, 2025 at 6:00 PM

Kronenwetter Municipal Center - 1582 Kronenwetter Drive Board Room (Lower Level)

1. CALL MEETING TO ORDER

President David Baker called the September 30, 2025 Special Village Board Meeting to order at 6:01 p.m.

A. Pledge of Allegiance

Those in attendance were invited to recite the Pledge of Allegiance.

B. Roll Call

PRESENT: *President David Baker, Trustee Ken Charneski, Trustee Aaron Myszka, Trustee Craig Mortensen, Trustee Sandi Sorensen, Trustee Dan Joling*

ABSENT: *Trustee Jessica Stowell (excused)*

STAFF: *Police Chief Terry McHugh, Clerk Jennifer Poyer*

2. ANNOUNCEMENT OF CLOSED SESSION

President Baker announced there would be a closed session during the meeting.

3. CLOSED SESSION

Motion by Sorensen/Mortensen to convene into closed session pursuant to Wis. Stat. 19.85 (1)(c) for consideration of employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility – to wit evaluation of the background check of administrator candidate James Davel. Motion carried by roll call vote. 6:0.
PRESENT IN CLOSED SESSION: *President David Baker, Trustee Ken Charneski, Trustee Aaron Myszka, Trustee Craig Mortensen, Trustee Sandi Sorensen, Trustee Dan Joling, Police Chief Terry McHugh, Clerk Jennifer Poyer*

Closed session convened at 6:03 p.m.

4. RECONVENE OPEN SESSION

Motion by Mortensen/Myszka to reconvene into open session. Motion carried by voice vote. 6:0.

Open session convened at 6:20 p.m.

5. ACTION AFTER CLOSED SESSION

Motion by Sorensen/Joling to hire Mr. James Davel effective on November 3, 2025 at a salary of \$115,000 annually. Motion carried by roll call vote. 6:0.

6. ADJOURNMENT

Motion by Myszka/Mortensen to adjourn. Motion carried by voice vote. 6:0.

Motion adjourned at 6:22 p.m.



Report to Village Board

Agenda Item: Fluoride Questionnaire Results from the Utility Customer Survey

Meeting Date: October 13, 2025

Referring Body:

Committee Contact: Ken Charneski

Staff Contact: Greg Ulman

Report Prepared by: Greg Ulman

AGENDA ITEM: Fluoride Questionnaire Results from the Utility Customer Survey

OBJECTIVE(S): To have the Village Board discuss the results of the survey.

HISTORY/BACKGROUND: The Village Board brought forth the question of whether or not the Water Utility should stop adding fluoride to the municipal water system. After some discussion they approved to have a postcard sent out to the utility customers to have them give their input on if they would like to see the Village maintain the fluoride injection into the water supply or stop adding the fluoride. After adding up the results from the postcards, with the Kronenwetter Police Department checking the survey numbers, I present to you the final results:

- I support **discontinuing** the addition of fluoride in the Village's water. – **321**
- I support **continuing** the addition of fluoride in the Village's water. – **519**
- I have no opinion on the use of fluoride. – **82**

RECOMMENDED ACTION: This item is for informational purposes only.



Report to Village Board

Agenda Item: Water Fluoridation

Meeting Date: Oct 13, 2025

Referring Body: CLIPP

Committee Contact: Trustee Charneski

Staff Contact: Greg Ullman

Report Prepared by: Ken Charneski

AGENDA ITEM: Water Fluoridation

OBJECTIVE(S): Discuss the potential of the harm versus benefit of having the Kronenwetter Water Department inject fluoride chemicals into the drinking water supply.

HISTORY/BACKGROUND: Below is the previous background as of July 14, when this item was introduced. Since then, the Board voted to have a survey taken of village water customers as to whether or not they wanted sodium fluoride to be injected into the village water supply.

The survey was not to be a plebiscite or referendum, but merely informational for the Board to understand where the customers stood on the issue.

The results showed -

I support discontinuing the addition of fluoride in the Village's water. – 321

I support continuing the addition of fluoride in the Village's water. – 519

I have no opinion on the use of fluoride. – 82

The results showed that only about 55% of customers actually wanted this chemical in their water. Given the widespread and ongoing promotion of fluoride in drinking water over the past 75 years, this 55% number indicates the **growing public awareness** of Kronenwetter water customers of the disadvantages and potential detrimental effects of this chemical as opposed to the claimed benefits.

Given the fact that fluoride for teeth is readily available through several means which are more effective than fluoride-laced water, the number of water customers that do not want this substance added to their water should be considered over the slim majority that do still want it.

By now, the Board should have had plenty of time to have reviewed the information links provided in below. The survey results are favorable to an objective decision to discontinue this outdated practice of fluoride injection of the water supply.

From previous packets:

This issue was brought up at the November 11, 2024 Village Board meeting. At that time the Board voted to allow continued addition of sodium fluoride chemicals to Kronenwetter drinking water. Some trustee comments were to the effect that they did not have enough information on this subject.

At that time, the Board received a broadside of emails from those associated with dental and fluoride industry organizations supporting water fluoridation. The arguments presented were based on anecdotal evidence and subjective conclusions that focused on the presumed dental benefits, and which also downplayed concerns and research about various detrimental effects of fluoride on

developing brains and other health problems attributed to this substance. "Cost effectiveness" seems to be a major factor in their literature.

Section 6, ItemH.

This agenda item is not about the arguable dental benefit of fluoride applied to teeth, but whether the touted benefit is worth the detrimental and toxic effects of systemic water fluoridation. Not only effects of neurological harm to babies and infants, but growing evidence of it being a contributing cause of Alzheimer's condition, bone cancer in boys, osteoporosis, and other medical conditions.

While information both pro and con states that fluoridated water may have a benefit due to its momentary contact with teeth as it is swallowed, both sides seem to agree that the alleged benefit ends there. The concern is with the harmfulness to the rest of the body once this chemical is ingested. Along with this concern, is the fact that many people, especially children, are getting plenty of fluoride exposure from toothpaste, mouth rinses, and other sources. None of which is monitored to determine the overall daily fluoride exposure.

This exposure is in addition to the approved dosing rate of .7 parts per million which is what the Kronenwetter Water Department currently injects into the water supply, but which a recent Federal Court ruled in *Food & Water Watch Inc. v. EPA*, is a level of **fluoridation that creates an "unreasonable risk" of impacting IQ levels in children**, and that the EPA needs to address the issue.

We now have much more information on than we had for the November KVB meeting.

Interviews with the lead attorney for the plaintiff in this landmark case provide compelling information showing why they won that case. These interviews include clips of depositions of experts and officials from EPA, NSF, FDA and CDC who, when asked under oath gave testimony that runs contrary to many commonly held beliefs about fluoride effectiveness and/or safety.

Here are a few examples of the admissions:

- CDC Oral Health Director is **not aware of a single study** that shows that water fluoridation as it exists today is safe from causing negative neurological effects.
- CDC: We Have **No Safety Data on Fluoride and the Brain**.
- U.S. Regulatory Agencies **Don't Know Safe vs Toxic Level Of Fluoride**.
- NSF Unable To Vouch For The Safety Of Fluoridation Chemicals.
- CDC Agrees With NRC Finding That Fluoride Can **Potentially Cause Alzheimer's And Dementia**.
- CDC Not Aware Of Any Evidence Of Fluoride's Benefit To Infants.
- CDC: Fluoride Supplements Do Not Provide A Benefit For Children When Given During Pregnancy.
- CDC Unable To Cite Studies Showing Fluoride Is Effective When Swallowed.
- CDC: Fluoridated Water Does Not Provide A Benefit During The First 6 Months Of Life.
- Top EPA Scientist: EPA's Current Fluoride Regulation Is Not Safe
- "We don't really need it added to our drinking water any more" Linda Birnbaum, Retired NTP Director.
- NTP Review Confirms Fluoride Is **A Presumed Developmental Neurotoxicant**

Here are links to the interviews, clips of testimony, and other relevant videos with recognized experts.

<https://thehighwire.com/ark-videos/fluoride-lawsuit-captures-shocking-admissions-on-the-record/>

<https://thehighwire.com/ark-videos/expert-attorney-exposes-decades-of-fluoride-harms/>

<https://fluoridealert.org/content/michael-connett-corrects-the-record-on-the-fluoride-lawsuit/>

<https://fluoridealert.org/fan-content/videos/>

These videos are highly recommended for any resident or Board member who wants to make an informed decision on this issue, and who is willing to take the time to listen to the information.

Section 6, Item H.

We can see that there are certainly many valid reasons that HHS Secretary Robert Kennedy wants fluoride as a potentially harmful substance eliminated from the water supply. Given the mounting evidence of fluoride toxicity even at previously presumed-to-be-safe levels, we cannot in good conscience wait for Federal or State action to eliminate this substance.

In spite of the corporate, government, and media bias that defends and even promotes fluoridated water, public awareness of the facts on this issue is rapidly increasing, and more municipalities and some states are opting out of fluoride water programs after reviewing call relevant information. **See attached map and this link.**

<https://fluoridealert.org/content/communities/>

Here is an interesting audio discussion about it with pharmacist Ben Fuchs on a local radio station. <https://omny.fm/shows/feedback/guest-pharmacist-ben-fuchs-the-meg-ellefson-show-0> starting at the 5:30 mark.

There has been a large and growing body of studies that indicate numerous harmful effects of ingesting water-borne fluoride chemicals. Here are some links to **just a few** additional articles and studies.

https://www.hsph.harvard.edu/magazine/magazine_article/fluoridated-drinking-water/

<https://pubmed.ncbi.nlm.nih.gov/37120936/>

<https://www.cnn.com/2024/09/25/health/epa-fluoride-drinking-water/index.html>

<https://www.foodandwaterwatch.org/2024/09/26/fluoride-drinking-water-lawsuit-victory/#:~:text=In%20response%20to%20our%20lawsuit,act%20to%20strengthen%20these%20regulations>

<https://greenmedinfo.com/toxic-ingredient/fluoride>

Additionally, fluoridated water allows this substance to absorb through the pores of the skin during showers, etc., increasing the dose and is said to prematurely age the skin.

Given the lawsuits and revelations of bad information, mandates, and other direction put forth by media and government during a pandemic situation, it seem irresponsible to maintain a "we've always done it this way" mentality with the fluoride issue.

Whether or not to fluoridate drinking water is a local issue decided by the municipality. Fluoride chemicals are currently being injected into the Village's water supply, and stopping the injection is a simple matter of turning off the equipment. Residents should not have to buy expensive filters for their home to remove this toxic substance from their water, after paying for a water treatment plant that was supposed to provide safe water to begin with.

This agenda item is intended to get ahead of this issue now, by recommending that the Board move to eliminate the practice of injection of fluoride into Kronenwetter drinking water; the sooner the better.

This item was reviewed and discussed at the July 7 CLIPP meeting. The motion by the committee to the Board was to recommend discontinuation of adding fluoride chemicals to the village water supply.

The motion was approved by a vote of 5-0.

PROPOSAL: Review various sources of current information. Exercise caution regarding this potential health hazard. Stop or remove the equipment that currently meters a flow of these chemicals into Kronenwetter's drinking water.

Section 6, Item H.

RECOMMENDED ACTION: As the Village Board decides - Either move to stop injecting this toxic substance into the water supply,
or Move to allow continued injection of fluoride into the water supply.

FINANCIAL

Financial Consideration/Action: No cost to the village. This will create a savings to the village by eliminating the cost of buying this chemical.

FUNDING SOURCE: N/A

Account Number/Title:	#
Current Adopted Budget:	\$
Spent to Date:	\$
Remaining Budget:	\$
Requested Amount:	\$
Remainder of Budgeted Amount, if approved:	

ATTACHMENTS:



REPORT TO Village Board

ITEM NAME:	2026 Dog License Fee Increase
MEETING DATE:	September 16, 2025
PRESENTING COMMITTEE:	APC
COMMITTEE CONTACT:	Dave Baker
STAFF CONTACT:	Sarah Fisher/John Jacobs
PREPARED BY:	Sarah Fisher

ISSUE: Marathon County to increase amount due to county from municipalities due to operating deficit

OBJECTIVES: To keep up with the fee change to make sure that the Village does not begin to operate at a deficit for dog licensing

ISSUE BACKGROUND/PREVIOUS ACTIONS: Kronenwetter increased fees in 2025 as well as offered a microchip discount, this was to keep up with surrounding communities as well as help maintain operating costs of the dog parks. The county is raising the amount that each municipality is required to pay the county per dog. As the fees sit if we continue to offer the microchip discount, we will be operating at a deficit additionally if we do not raise fees the municipality will not be keeping any of the collected fees.

PROPOSAL: Increase the fees for unaltered and neutered/spayed dogs.

ADVANTAGES: The increase will keep us out of deficit and would allow us to still offer a microchip discount

DISADVANTAGES:

ITEMIZE ALL ANTICIPATED COSTS (Direct or Indirect, Start-Up/One-Time, Capital, Ongoing & Annual, Debt Service, etc.)

RECOMMENDED ACTION: increase licensing fees

OTHER OPTIONS CONSIDERED:

TIMING REQUIREMENTS/CONSTRAINTS: This needs to be addressed and decided on during the budget season so fees can be adjusted for tax collection time.

ATTACHMENTS (describe briefly): current fees, Marathon Couty Dog license report form (due to count)

MARATHON COUNTY DOG LICENSE REPORT FOR

Section 7, Item K.

MUNICIPALITY: _____

TREASURER: _____

This form **Must** be filled out when you make
Each settlement for your dogs!

_____ No. of Males x\$20.00= _____

_____ No. of Females x\$20.00= _____

_____ No. of Neutered Males x\$12.00= _____

_____ No. of Spayed Females x\$12.00= _____

_____ No. of Puppies x\$12.00= _____

_____ No. of Spayed/Neutered Puppies x\$ 6.00= _____

_____ No. of Multiple Dog License x\$80.00= _____

_____ Extra Multiple Dog Tags x\$12.00= _____

(.50¢ is not retained for extra tags)

.....

TOTAL COLLECTED: _____

_____ TOTAL TAGS x\$.50= _____

FEE**IN
PERSON/MAIL***Section 7, ItemK.***ONLINE**Unaltered Adult Dog
(6 months and older)

\$20.00

\$22.50

Neutered/Spayed Adult Dog
(6 months and older)

\$15.00

\$17.50

Service Dog
(must register in-person)

\$0

N/A

Replacement Tag

\$5.00

Micro-chip Discount

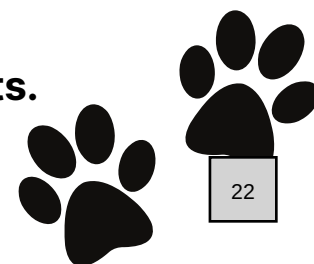
\$5.00

21

Register your dog in the Village of Kronenwetter

FEE	IN PERSON/MAIL	ONLINE
Unaltered Adult Dog (6 months and older)	\$20.00 \$30.00	\$22.50 \$32.50
Neutered/Spayed Adult Dog (6 months and older)	\$15.00 \$25.00	\$17.50 \$27.50
Service Dog (must register in-person)	\$0	N/A
Replacement Tag	\$5.00	
NEW Micro-chip Discount	\$5.00	

- A \$10.00 late fee is added for licenses issued after March 31 of the license year. The late fee does not apply to new residents or new pets.



**EMPLOYEE TRUSTEES**CHARL
TREV
JOSEPH
TOM ER

Section 7, ItemL.

EMPLOYER TRUSTEESGARY F. CALDWELL
CHRISTOPHER J. LANGAN
ROBERT WHITAKER
MARK F. ANGERAME**EXECUTIVE DIRECTOR**

THOMAS C. NYHAN

September 17, 2025

Mr. Tom Strickland
Secretary Treasurer
Local Union 662
1545 Main Street
Green Bay, WI 54302Jennifer Poyer
Village Clerk
1582 Kronenwetter Drive
Kronenwetter WI 54455RE: **VILLAGE of Kronenwetter**
ACCOUNT NO.: 7941000-0100-00662-A/C/D/E

Dear Tom and Jennifer:

Our records indicate that the most recent collective bargaining agreement between the Village of Kronenwetter and Teamsters Local 662 provides health and welfare benefits under **Plan NN** (excluding retiree coverage) for both the bargaining unit and non-bargaining unit groups. Here is the contribution rate for the next year:

PLAN NN	
Without Retiree Health Coverage (per employee, per week)	
<u>Effective Date</u>	<u>Composite</u>
Current rate	\$451.40
12-29-2025	\$451.40

Also, please be advised that the waiting periods for new hires must be in accordance with the Question and Answer #1 of Special Bulletin 2013-1 (attached). Collective Bargaining Agreements ratified on or after July 1, 2013 will not be accepted unless the waiting period under the terms of the agreement is no more than thirty (30) calendar days unless the Board of Trustees explicitly consents in writing to a longer period.

In addition, please sign and return the Participation Agreements for both the Bargaining Unit and Non-Bargaining Unit via email to me or by mail to:

**Central States Health and Welfare Fund
8647 West Higgins Road
Chicago, IL 60631
Attn: Contract Department**

If you have any questions, please feel free to contact me.

Thank you,

Rob Santangelo
Marketing and Field Service Representative



TeamCare – Central States Health Fund 8647
W. Higgins Road, Chicago, IL 60631 Office:
(847) 939-2122 Cell:(224) 567-2534

cc: Michael Michelini, Division Manager, Field Service Group
Karl Lewis, Division Manager, Contracts Department
Heather Schissel, Teamleader, Contracts Department

**WISCONSIN MUNICIPALITIES
PARTICIPATION AGREEMENT**

**BARGAINING UNIT EMPLOYEES
VILLAGE OF KRONENWETTER**

ACCOUNT NUMBER: 7941000-0100-00662A – (DPW)

THIS AGREEMENT between the Employer and the Central States, Southeast and Southwest Areas Health and Welfare Fund ("Health and Welfare Fund") sets forth the terms under which the Employer will participate in the Health and Welfare Fund on behalf of Employees covered by its collective bargaining agreement with a Local Union affiliated with the International Brotherhood of Teamsters (the "Union") covering the following job classification(s):

and any other job classification covered by the collective bargaining agreement.

1. The Employer agrees to be bound by the Trust Agreement of the Health and Welfare Fund and all amendments subsequently adopted as well as all rules and regulations presently in effect or subsequently adopted by the Trustees of the Health and Welfare Fund and accepts the respective Employer and Employee Trustees and their successors.

2. The Employer shall contribute to the Health and Welfare Fund for each Employee at the following weekly rates:

Effective Date: <u>12/29/2025 (2026)</u>	Rate: <u>\$ 451.40</u>
Effective Date: _____	Rate: <u>\$</u>
Effective Date: _____	Rate: <u>\$</u>

*Rate to Maintain, Not-to-exceed.

3. The contribution rate beginning twelve months after the last Effective Date set forth in paragraphs 2 shall be the rate determined by the Trustees to maintain the existing benefit plan and such rate changes shall be incorporated into this Agreement.

4. This Agreement and the Employer's obligation to pay contributions shall continue in effect until three years after the initial "Effective Date" set forth in paragraph 2 and will continue thereafter for three year terms absent a written notice of termination served by certified mail (return receipt requested) that is mailed at least 60 days before the initial termination date or extended termination date. Any notice directed to the Health and Welfare Fund shall be sent to the above address and shall be directed to the Contracts Department. Any notice to the Employer shall be sent to the address set forth below or the address to which monthly contribution bills are sent. Notwithstanding the foregoing, this Participation Agreement shall terminate a) on the date selected by the Trustees in the event they decide to terminate participation under Article IV, Section 20 of the Trust Agreement because they determine that this Agreement is unlawful and/or inconsistent with any rule or requirement for participation by Employers in the Fund and/or that the Employer is engaged in one or more practices or arrangements that threaten to cause economic harm to, and/or impairment of the actuarial soundness of the Fund, or b) the date of

the certification of the result of an election that terminates the Union's status as representative of the Employees, or c) the date the Union's representative status terminates through a valid disclaimer of interest. In the event an election certification or disclaimer of interest referred to in b) or c) relates to only part of the bargaining unit, this Agreement shall remain in effect with respect to the remainder of the bargaining unit.

5. For purposes of this Agreement, the term "Employee" shall mean any full-time or part-time employee performing work in a classification covered by a collective bargaining agreement between the Employer and the Union or represented by the Union. Temporary and casual (i.e. short term employees who work for uncertain or irregular duration) are excluded. Employee shall not include any person employed in a managerial or supervisory capacity or any person employed for the principal purpose of obtaining benefits from the Health and Welfare Fund.

6. The Employer agrees to remit contributions on behalf of each Employee for any period he/she receives, or is entitled to receive, compensation (regardless of whether the employment relationship is terminated), including show up time pay, overtime pay, holiday pay, disability or illness pay, layoff/severance pay, vacation pay or the payment of wages which are the result of any Labor Relations Board proceeding, grievance/arbitration proceeding or other legal proceeding or settlement.

7. On or before the 15th day of each month, the Employer must report to the Health and Welfare Fund any change in the Employee workforce (including, but not limited to new hires, layoffs or terminations) which occurred during the prior month and must pay all contributions owed for the prior month. In the event of a delinquency, a) the Employer shall be obligated to pay interest on the monies due to the Health and Welfare Fund from the date when payment was due to the date when the payment is made, together with all expenses of collection incurred by the Health and Welfare Fund, including, but not limited to, attorneys' fees and costs and b) at the option of the Trustees or their delegated representative, the payment of contributions that accrue after the Employer has become delinquent shall be accelerated so that the contributions owed for each calendar week (Sunday through Saturday) shall be due on the following Monday. If the Employer fails to report changes in the covered workforce on time, the Employer must pay the contributions billed by the Health and Welfare Fund regardless of actual terminations, leaves of absence, layoffs or other changes in the workforce. The Trustees reserve the right to terminate the participation of any Employer that fails to timely pay required contributions.

8. The Employer shall provide the Trustees with access to its payroll records and other pertinent records when requested by the Health and Welfare Fund. If litigation is required to either obtain access to the Employer's records or to collect additional billings that result from the review of the records, all costs incurred by the Health and Welfare Fund in conducting the review shall be paid by the Employer and the Employer shall pay any attorneys' fees and costs incurred by the Health and Welfare Fund.

9. The Employer acknowledges that it is aware of the Health and Welfare Fund's adverse selection rule and agrees that while this Agreement remains in effect, it will not enter into any agreement or engage in any practice that violates the adverse selection rule.

10. This Agreement shall in all respects be construed according to the laws of the United States. In all actions taken by the Trustees to enforce the terms of this Agreement, including actions to collect delinquent contributions or to conduct audits, the Illinois ten year written contract statute of limitations shall apply. The Employer agrees that the statute of limitations shall not begin to accrue with respect to any unpaid contributions until such time as the Health and Welfare Fund receive actual written notice of the existence of the Employer's liability.

IN WITNESS WHEREOF, said Employer and the Health and Welfare Fund have caused this Instrument to be executed by their duly authorized representatives, the day and year first above written.

Employer Name

Central States Southeast and Southwest
Areas Pension Fund and Central States
Southeast and Southwest and Southwest
Areas Health and Welfare Fund.

Representative Signature

Printed Name and Title

Thomas B. Baxa
Director – Employer Services

Date

Complete Address of Employer

Date

() ()

Telephone Number Fax Number

**WISCONSIN MUNICIPALITIES
PARTICIPATION AGREEMENT**

**BARGAINING UNIT EMPLOYEES
VILLAGE OF KRONENWETTER**

ACCOUNT NUMBER: 7941000-0100-00662C – (Clerk)

THIS AGREEMENT between the Employer and the Central States, Southeast and Southwest Areas Health and Welfare Fund ("Health and Welfare Fund") sets forth the terms under which the Employer will participate in the Health and Welfare Fund on behalf of Employees covered by its collective bargaining agreement with a Local Union affiliated with the International Brotherhood of Teamsters (the "Union") covering the following job classification(s):

and any other job classification covered by the collective bargaining agreement.

1. The Employer agrees to be bound by the Trust Agreement of the Health and Welfare Fund and all amendments subsequently adopted as well as all rules and regulations presently in effect or subsequently adopted by the Trustees of the Health and Welfare Fund and accepts the respective Employer and Employee Trustees and their successors.

2. The Employer shall contribute to the Health and Welfare Fund for each Employee at the following weekly rates:

Effective Date: <u>12/29/2025 (2026)</u>	Rate: <u>\$ 451.40</u>
Effective Date: _____	Rate: <u>\$</u>
Effective Date: _____	Rate: <u>\$</u>

3. The contribution rate beginning twelve months after the last Effective Date set forth in paragraphs 2 shall be the rate determined by the Trustees to maintain the existing benefit plan and such rate changes shall be incorporated into this Agreement.

4. This Agreement and the Employer's obligation to pay contributions shall continue in effect until three years after the initial "Effective Date" set forth in paragraph 2 and will continue thereafter for three year terms absent a written notice of termination served by certified mail (return receipt requested) that is mailed at least 60 days before the initial termination date or extended termination date. Any notice directed to the Health and Welfare Fund shall be sent to the above address and shall be directed to the Contracts Department. Any notice to the Employer shall be sent to the address set forth below or the address to which monthly contribution bills are sent. Notwithstanding the foregoing, this Participation Agreement shall terminate a) on the date selected by the Trustees in the event they decide to terminate participation under Article IV, Section 20 of the Trust Agreement because they determine that this Agreement is unlawful and/or inconsistent with any rule or requirement for participation by Employers in the Fund and/or that the Employer is engaged in one or more practices or arrangements that threaten to cause economic harm to, and/or impairment of the actuarial soundness of the Fund, or b) the date of

the certification of the result of an election that terminates the Union's status as representative of the Employees, or c) the date the Union's representative status terminates through a valid disclaimer of interest. In the event an election certification or disclaimer of interest referred to in b) or c) relates to only part of the bargaining unit, this Agreement shall remain in effect with respect to the remainder of the bargaining unit.

5. For purposes of this Agreement, the term "Employee" shall mean any full-time or part-time employee performing work in a classification covered by a collective bargaining agreement between the Employer and the Union or represented by the Union. Temporary and casual (i.e. short term employees who work for uncertain or irregular duration) are excluded. Employee shall not include any person employed in a managerial or supervisory capacity or any person employed for the principal purpose of obtaining benefits from the Health and Welfare Fund.

6. The Employer agrees to remit contributions on behalf of each Employee for any period he/she receives, or is entitled to receive, compensation (regardless of whether the employment relationship is terminated), including show up time pay, overtime pay, holiday pay, disability or illness pay, layoff/severance pay, vacation pay or the payment of wages which are the result of any Labor Relations Board proceeding, grievance/arbitration proceeding or other legal proceeding or settlement.

7. On or before the 15th day of each month, the Employer must report to the Health and Welfare Fund any change in the Employee workforce (including, but not limited to new hires, layoffs or terminations) which occurred during the prior month and must pay all contributions owed for the prior month. In the event of a delinquency, a) the Employer shall be obligated to pay interest on the monies due to the Health and Welfare Fund from the date when payment was due to the date when the payment is made, together with all expenses of collection incurred by the Health and Welfare Fund, including, but not limited to, attorneys' fees and costs and b) at the option of the Trustees or their delegated representative, the payment of contributions that accrue after the Employer has become delinquent shall be accelerated so that the contributions owed for each calendar week (Sunday through Saturday) shall be due on the following Monday. If the Employer fails to report changes in the covered workforce on time, the Employer must pay the contributions billed by the Health and Welfare Fund regardless of actual terminations, leaves of absence, layoffs or other changes in the workforce. The Trustees reserve the right to terminate the participation of any Employer that fails to timely pay required contributions.

8. The Employer shall provide the Trustees with access to its payroll records and other pertinent records when requested by the Health and Welfare Fund. If litigation is required to either obtain access to the Employer's records or to collect additional billings that result from the review of the records, all costs incurred by the Health and Welfare Fund in conducting the review shall be paid by the Employer and the Employer shall pay any attorneys' fees and costs incurred by the Health and Welfare Fund.

9. The Employer acknowledges that it is aware of the Health and Welfare Fund's adverse selection rule and agrees that while this Agreement remains in effect, it will not enter into any agreement or engage in any practice that violates the adverse selection rule.

10. This Agreement shall in all respects be construed according to the laws of the United States. In all actions taken by the Trustees to enforce the terms of this Agreement, including actions to collect delinquent contributions or to conduct audits, the Illinois ten year written contract statute of limitations shall apply. The Employer agrees that the statute of limitations shall not begin to accrue with respect to any unpaid contributions until such time as the Health and Welfare Fund receive actual written notice of the existence of the Employer's liability.

IN WITNESS WHEREOF, said Employer and the Health and Welfare Fund have caused this Instrument to be executed by their duly authorized representatives, the day and year first above written.

Employer Name

Central States Southeast and Southwest
Areas Pension Fund and Central States
Southeast and Southwest and Southwest
Areas Health and Welfare Fund.

Representative Signature

Printed Name and Title

Thomas B. Baxa
Director – Employer Services

Date

Complete Address of Employer

Date

() ()

Telephone Number Fax Number

WISCONSIN MUNICIPALITIES PARTICIPATION AGREEMENT

**NON-BARGAINING UNIT EMPLOYEES
VILLAGE OF KRONENWETTER
ACCOUNT NUMBER: 7941000-0100-00662D**

1. The Employer is currently bound by a collective bargaining agreement(s) with a local union(s) that is affiliated with the International Brotherhood of Teamsters (the "Union"). In addition, the Employer has entered into a Participation Agreement with the Central States, Southeast and Southwest Areas Health and Welfare Fund (the "Health and Welfare Fund") that requires it to contribute to the Health and Welfare Fund on behalf of employees covered by the collective bargaining agreement (the "Bargaining Unit Participation Agreement"). The Employer also desires to participate in the Health and Welfare Fund with respect to its employees who are not covered by the collective bargaining agreement ("Non-Unit Employee") and this Agreement sets forth the terms under which the Employer will participate in the Health and Welfare Fund with respect to such Non-Unit Employees.

2. The Employer agrees to be bound by the terms of the Health and Welfare Fund trust agreement and all policies, rules and regulations that have been adopted or that are adopted in the future by the Trustees pursuant to the trust agreement.

3. For the duration of this Agreement, the Employer shall contribute to the Health and Welfare Fund on behalf of each Non-Unit Employee for each week during which the Non-Unit Employee works or is entitled to receive compensation (including, but not limited to paid vacations, holidays, paid leave, back pay awards) at the same rate the Employer is required to contribute under the Bargaining Unit Participation Agreement on its employees covered by the collective bargaining agreement between the Union and Employer. At the present time the agreed weekly rates and the term of this Agreement are as follows:

<u>Effective Date</u>	<u>Rate</u>
12/29/2025 (2026)	\$ 451.40

4. The contribution rates beginning twelve months after the last Effective Date set forth in paragraph 3 shall be the rates determined by the Trustees to maintain the existing Health and Welfare Fund Benefit Plan and such rate changes shall be incorporated into this Agreement.

5. The Employer will pay the contributions owed for each month on or before the 15th day after the end of the month. If the Employer fails to pay its contributions on time, it shall pay interest at the rate set forth in the Health and Welfare Fund trust agreement.

6. The Employer shall report changes in its Non-Unit Employee workforce (for example, new hires, layoffs, terminations) that occur during any month on or before the 15th day after the end of the month during which the change occurred. If the Employer fails to

timely report in writing the changes in the employment status of the Non-Unit Employees included in the Health and Welfare Fund's monthly bill, it shall be liable for the amount billed regardless of actual changes in the employment relationship. The Illinois ten-year written contract statute of limitations, which shall apply to any claim for unpaid contributions, shall not accrue with respect to contributions owed by the Employer on any Non-Unit Employee until the Health and Welfare Fund receives written notice of the liability.

7. For purposes of this Participation Agreement, the term "Eligible Non-Unit Employee" shall mean the following:

a. The term "Eligible Non-Unit Employee" means each and every individual employed by the Employer on a full-time basis who is not covered by a collective bargaining agreement between the Employer and the Union. An employee is employed on a full-time basis if the employee is reasonably expected to receive 30 or more hours of compensation per week. A newly hired full-time employee who is not covered by a collective bargaining agreement will become an Eligible Non-Unit Employee on whose behalf contributions are due beginning on the employee's 1st day on the Employer's payroll.

b. Any variable hour (e.g. part-time, temporary, casual) or seasonal employee who is not covered by a collective bargaining agreement and who is not a full-time employee because the employee is not reasonably expected to receive 30 or more hours of compensation per week shall not be an Eligible Non-Unit Employee and contributions shall not be due on the employee's behalf except as provided in this paragraph. The Employer agrees to use the look-back measurement method described at 26 CFR §54.4980H-3(d) for determining full-time status under the Affordable Care Act. The Employer agrees that any employee who was not reasonably expected to be a full-time employee will become an Eligible Non-Unit Employee (so contributions will be due on his/her behalf) if the employee averages 30 or more hours of compensation per week during an initial measurement period or standard measurement period for the subsequent stability period and for eight weeks immediately before the beginning of the stability period (the eight weeks of contribution requirement will be reduced by the number of weeks of contributions the Employer has paid on the employee during the 52-week period ending on the last day of a standard measurement period, if any). For a newly hired employee who is not reasonably expected to receive 30 or more hours of compensation at the time of hire, the initial measurement period shall be the 12-month period from the first day compensated and the initial stability period shall be the subsequent 12-month period. The standard measurement period shall be from January 1 through December 31 followed by a standard stability period from January 1 through December 31. The Employer shall be required to contribute for each week of the stability period (regardless of whether the employee receives compensation for the week); the only exception is that contributions will not be due if the employment relationship is terminated during an initial stability period or a standard stability period, in which case the Employer shall not be required to contribute for the weeks after the last week for which the employee received compensation (unless the employee is rehired within 13 weeks, in that instance contributions will be due for the remainder of the stability period). The initial measurement period calculation shall apply to any employee hired after January 1, 2023 and the standard measurement period

calculation shall begin with calendar year 2023 (so hours from January 1, 2023 will be considered to determine eligibility after January 1, 2023).

c. It is understood that an employee's expected number of hours can change during the employment relationship. If it happens that the status of a full-time employee changes due to a permanent reduction in the number of hours of compensation below 30 hours, the Employer's contribution obligation with respect to the employee will thereafter be covered by paragraph 7(b) of this Agreement. If it happens that the status of an employee who is not a full-time employee changes due to a permanent increase in the number of hours of compensation to 30 or more hours per week, the employee will become an Eligible Non-Unit Employee and contributions will be due on the employee immediately, including the 8 weeks prior to the transfer so the employee is immediately eligible for coverage.

d. Contributions due under this Non-Unit Participation Agreement will be paid at the same contribution rates for all employees.

e. Any Eligible Non-Unit Employee who is eligible to have contributions paid on his/her behalf under this Non-Unit Participation Agreement may not waive coverage.

f. The common law master-servant test shall be utilized to determine whether an employment relationship exists. The term Eligible Non-Unit Employee shall not include: i) independent contractors, ii) any person covered by a collective bargaining agreement between the Employer and a union not affiliated with the International Brotherhood of Teamsters that requires the Employer to contribute to some other health and welfare fund, or iii) any person employed for the principal purpose of obtaining or continuing coverage under the Health and Welfare Fund.

8. This Participation Agreement and the Employer's obligation to remit contributions on Eligible Non-Unit Employees shall continue in effect until the earlier of: a) 30 days after service of a written notice served by either the Health and Welfare Fund or the Employer of their intent to terminate this Participation Agreement, or b) the date of the termination of the Employer's contractual and statutory duty to contribute to the Health and Welfare Fund on behalf of employees represented by the Union. A written notice of intent to terminate can be served by personal delivery, facsimile or certified mail (return receipt requested) and, if service is by mail, service will be deemed accomplished on the date of mailing.

9. Notwithstanding any provision of this Participation Agreement to the contrary, contributions shall be owed by the Employer for any week for which the Health and Welfare Fund must provide coverage to an employee who is not covered by any of the collective bargaining agreements (or the employee's dependent) under any provision of law (including, without limitation, the Patient Protection and Affordable Care Act). Such contributions shall be due and owing to the Health and Welfare Fund at the same time and at the same rate set forth in this Participation Agreement for the Employer contributions.

IN WITNESS WHEREOF, said Employer and the Health and Welfare Fund have caused this Instrument to be executed by their duly authorized representatives, the day and year first above written.

VILLAGE OF KRONENWETTER
Employer Name

Central States Southeast and Southwest
Areas Health and Welfare Fund.

Representative Signature

Thomas B. Baxa
Director – Employer Services

Printed Name and Title

Date

Date

Complete Address of Employer

Telephone Number Fax Number

**WISCONSIN MUNICIPALITIES
PARTICIPATION AGREEMENT**

**BARGAINING UNIT EMPLOYEES
VILLAGE OF KRONENWETTER**

ACCOUNT NUMBER: 7941000-0100-00662E – Water/Sewer Dept.)

THIS AGREEMENT between the Employer and the Central States, Southeast and Southwest Areas Health and Welfare Fund ("Health and Welfare Fund") sets forth the terms under which the Employer will participate in the Health and Welfare Fund on behalf of Employees covered by its collective bargaining agreement with a Local Union affiliated with the International Brotherhood of Teamsters (the "Union") covering the following job classification(s):

and any other job classification covered by the collective bargaining agreement.

1. The Employer agrees to be bound by the Trust Agreement of the Health and Welfare Fund and all amendments subsequently adopted as well as all rules and regulations presently in effect or subsequently adopted by the Trustees of the Health and Welfare Fund and accepts the respective Employer and Employee Trustees and their successors.

2. The Employer shall contribute to the Health and Welfare Fund for each Employee at the following weekly rates:

Effective Date: <u>12/29/2025 (2026)</u>	Rate: <u>\$ 451.40</u>
Effective Date: _____	Rate: <u>\$</u>
Effective Date: _____	Rate: <u>\$</u>

3. The contribution rate beginning twelve months after the last Effective Date set forth in paragraphs 2 shall be the rate determined by the Trustees to maintain the existing benefit plan and such rate changes shall be incorporated into this Agreement.

4. This Agreement and the Employer's obligation to pay contributions shall continue in effect until three years after the initial "Effective Date" set forth in paragraph 2 and will continue thereafter for three year terms absent a written notice of termination served by certified mail (return receipt requested) that is mailed at least 60 days before the initial termination date or extended termination date. Any notice directed to the Health and Welfare Fund shall be sent to the above address and shall be directed to the Contracts Department. Any notice to the Employer shall be sent to the address set forth below or the address to which monthly contribution bills are sent. Notwithstanding the foregoing, this Participation Agreement shall terminate a) on the date selected by the Trustees in the event they decide to terminate participation under Article IV, Section 20 of the Trust Agreement because they determine that this Agreement is unlawful and/or inconsistent with any rule or requirement for participation by Employers in the Fund and/or that the Employer is engaged in one or more practices or arrangements that threaten to cause economic harm to, and/or impairment of the actuarial soundness of the Fund, or b) the date of

the certification of the result of an election that terminates the Union's status as representative of the Employees, or c) the date the Union's representative status terminates through a valid disclaimer of interest. In the event an election certification or disclaimer of interest referred to in b) or c) relates to only part of the bargaining unit, this Agreement shall remain in effect with respect to the remainder of the bargaining unit.

5. For purposes of this Agreement, the term "Employee" shall mean any full-time or part-time employee performing work in a classification covered by a collective bargaining agreement between the Employer and the Union or represented by the Union. Temporary and casual (i.e. short term employees who work for uncertain or irregular duration) are excluded. Employee shall not include any person employed in a managerial or supervisory capacity or any person employed for the principal purpose of obtaining benefits from the Health and Welfare Fund.

6. The Employer agrees to remit contributions on behalf of each Employee for any period he/she receives, or is entitled to receive, compensation (regardless of whether the employment relationship is terminated), including show up time pay, overtime pay, holiday pay, disability or illness pay, layoff/severance pay, vacation pay or the payment of wages which are the result of any Labor Relations Board proceeding, grievance/arbitration proceeding or other legal proceeding or settlement.

7. On or before the 15th day of each month, the Employer must report to the Health and Welfare Fund any change in the Employee workforce (including, but not limited to new hires, layoffs or terminations) which occurred during the prior month and must pay all contributions owed for the prior month. In the event of a delinquency, a) the Employer shall be obligated to pay interest on the monies due to the Health and Welfare Fund from the date when payment was due to the date when the payment is made, together with all expenses of collection incurred by the Health and Welfare Fund, including, but not limited to, attorneys' fees and costs and b) at the option of the Trustees or their delegated representative, the payment of contributions that accrue after the Employer has become delinquent shall be accelerated so that the contributions owed for each calendar week (Sunday through Saturday) shall be due on the following Monday. If the Employer fails to report changes in the covered workforce on time, the Employer must pay the contributions billed by the Health and Welfare Fund regardless of actual terminations, leaves of absence, layoffs or other changes in the workforce. The Trustees reserve the right to terminate the participation of any Employer that fails to timely pay required contributions.

8. The Employer shall provide the Trustees with access to its payroll records and other pertinent records when requested by the Health and Welfare Fund. If litigation is required to either obtain access to the Employer's records or to collect additional billings that result from the review of the records, all costs incurred by the Health and Welfare Fund in conducting the review shall be paid by the Employer and the Employer shall pay any attorneys' fees and costs incurred by the Health and Welfare Fund.

9. The Employer acknowledges that it is aware of the Health and Welfare Fund's adverse selection rule and agrees that while this Agreement remains in effect, it will not enter into any agreement or engage in any practice that violates the adverse selection rule.

10. This Agreement shall in all respects be construed according to the laws of the United States. In all actions taken by the Trustees to enforce the terms of this Agreement, including actions to collect delinquent contributions or to conduct audits, the Illinois ten year written contract statute of limitations shall apply. The Employer agrees that the statute of limitations shall not begin to accrue with respect to any unpaid contributions until such time as the Health and Welfare Fund receive actual written notice of the existence of the Employer's liability.

IN WITNESS WHEREOF, said Employer and the Health and Welfare Fund have caused this Instrument to be executed by their duly authorized representatives, the day and year first above written.

Employer Name

Central States Southeast and Southwest
Areas Pension Fund and Central States
Southeast and Southwest and Southwest
Areas Health and Welfare Fund.

Representative Signature

Printed Name and Title

Thomas B. Baxa
Director – Employer Services

Date

Complete Address of Employer

Date

() ()

Telephone Number Fax Number

PLAN BENEFIT LIMIT (ANNUAL)		PLAN DEDUCTIBLE (ANNUAL)	MEDICAL OUT-OF-POCKET EXPENSE LIMIT (ANNUAL)
None		\$250 per Individual \$500 per Family	\$1,000 per Individual \$2,000 per Family
TEAMCARE PPO OFFICE VISIT		OUT-OF-NETWORK PENALTY	
\$20 copayment for in-network office visit; Plan Deductible does not apply.		For non-emergency medical care, your cost is 10% greater than an in-network provider plus all charges above Allowed Amount and the loss of TeamCare Family Protection Benefit.	
MEDICAL PLAN BENEFITS		For further information, including a full Summary Plan Description (SPD), visit our website at MyTeamCare.org .	
TeamCare Wellness A TeamCare Physician must be used.		◆ Wellness benefits are payable at 100% of covered charges. PPO office visit copayment does not apply.	
Teladoc Telemedicine Benefit Teladoc.com/TeamCare 800-TELADOC (835-2362)		◆ Teladoc provides 24/7 access to doctors by phone or video for a variety of services, including general medical conditions, mental health, diabetes management and dermatology at no cost (\$0 copay). Plan Deductible does not apply.	
CVS MinuteClinic CVS.com/MinuteClinic 866-389-ASAP (2727)		◆ MinuteClinic is a walk-in facility within certain CVS and Target stores that provides treatment for general medical conditions, minor injuries and illnesses, health screenings and routine vaccinations at no cost (\$0 copay). Plan Deductible does not apply.	
Hospital Expense Benefit		◆ After Plan Deductible, 90% of covered charges; then 100% after Medical Out-of-Pocket Expense Limit is met.	
Surgical and Maternity Benefit		◆ After Plan Deductible, 90% of covered charges; then 100% after Medical Out-of-Pocket Expense Limit is met.	
Ambulance Service Benefit		◆ After Plan Deductible, 90% of covered charges subject to medical necessity review; then 100% after Medical Out-of-Pocket Expense Limit is met.	
Emergency Room Services		◆ After Plan Deductible, 90%; then 100% after Medical Out-of-Pocket Expense Limit is met.	
Lab Benefit questselect.com 800-646-7788		◆ The TeamCare Lab Benefit is a voluntary program that covers lab testing at 100% provided the Physician submits the requisition through QuestSelect. If a Physician does not submit specimens through QuestSelect, simply visit a QuestSelect collection site. Plan Deductible does not apply. If you do not use the TeamCare Lab Benefit, after Plan Deductible the outpatient lab benefit is 90%; then 100% after Medical Out-of-Pocket Expense Limit is met.	
Advanced Imaging Benefit To schedule a service call 877-674-0674		◆ The TeamCare Imaging Benefit is a voluntary program that covers MRI, CT, and PET scans (excludes x-rays) at 100% provided that the scans are scheduled directly through USIN. Plan Deductible does not apply. If you do not use the TeamCare Imaging Benefit, after Plan Deductible the outpatient imaging benefit (includes x-rays) is paid under Major Medical at 90%; then 100% after Medical Out-of-Pocket Expense Limit is met.	
Outpatient Cancer Treatment Benefit		◆ After Plan Deductible, 90% of covered charges; then 100% after Medical Out-of-Pocket Expense Limit is met for outpatient nuclear therapy, radiation therapy, chemotherapy, x-ray and lab procedures for the treatment of cancer. If treatment is provided in a doctor's office, a \$20 TeamCare office visit copayment is due.	
Hearing Aid Benefit		◆ Your Plan does not have a Hearing Aid Benefit.	
Chiropractic Benefit		◆ After Plan Deductible, 70% of covered charges to a maximum 24 visits per person per calendar year.	
Behavioral Health Benefits – Inpatient		◆ Facility: After Plan Deductible, 90% of covered charges; then 100% after Medical Out-of-Pocket Expense Limit is met. Physician: After Plan Deductible, 90% of covered charges; then 100% after Medical Out-of-Pocket Expense Limit is met.	
Behavioral Health Benefits – Outpatient		◆ \$20 copayment for in-network office visit. Plan Deductible does not apply. Otherwise, after Plan Deductible, 90% of covered charges; then 100% after Medical Out-of-Pocket Expense Limit is met.	
Major Medical Benefit		◆ After Plan Deductible, 90% of covered charges; then 100% after Medical Out-of-Pocket Expense Limit is met.	

PRESCRIPTION BENEFIT

For more information or to find a participating pharmacy, call 888-483-2650 or visit caremark.com

Certain states have laws that may affect your Prescription Benefit. Visit MyTeamCare.org/statelaws for more information.

RETAIL PHARMACY STORE:

25% copayment for short-term prescription fills and non-maintenance medications to a maximum copayment of \$200 per prescription.

Before the third fill of the same prescription at a Retail Pharmacy, long-term maintenance medications must be filled through the Maintenance Choice Network or the CVS/Caremark Mail Service Pharmacy or be subject to a 50% copayment. On both Retail and Mail Order, if a generic equivalent is available, the Member must take the generic or be responsible for the cost difference plus any copayment and the per prescription maximum does not apply. Plan Deductible does not apply. The Medical Out-of-Pocket Expense Limit does not apply.

TeamCare does not cover drugs or medicines on a formulary exclusion list compiled by CVS/Caremark. The formulary exclusion list is available at MyTeamCare.org or by contacting CVS/Caremark.

MAINTENANCE CHOICE / MAIL SERVICE PHARMACY:

20% copayment to a maximum copayment of \$200 per prescription for a 90-day supply of medication. Under Maintenance Choice, Member can receive a 90-day supply of medication at a local CVS pharmacy store.

DENTAL BENEFITS

You may use any dental provider for services without an out-of-network penalty. However, TeamCare does offer a voluntary dental network through TeamCareDental.

The Dental Plan Benefit maximums are per person per calendar year.

Annual Dental Maximum	\$2,500 *
Annual Dental Deductible	None
Preventive Services	100%
Diagnostic and Restorative	85%
Crown and Bridge Work	70%
Dentures (Full and Partial)	70%
Orthodontic (Child/Adult Child)	50%
Orthodontic Maximum (Child/Adult Child)	\$2,500 Lifetime Maximum

* Annual Dental Maximum does not apply to children under age 19.

TeamCare offers a voluntary network through Humana Dental that provides negotiated discounts and protection from balance billing – stretching the Annual Dental Maximum further. To find a provider, call 800-592-3112 or visit: humanadentalnetwork.com.

VISION BENEFITS

You can use any vision provider for services. However, TeamCare does offer a voluntary vision network through the TeamCareVision program.

Vision Plan Benefits do not have an out-of-network penalty but there is a maximum reimbursement per service as indicated.

The Vision Plan Benefits are payable once every 12 months.

TeamCareVision is a voluntary vision network offered through EyeMed Vision Care:

Routine Eye Exam	\$10 copayment
Frames	\$0 copayment up to \$150 allowance
Lenses (per pair)	\$0 copayment
Contacts (in lieu of glasses)	\$0 copayment up to \$120 allowance

For a directory of EyeMed providers in the **Select** network, call 866-723-0514 or visit eyemed.com.

For non-EyeMed providers, the maximum reimbursement for Vision Plan Benefits is:

Routine Eye Exam	\$50.00 *
Frames	\$75.00
Lenses (per pair)	\$50.00
Bi-Focal Lenses (per pair)	\$50.00
Tri-Focal Lenses (per pair)	\$50.00
Lenticular Lenses (per pair)	\$60.00
Contacts (in lieu of glasses)	\$80.00

Plan Deductible does not apply.

* Routine Eye Exam charges from non-EyeMed providers for Covered Dependents under age 19 will be subject to Reasonable and Customary allowances and paid at 90%.

SHORT-TERM DISABILITY BENEFITS (Member Only)

Benefit provides \$300 per week for the first 10 weeks and \$350 per week for the next 16 weeks (maximum of 26 weeks); and includes continued coverage while on Short-Term Disability.

LIFE INSURANCE BENEFITS

Member Death	\$25,000
Accidental Death	\$25,000
Spouse Death *	\$3,000
Child/Adult Child Death *	\$1,500
Total Permanent Disability (Waiver of Premium)	\$16,000

* Dependent Life Insurance Benefits are only payable on Covered Dependents.

FAMILY PROTECTION BENEFIT

In the event of a Member's death, the TeamCare Family Protection Benefit provides a maximum of five years of free TeamCare PPO coverage for the Covered Spouse and Dependents provided that during the two-year period prior to death, TeamCare providers were used exclusively for all non-emergency care. Please refer to the TeamCare Summary Plan Description for further information.

MyTeamCare.org or 800-TEAMCARE

For further benefit information, visit our website at MyTeamCare.org or call CustomerCare at 800-TEAMCARE (832-6227).

If there is a discrepancy between the Plan Benefit Profile and Plan Document, the Plan Document will be the controlling document in determining the benefit.



REPORT TO VILLAGE BOARD

ITEM NAME:	Quadient Lease for Village Mail Machine
MEETING DATE:	October 13, 2025
PRESENTING COMMITTEE:	
COMMITTEE CONTACT:	David Baker
STAFF CONTACT:	Jennifer Poyer
PREPARED BY:	Jennifer Poyer

ISSUE: The current lease with Office Enterprises – Quadient Leasing for the postage machine and folder/insertor expires December 2025. Staff has been satisfied with the service from Office Enterprises. Wait times for a service technician have been 30-minutes to a few hours. The folder/insertor usually needs maintenance and/or repair once a quarter. The postage machine has needed maintenance a couple of time per year. The Village will be receiving a new postage machine to replace the current machine per the Why Wait Program Agreement. Staff is recommending the 60-month lease renewal with Office Enterprises.

The average market price range has an increase of 6-8% each year. The quote represents a 35% discount based on the current rate.

OBJECTIVES:
ISSUE BACKGROUND/PREVIOUS ACTIONS: APC recommended the lease for Village Board approval during their September 16, 2025 meeting.

PROPOSAL:
ADVANTAGES:
DISADVANTAGES:
ITEMIZE ALL ANTICIPATED COSTS (Direct or Indirect, Start-Up/One-Time, Capital, Ongoing & Annual, Debt Service, etc.)
RECOMMENDED ACTION: Approve the Why Wait Program Agreement and the Quadient Leasing USA Inc. 60-month Purchase Order-Lease for a total of \$17,933.40.

OTHER OPTIONS CONSIDERED:
TIMING REQUIREMENTS/CONSTRAINTS:
FUNDING SOURCE(s) – Must include Account Number/Description/Budgeted Amt CFY/% Used CFY/\$
Remaining CFY
Account Number:
Description:
Budgeted Amount:
Spent to Date:
Percentage Used:
Remaining:

ATTACHMENTS (describe briefly): Purchase Order-Lease, Why Wait Program Agreement

Customer

Organization	Village of Kronenwetter		
DBA			
Address	1582 KRONENWETTER DR		
City State Zip	KRONENWETTER	WI	54455-7268
Phone	(715) 693-4200	Fax	

Purchase Order - Lease

NASPO/ValuePoint Contract #: CTR058809

and / or

State Participating Addendum (PA) #:

505ENT-O22-NASPOMAILEQ-04 (WI)

Vendor

Company Name	Quadient Leasing USA Inc. FEDERAL ID# 94-2984524		
Attention	Government Sales	DUNS# 150836872	
Address	478 Wheelers Farms Rd		
City State Zip	Milford	CT	06461
Phone	(866) 448-0045	Fax	(203) 301-2600

Ship To

Organization	Village of Kronenwetter		
Attention	Jennifer Poyer		
Address	1582 KRONENWETTER DR		
City State Zip	KRONENWETTER	WI	54455-7268
Phone	(715) 693-4200	Email	jpyoyer@kronenwetter.org

P.O. Number	P.O. Date	Requisitioner	Shipped Via	F.O.B. Point	Terms
			Ground	Destination	Quarterly Invoicing

QTY	Unit	Description	Unit Price	Total
60	Months	Lease Payment	\$299.89	\$17,993.40

Lease payment specified above for products listed below includes, as applicable, reduced price equipment maintenance to reflect first year free, meter rental, meter resets, postal rate changes, software license/support/subscription fees, delivery, installation, and operator training.

Products

QTY	Product ID	Description
1	DS40I	DS40i Folder Insertor
1	IXWP5	IX Series 5 lb Weighing Platform
1	DS40ITRIFOLD	DS40i TriFold Kit
1	IX5AF	iX-5 Series Base w/ Autofeeder, Sealer, Catch Tray & Ink Cartridge

1) Order is governed under the terms and conditions of the NASPO/ValuePoint Master Price Agreement Contract Number CTR058809. Enter this order in accordance with the prices, terms, delivery method, and specifications listed above.

2) Payments will be sent to:
Quadient Leasing USA, Inc.
Dept 3682
PO Box 123682
Dallas TX 75312-3682

3) Send all correspondence to:
Quadient Leasing USA, Inc.
478 Wheelers Farms Rd
Milford CT 06461
Phone: 203-301-3400
Fax: 203-301-2600

Authorized by _____ Date _____

Print Name _____ Title _____



Why Wait Program Agreement

The Quadient Leasing Why Wait program entitles you to upgrade your Quadient equipment up to 12 months prior to the end of the term of your Current Lease. Your new lease term will automatically commence and billing will begin after your Current Lease has reached the end of its current term. The transition from your Current Lease to the New Lease will be seamless.

By electing to participate in this program, you agree to the following:

- You agree to continue making payments on lease number N21012229 through the end of its Initial Term or, if applicable, the current Renewal Term.
- The term of the new lease, being signed concurrently with this agreement, ("New Lease") will commence when the Current Lease reaches the end of its Initial Term or, if applicable, the current Renewal Term.
- The Products that are subject to the Current Lease will be replaced with the Products identified in the New Lease for the remainder of the Current Lease's Initial Term or, if applicable, the current Renewal Term.
- If a subscription to the Impress Platform is included on the New Lease, then any associated Usage Fees will be in addition to the payments on the Current Lease and the New Lease.
- The replaced products from the Current Lease must be returned to us within thirty (30) days of the effective date of this agreement.

Company: Village of Kronenwetter

Signature: _____

Name (printed): _____

Title: _____

Date: _____

Company: Quadient Leasing USA Inc.

Signature : _____

Name (printed): _____

Title: _____

Date: _____



Report to Village Board

Agenda Item: 2026 Marathon County Recycling Agreement

Meeting Date: October 13, 2025

Referring Body: APC

Committee Contact:

Staff Contact: Greg Ulman

Report Prepared by: Greg Ulman

AGENDA ITEM: 2026 Marathon County Recycling Agreement

OBJECTIVE(S): To maintain an effective recycling program.

HISTORY/BACKGROUND: Every year the municipalities around the state agree to be a part of a recycling program within their county. By being a part of this program Kronenwetter will be eligible for the yearly DNR recycling grant, which is roughly \$28,000 in state aid per year. There is no cost to be a part of this program.

APC recommended this item be approved by the Village Board.

RECOMMENDED ACTION: Approve to be a part of the 2026 Marathon County Recycling Agreement.

FINANCIAL

Financial Consideration: None

MARATHON COUNTY RESPONSIBLE UNITS OF RECYCLING
COOPERATIVE WASTE REDUCTION, REUSE AND RECYCLING EDUCATION
PROGRAM AGREEMENT

To Satisfy Eligibility for Recycling Consolidation Grant--Calendar Year 2026

This agreement is entered into between the cooperative group of Marathon County Responsible Units of Recycling, listed in Appendix A, and the Marathon County Solid Waste Department for the purpose of implementing efficiencies related to operating an effective recycling program in accordance with ss. 287.11 and 287.24, Wis. Stats., and ch. NR 542, Wis. Admin. Code.

The **City/Village/Town (circle one)** of _____ and the cooperative group of Marathon County Responsible Units of Recycling, along with the Solid Waste Department, agree to jointly undertake the following effective recycling program activities:

- Develop and distribute educational materials relating to waste reduction, reuse, and recycling.
- Carry out a program of technical assistance to businesses and owners and occupants of multifamily dwellings to increase the availability and convenience of recycling (not applicable for those municipalities without businesses and multi-family units).

Description of Effective Recycling Program Component

- What: Waste Reduction, Reuse and Recycling Education and Community Outreach
 - The education and community outreach program is a full-time, continuous program that uses multiple types of media to engage residents, businesses and organizations to increase recycling rates and reduce wastes entering landfills. The program capitalizes on the strengths of the Solid Waste Department waste management experts and the connection that each the local RU has with its constituents, leveraging these assets into a broad-based, consistent message across the diverse range of RUs in Marathon County
 - Additionally, the program will outreach to businesses and multi-family unit owners to outline recycling responsibilities and requirements
- Where: The cooperating group of Marathon County Responsible Units of Recycling

Describe Each Responsible Unit's Responsibilities

Each Responsible Unit will do the following:-

- Meet the statutory terms of a Responsible Unit of Recycling and conduct an Effective Recycling Program
- Apply for the DNR Basic Recycling Grant and the Recycling Consolidation Grant
- Administer the terms of service contracts for collection and transportation of recyclables
- Make all payments to their respective recycling service provider for collection and transportation of recyclables
- Have available to constituents information that directs them to the Solid Waste and Recycling Information Line and Solid Waste Department website
- Enforce the provisions of their respective recycling ordinance
- Administer a Compliance Assurance Plan to ensure residents, businesses and organizations meet conduct recycling as specified in the recycling ordinance

- Keep and use their Basic Grant and RU Consolidation Grant per the grant terms
- The Solid Waste Department will do the following:-
- Administer the department’s waste reduction, reuse and recycling education program
 - Have available to residents, businesses and organizations a toll-free Solid Waste & Recycling Information Line and up-to-date website with a wide variety of resources related to waste reduction, reuse and recycling
 - Conduct community presentations on waste reduction, reuse and recycling
 - Manage a Facebook page that promotes waste reduction, reuse and recycling
 - Promote and advertise Department’s toll-free number/website through a variety of media and the “Central Wisconsin Recycling Collective” and “Recycle Right Wisconsin” messages
 - Assist RUs with strategies on reducing the waste stream and recycling more

Benefits of a Cooperative Education Program

- RUs will be able to free up staff resources from recycling education/outreach to other work by directing inquiries to the fully staffed Solid Waste & Recycling and Information Line and resource-rich Solid Waste Department website
- A consistent message of what to recycle and on waste reduction will increase recycling rates and reduce waste; both aiding local government in saving money on waste disposal and assist the Solid Waste Department in ensuring that banned materials do not enter the landfill
- With the expert resources of the Solid Waste Department any inquiry about waste reduction, reuse or recycling is quickly and effectively handled. Even when smaller municipalities have either limited or part-time recycling staff, a resident has one call or one click access to information, expanding recycling education customer service to all of Marathon County.

Cooperative Agreement Effective Dates

January 1, 2026 through December 31, 2026

Cooperative Agreement Termination

Any RUs that do not comply with their statutory obligations, as determined by the DNR, will not be eligible for participation in the cooperative program.

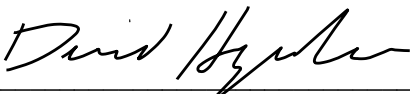
The undersigned parties mutually agree to the terms and conditions of this Cooperative Agreement.

For the Responsible Unit of Recycling:

Signature & title of Authorized Representative

Date

For the Marathon County Solid Waste Department



David Hagenbucher Director-SWD

August 21, 2025
Date



REPORT TO VILLAGE BOARD

ITEM NAME:	Code of Conduct
MEETING DATE:	October 13, 2025
PRESENTING COMMITTEE:	APC
COMMITTEE CONTACT:	Trustee Sorensen
STAFF CONTACT:	Jennifer Poyer
PREPARED BY:	Jennifer Poyer

ISSUE: During the August 25, 2025 Village Board Meeting the following action was taken:
Motion by Charneski/Sorensen to repeal the Code of Conduct Ordinance 115-13 and direct APC to review the complaint procedure and draft a new code of conduct. Motion carried by roll call vote. 5:2.

The Administrative Policy Committee had “Development of Code of Conduct” on their September 23, 2025 agenda. The UNAPPROVED minutes state the action on this item as:
Development of Code of Conduct Motion by Dumais/Sorensen to send the drafted ordinance to Village Board with the stated changes to section 5.1 for review with predigest that the committee does not recommend having a code of conduct. 4:0

OBJECTIVES:

ISSUE BACKGROUND/PREVIOUS ACTIONS:

PROPOSAL:

ADVANTAGES:

DISADVANTAGES:

ITEMIZE ALL ANTICIPATED COSTS (Direct or Indirect, Start-Up/One-Time, Capital, Ongoing & Annual, Debt Service, etc.)

RECOMMENDED ACTION:

OTHER OPTIONS CONSIDERED:

TIMING REQUIREMENTS/CONSTRAINTS:

FUNDING SOURCE(s) – Must include Account Number/Description/Budgeted Amt CFY/% Used CFY/\$

Remaining CFY
Account Number:
Description:
Budgeted Amount:
Spent to Date:
Percentage Used:
Remaining:

ATTACHMENTS (describe briefly): Drafted Code of Conduct

AN ORDINANCE ADOPTING A CODE OF ETHICS FOR VILLAGE OFFICIALS AND EMPLOYEES

WHEREAS,

Wis. Stat. § 19.59 authorizes municipalities to adopt a Code of Ethics governing local elected officials, appointed officials, employees, and candidates; and

WHEREAS,

the Village of Kronenwetter desires to ensure public confidence, transparency, integrity, and compliance with state law and local ordinances;

NOW, THEREFORE, the Village Board of the Village of Kronenwetter, Marathon County, Wisconsin, does ordain as follows:

SECTION 1. Title

This Ordinance shall be known and cited as the “Village of Kronenwetter Code of Ethics.”

SECTION 2. Purpose

The purpose of this Code is to:

1. Promote public confidence in the integrity of Village government;
 2. Ensure compliance with state laws, including Wis. Stat. §§ 19.42–19.59, 946.13, and other applicable statutes;
 3. Establish standards of ethical conduct for Village officials, employees, and candidates;
 4. Provide guidance on conflicts of interest, use of public resources, gifts, political activity, confidentiality, and disclosure.
-

SECTION 3. Applicability

This Code applies to:

- All elected officials (Village President, Trustees),
- Appointed officials and members of boards, commissions, and committees,
- Village employees (full-time, part-time, seasonal), and

- Contractors or vendors while performing duties under Village authority.
-

SECTION 4. Standards of Conduct

- 1. Compliance with Law**
 - All officials and employees shall comply with applicable federal and state law, Village ordinances, and policies.
 - 2. Conflicts of Interest**
 - Officials and employees must avoid conflicts between private interests and public duties.
 - No official or employee may participate in decisions in which they, a family member, or business associate has a substantial financial interest (Wis. Stat. § 946.13).
 - Disclosure of potential conflicts must be made in writing to the Village Clerk and recusal from related decisions is required.
 - 3. Use of Public Resources**
 - Village property, funds, or personnel shall be used solely for official purposes.
 - No official or employee may use public resources for personal gain, political campaigns, or private business activities.
 - 4. Gifts and Gratuities**
 - Officials and employees shall not accept gifts, favors, or services that could reasonably influence official duties.
 - Exceptions as allowed under Wis. Stat. § 19.59(1)(b) are permitted (e.g., gifts of minimal value).
 - 5. Confidentiality**
 - Officials and employees shall maintain confidentiality of information not subject to disclosure under the Wisconsin Public Records Law (Wis. Stat. §§ 19.31–19.39).
 - 6. Political Activity**
 - Employees may engage in political activity in a personal capacity but shall not use Village resources or time to influence elections.
 - 7. Financial Disclosure**
 - Officials shall file financial disclosure statements as required by Wis. Stat. § 19.43, if applicable.
-

SECTION 5. Reporting and Enforcement

- 1. Complaints**
 - Alleged violations may be reported in accordance with current Village policies
- 2. Investigation**
 - Complaints shall be reviewed promptly, fairly, and confidentially.

3. Enforcement

- Violations may result in disciplinary action, removal from office (if legally authorized), referral to the District Attorney, or other remedies consistent with state law.

SECTION 6. Severability

If any section of this ordinance is found invalid, the remainder shall remain in effect.

SECTION 7. Effective Date

This ordinance shall take effect upon passage and publication/posting as provided by law.



REPORT TO VILLAGE BOARD

ITEM NAME:	Complaint Procedure Review
MEETING DATE:	October 10, 2025
PRESENTING COMMITTEE:	Referred by Village Board on 08/25/25
COMMITTEE CONTACT:	Sandi Sorensen
STAFF CONTACT:	Jennifer Poyer
PREPARED BY:	David Baker/Jennifer Poyer

ISSUE: A resident of the Village has filed a complaint against all 7 VOK Board members and against 1 Village employee (a Department Head), requesting that the complaint be entered into the official complaint log which is reviewed by the CLIPP committee.

The Village has adopted a Code of Conduct 115-13 which governs the procedure for handling complaints by residents against elected officials. The Code of Conduct does not include entering the complaints against elected officials in the CLIPP complaint log.

Ordinance 14-21 governing CLIPP includes the language in 14-21G(8) that states that CLIPP duties shall include any matter of resident complaints or concern.

Policy GEN-012 Complaints to the Village also addresses the Complaint Procedure.

The Village’s organizational chart shows that the Department Heads report to the Village Administrator which would indicate that the Village Administrator is responsible for supervision and discipline of Village employees, rather than a Standing Committee.

This item falls under the following APC jurisdiction: (14-20G1) Personnel policies and (14-20G3) Changes to policies of the village as they relate to personnel or financial matters.

OBJECTIVES:

ISSUE BACKGROUND/PREVIOUS ACTIONS:

APC previously voted 5-0 on 8/19/25 to recommend that the Village Board repeal the code of conduct ordinance 115-13 and instruct APC to do a review on all policy and ordinances related to complaint procedures.

The Village Board voted 5:2 on 8/25/25 to repeal the Code Conduct Ordinance 115-13 and direct APC to review the complaint procedure and draft a new code of conduct.

The review of and recommendations for the Village’s complaint procedure is on the 9/16/25 APC agenda. Drafting a new code of conduct will be addressed at a future APC meeting.

On 9/16/2025 the APC took the following action according to the UNAPPROVED meeting minutes:
Motion by Sorensen/Fredel to recommend village board approve the complaint procedure updates as presented.
Motion carried 4:0 by voice vote.

PROPOSAL:

ADVANTAGES:
DISADVANTAGES:

ITEMIZE ALL ANTICIPATED COSTS (Direct or Indirect, Start-Up/One-Time, Capital, Ongoing & Annual, Debt Service, etc.)

RECOMMENDED ACTION: Review our Complaint Procedures and Ordinances and make recommendations to the Village Board. Drafting a new code of conduct will be addressed at a future APC meeting.

OTHER OPTIONS CONSIDERED:
TIMING REQUIREMENTS/CONSTRAINTS:

FUNDING SOURCE(s) – Must include Account Number/Description/Budgeted Amt CFY/% Used CFY/\$
Remaining CFY
Account Number:
Description:
Budgeted Amount:
Spent to Date:
Percentage Used:
Remaining:

ATTACHMENTS (describe briefly): Proposed updated Complaint Procedure, Ordinance 14-21, Policy Gen-012, VOK Organizational Chart Page 1

§ 14-20. Administrative policy committee (APC).

- A. *Composition.* The administrative policy committee shall consist of five members. Two members shall be village trustees. Three members shall be citizen members. Three members of the administrative policy committee shall constitute a quorum.
- B. *Appointment.* The village president appoints members to the administrative policy committee, with consultation and confirmation by the village board.
- C. *Organization.* The administrative policy committee shall select a chairperson and vice chairperson annually as described in §§ 14-10 and 14-11.
- D. *Recordkeeping.* The administrative policy committee shall keep a written record of its proceedings to include all actions taken, a copy of which shall be filed with the village clerk.
- E. *Meetings.* The APC shall meet quarterly or more often as determined by the committee, chairperson, village board, or administrator.
- F. *Duties to be verbally enumerated.* It shall be the responsibility of the village administrator to see to it that the duties in subsection G, below, shall be verbally enumerated and reviewed by the committee through discussion annually at the May committee meeting after the chairperson and the vice chairperson are selected. In the absence of the village administrator, this duty shall fall to the village clerk.
- G. *Duties.* The administrative policy committee is composed of sworn public officials assigned the responsibility of providing recommendations to the village board, and/or recommendations or memos to other committees on issues regarding administration, finances, and human resources for the short-term and long-term good of the village and its citizens. The village board recognizes and respects the fundamental importance of our committee structure and the weight of the citizen-member responsibilities as well as the value of well-considered and researched committee recommendations. Therefore, it is determined that the performance of these itemized duties shall not in any way be obstructed, curtailed, or bypassed by anyone either directly or by omission, except as deemed necessary by a majority vote of the village board. This committee's duties shall be liberally construed to include review, research, and recommendations regarding the following:
 - (1) Personnel policies;
 - (2) Staffing levels and changes to position descriptions and wage scales;
 - (3) Changes to policies of the village as they relate to personnel or financial matters;
 - (4) Proposed annual budgets for presentation to the village board;
 - (5) The monitoring of revenues and expenditures through regular reports, including the annual audit;
 - (6) Acquisition or disposition of village-owned property;
 - (7) Operational and capital budgets of all the departments of the village, including the village water utility and the village sewer utility;
 - (8) Grant applications;
 - (9) Financial review of capital projects and contracted services as defined in village policy FIN-004;
 - (10) Recruitment process for the village administrator or a department head position when a vacancy occurs in any of those positions;
 - (11) Review of internal financial controls and auditor's recommendations; and
 - (12) Any other matter the village board or administrator may refer.

(Ord. No. 10-04, 4-12-2010; Ord. No. 19-02, 2-12-2019; Ord. No. 21-08, 8-24-2021)

- A. *Composition.* The community life, infrastructure and public properties committee shall consist of five members. Two members shall be village trustees. Three members shall be citizen members. Three members of the community life, infrastructure and public properties committee shall constitute a quorum.
- B. *Appointment.* The village president appoints members to the community life, infrastructure and public properties committee, with consultation and confirmation by the village board.
- C. *Organization.* The community life, infrastructure and public properties committee shall select a chairperson and vice chairperson annually as described in §§ 14-10 and 14-11.
- D. *Recordkeeping.* The community life, infrastructure and public properties committee shall keep a written record of its proceedings, to include all actions taken, a copy of which shall be filed with the village clerk.
- E. *Meetings.* The community life, infrastructure and public properties committee shall meet quarterly or more often as determined by the committee, chairperson, village board, or administrator.
- F. *Duties to be verbally enumerated.* It shall be the responsibility of the village administrator to see to it that the duties in subsection G, below, shall be verbally enumerated and reviewed by the committee through discussion annually at the May committee meeting after the chairperson and the vice chairperson are selected. In the absence of the village administrator, this duty shall fall to the village clerk.
- G. *Duties.* The community life, infrastructure and public properties committee is composed of sworn public officials assigned the responsibility of providing recommendations to the village board, and/or recommendations or memos to other committees on issues regarding community safety, quality of life, and recreation for the short-term and long-term good of the village and its citizens. It shall also provide recommendations relating to the maintenance and physical development of all municipal property, including parks, streets, and municipal buildings, for the short-term and long-term good of the village and its citizens. The village board recognizes and respects the fundamental importance of our committee structure and the weight of the citizen-member responsibilities as well as the value of well-considered and researched committee recommendations. Therefore, it is determined that the performance of these itemized duties shall not in any way be obstructed, curtailed, or bypassed by anyone either directly or by omission, except as deemed necessary by a majority vote of the village board. This committee's duties shall be liberally construed to include review, research, and recommendations regarding the following:
 - (1) Long-range and short-range plans in the areas of parks, streets, utilities, and municipal buildings;

- (2) Research related to the acquisition or disposition of property;
- (3) Operational and capital properties and infrastructure budgets of the community development, public works, parks, police, and fire departments;
- (4) Grant applications in terms of the scope of the committee;
- (5) Policies and procedures regarding the use, maintenance, or improvements of public property;
- (6) Requests for proposals and bidding documents for capital infrastructure projects;
- (7) Recreation opportunities, such as park programming, bike and pedestrian paths, community events, and any other matters regarding general quality of life within in the village;
- (8) Community outreach, and citizen involvement, and any matter of resident complaints or concern;
- (9) Police department, fire department, streets and public works operations;
- (10) Village inspection services;
- (11) Village forestry and agricultural programs;
- (12) Traffic and pedestrian safety matters;
- (13) Refuse collection activities;
- (14) Long- and short-range planning, preparation, and procedure for the village emergency operation plan; and
- (15) Any other matter the village board or administrator may refer.

(Ord. No. 19-02, 2-12-2019; Ord. No. 21-08, 8-24-2021; Ord. No. 21-23, 11-23-2021)

Editor's note— Ord. No. 19-02, adopted February 12, 2019, amended the Code by repealing former § 14-21, which pertained to the properties and infrastructure committee (PIC), and adding a new § 14-21.

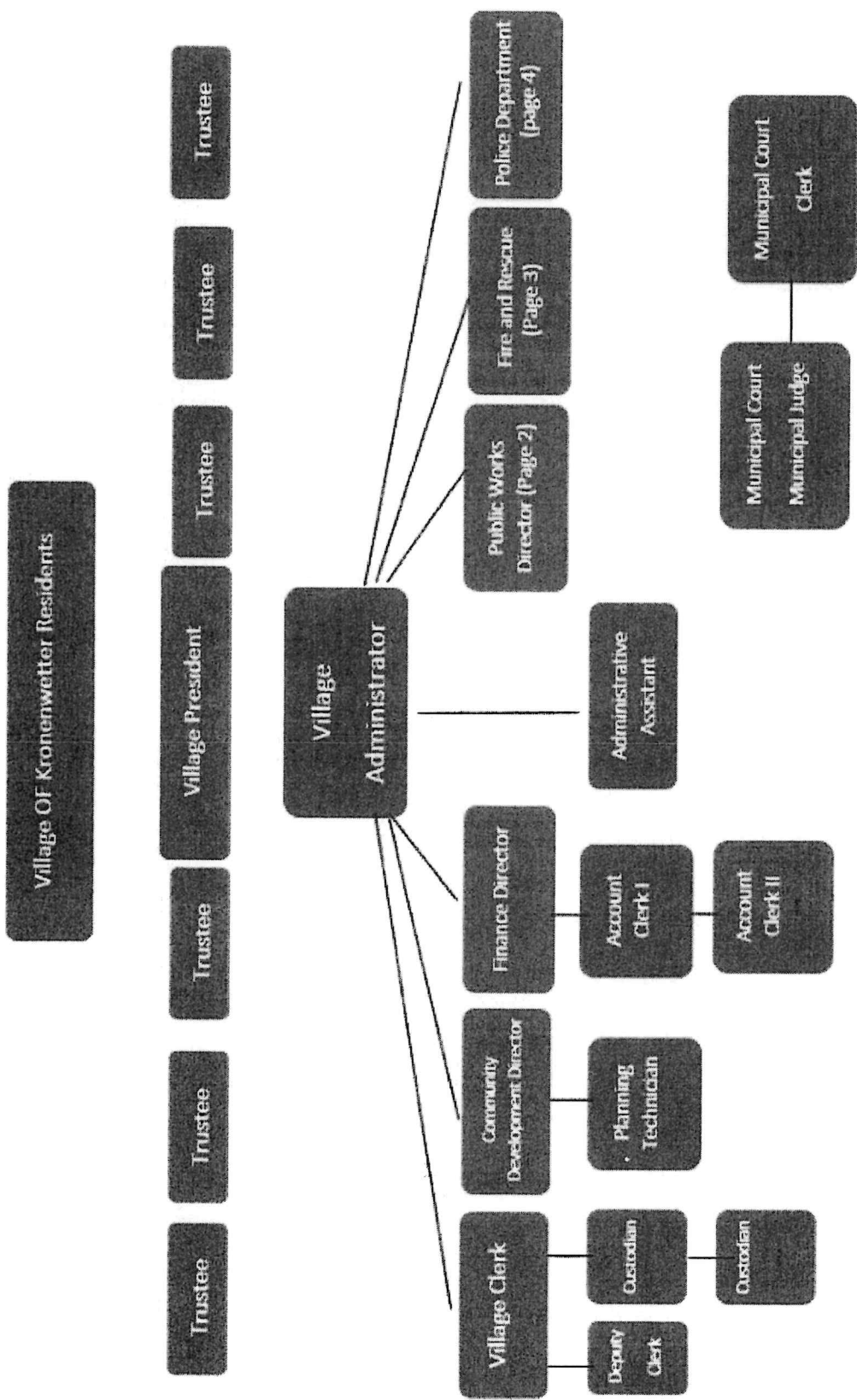
POLICY ID: GEN-012		TITLE: <i>Complaints to the Village</i>	
☒ ORIGINAL ☐ REVISION EFFECTIVE DATE: <i>Immediate</i>		APPROVED BY VILLAGE BOARD:  <i>Village Clerk</i>	DATE: 05/23/22 & 01/23/23
APPLIES TO:		☒ FLSA EXEMPT	☒ FLSA NON-EXEMPT
		☒ REPRESENTED EMPLOYEES	☒ Non-REPRESENTED EMPLOYEES
<i>This policy applies to all Village of Kronenwetter employees in the categories checked in this section. Provisions within individual personal contracts or a collective bargaining agreement may supersede certain parts of this policy.</i>			

Purpose – As part of the Village’s Mission Statement, the Village Board has determined that the Village will meet service demands through high-quality customer service, innovation, a positive work environment, and a commitment to excellence. Therefore, complaints of the Village should be handled administratively by Village staff. The Community Life Infrastructure and Public Property Committee will review them to ensure that if policy changes need to occur, the elected officials of the Village can address them promptly.

Policy – Village staff will log any verbal or written complaint received by the Village related to non-Police or Fire associated matters. Village staff will address the complaints promptly to the best of their ability and within the adopted policies, ordinances, and state statutes.

Village staff shall place a copy of that log on the regular schedule of the Community Life, Infrastructure, and Public Property (CLIPP) for review and discussion by the committee. The committee will review the complaints and summarize the actions that staff took administratively to address the complaints. Suppose the committee feels that a change in the policies, or ordinances of the Village needs to occur. In that case, they shall either place the item on a future CLIPP agenda or recommend that staff take the thing to another committee of the Village for recommendation by that committee to the Village Board. For example, water quality complaints would go to the Utility Committee of the Village, Tax Assessments would go to the Board of Review, etc.

Village of Kronenwetter Organizational Chart



§ 14-20. - Administrative policy committee (APC).

A. *Composition.* The administrative policy committee shall consist of five members. Two members shall be village trustees. Three members shall be citizen members. Three members of the administrative policy committee shall constitute a quorum.

B. *Appointment.* The village president appoints members to the administrative policy committee, with consultation and confirmation by the village board.

C. *Organization.* The administrative policy committee shall select a chairperson and vice chairperson annually as described in [§ 14-10](#) and [14-11](#).

D. *Recordkeeping.* The administrative policy committee shall keep a written record of its proceedings to include all actions taken, a copy of which shall be filed with the village clerk.

E. *Meetings.* The APC shall meet quarterly or more often as determined by the committee, chairperson, village board, or administrator.

F. *Duties to be verbally enumerated.* It shall be the responsibility of the village administrator to see to it that the duties in subsection G, below, shall be verbally enumerated and reviewed by the committee through discussion annually at the May committee meeting after the chairperson and the vice chairperson are selected. In the absence of the village administrator, this duty shall fall to the village clerk.

G. *Duties.* The administrative policy committee is composed of sworn public officials assigned the responsibility of providing recommendations to the village board, and/or recommendations or memos to other committees on issues regarding administration, finances, and human resources for the short-term and long-term good of the village and its citizens. The village board recognizes and respects the fundamental importance of our committee structure and the weight of the citizen-member responsibilities as well as the value of well-considered and researched committee recommendations. Therefore, it is determined that the performance of these itemized duties shall not in any way be obstructed, curtailed, or bypassed by anyone either directly or by omission, except as deemed necessary by a majority vote of the village board. This committee's duties shall be liberally construed to include review, research, and recommendations regarding the following:

- (1) Personnel policies;
- (2) Staffing levels and changes to position descriptions and wage scales;
- (3) Changes to policies of the village as they relate to personnel or financial matters;
- (4) Proposed annual budgets for presentation to the village board;

(5) The monitoring of revenues and expenditures through regular reports, including the annual audit;

(6) Acquisition or disposition of village-owned property;

(7) Operational and capital budgets of all the departments of the village, including the village water utility and the village sewer utility;

(8) Grant applications;

(9) Financial review of capital projects and contracted services as defined in village policy FIN-004;

(10) Recruitment process for the village administrator or a department head position when a vacancy occurs in any of those positions;

(11) Review of internal financial controls and auditor's recommendations;

(12) Maintaining a citizen complaint log for all personnel issues excluding those under the jurisdiction of the Police and Fire Commission; and

(13) Any other matter the village board or administrator may refer.

§ 14-21. - Community life, infrastructure and public properties committee (CLIPP).

A. *Composition.* The community life, infrastructure and public properties committee shall consist of five members. Two members shall be village trustees. Three members shall be citizen members. Three members of the community life, infrastructure and public properties committee shall constitute a quorum.

B. *Appointment.* The village president appoints members to the community life, infrastructure and public properties committee, with consultation and confirmation by the village board.

C. *Organization.* The community life, infrastructure and public properties committee shall select a chairperson and vice chairperson annually as described in [§ 14-10](#) and [14-11](#).

D. *Recordkeeping.* The community life, infrastructure and public properties committee shall keep a written record of its proceedings, to include all actions taken, a copy of which shall be filed with the village clerk.

E. *Meetings.* The community life, infrastructure and public properties committee shall meet quarterly or more often as determined by the committee, chairperson, village board, or administrator.

F. *Duties to be verbally enumerated.* It shall be the responsibility of the village administrator to see to it that the duties in subsection G, below, shall be verbally enumerated and reviewed by the committee through discussion annually at the May committee meeting after the chairperson and the vice chairperson are selected. In the absence of the village administrator, this duty shall fall to the village clerk.

G. *Duties.* The community life, infrastructure and public properties committee is composed of sworn public officials assigned the responsibility of providing recommendations to the village board, and/or recommendations or memos to other committees on issues regarding community safety, quality of life, and recreation for the short-term and long-term good of the village and its citizens. It shall also provide recommendations relating to the maintenance and physical development of all municipal property, including parks, streets, and municipal buildings, for the short-term and long-term good of the village and its citizens. The village board recognizes and respects the fundamental importance of our committee structure and the weight of the citizen-member responsibilities as well as the value of well-considered and researched committee recommendations. Therefore, it is determined that the performance of these itemized duties shall not in any way be obstructed, curtailed, or bypassed by anyone either directly or by omission, except as deemed necessary by a majority vote of the village board. This committee's duties shall be liberally construed to include review, research, and recommendations regarding the following:

- (1) Long-range and short-range plans in the areas of parks, streets, utilities, and municipal buildings;
- (2) Research related to the acquisition or disposition of property;
- (3) Operational and capital properties and infrastructure budgets of the community development, public works, parks, police, and fire departments;
- (4) Grant applications in terms of the scope of the committee;
- (5) Policies and procedures regarding the use, maintenance, or improvements of public property;
- (6) Requests for proposals and bidding documents for capital infrastructure projects;
- (7) Recreation opportunities, such as park programming, bike and pedestrian paths, community events, and any other matters regarding general quality of life within in the village;
- ~~(8) Community outreach, and citizen involvement, and any matter of resident complaints or concern;~~
- (8) Community outreach, citizen involvement, and maintaining a log of citizen complaints regarding any village matter other than personnel issues.
- (9) Police department, fire department, streets and public works operations;
- (10) Village inspection services;
- (11) Village forestry and agricultural programs;
- (12) Traffic and pedestrian safety matters;
- (13) Refuse collection activities;
- (14) Long- and short-range planning, preparation, and procedure for the village emergency operation plan; and
- (15) Any other matter the village board or administrator may refer.

POLICY ID: GEN-012		TITLE: Handling Citizen Complaints to the Village	
☐ ORIGINAL ☒ REVISION		APPROVED BY:  VILLAGE BOARD: _____ Village Clerk	
EFFECTIVE DATE: Immediate		DATE: 05/23/22 & 01/23/23	
APPLIES TO: ☒ FLSA EXEMPT		☒ FLSA NON-EXEMPT	
☒ REPRESENTED EMPLOYEES		☒ Non-REPRESENTED EMPLOYEES	
<i>This policy applies to all Village of Kronenwetter employees in the categories checked in this section. Provisions within individual personal contracts or a collective bargaining agreement may supersede certain parts of this policy.</i>			

Purpose – The purpose of this policy is to provide a clear and consistent process for receiving, reviewing, and addressing citizen complaints submitted to the Village. This ensures that all concerns are handled in a fair, timely, and consistent manner and followed through to completion

Policy-

Submission of Complaints

- All complaints must be submitted in writing to the Village Clerk.
- Complaints may be submitted in person, by mail, or via electronic submission such as email
- Complaints must, at a minimum, contain the following items:
 - Name, phone number, and address of the citizen
 - A date and time of the event being reported
 - Location of the event being reported
 - A description of what occurred, who was involved if applicable, and the remedy being sought by the citizen

Initial Review by Village Clerk

- Upon receipt, the Village Clerk will review the complaint to determine whether it contains the minimum required information and if it is a personnel-related matter or a non-personnel matter.

Routing of Complaints

- A copy of the complaint will be routed to the appropriate Department Head with the Administrator copied. If the complaint is about the Administrator the complaint will be forwarded to the APC Chairperson with the Village President copied.
- Non-personnel complaints will be added to the CLIPP Committee complaint log by the CLIPP committee clerk prior to the next scheduled committee meeting.
- Personnel complaints will be directed as follows:
 - Complaints regarding Fire or Police personnel will be forwarded to the Police and Fire Commission (PFC) clerk prior to the next scheduled commission meeting ensuring that all appropriate measures are taken to respect the rights and privacy of the personnel named in the complaint.
 - Complaints regarding non-Police and non-Fire personnel will be added to the APC committee complaint log by the Village Clerk prior to the next scheduled committee meeting ensuring that all

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appropriate measures are taken to respect the rights and privacy of the personnel named in the complaint.

- Elected Official and Citizen Committee member complaints will be added to the next regular Board agenda to be discussed by the board and handled per applicable ordinances and statutes.

Department Head Responsibility:

- The appropriate Department Head is responsible for addressing the concern submitted by the citizen and bringing it to resolution as soon as possible.
- Department Heads must acknowledge receipt of the complaint in writing, to the Village Clerk, within 1 business day of receiving it.
- Department Heads must complete a resolution or provide a written status update to the citizen within 5 calendar days. If additional time is needed due to the complexity of the complaint, an extension may be granted by the Village Administrator (or APC Chairperson if the complaint involves the Administrator), but the citizen must be kept informed in writing.
- Department Heads must document the actions taken and provide a report of the status and/or resolution to the appropriate committee or commission.

Committee and Commission Oversight:

- Committees (CLIPP, APC) are responsible solely for monitoring that the concern was appropriately addressed and resolved by the responsible Department Head.
- The PFC is responsible to act under the authorities granted them by state statute and village ordinance.
- This process shall not be construed as a means to delay staff from taking immediate action to resolve a complaint. Department Heads are expected to proceed with resolution without waiting for committee or commission review.
- Even if a complaint is resolved before it is formally reviewed by the committee or commission, it must still be entered into the complaint log for transparency and oversight.
- Oversight is carried out by maintaining complaint logs, reviewing documentation, and confirming resolution.
- Committees do not directly manage or resolve complaints.

Documentation, Tracking, and Transparency:

- The Village Clerk will maintain a record of all complaints received, including date of submission, classification (personnel vs. non-personnel), deadlines, and the body to which it was referred.
- Committees and commissions will ensure through monitoring that the responsible Department Head has resolved the complaint in accordance with the established timeline.
- Once a resolution has been reached, the committee or commission may remove an issue from its log by a majority vote. Items shall not be removed from the log by any other means.
- To promote transparency, summaries of complaint activity and resolutions will be made available to the public on request.
- Personnel-related complaints will be reported in a way that protects the privacy and confidentiality of employees, with identifying details removed or anonymized.



Report to Village Board

Agenda Item:
Meeting Date: Oct 13, 2025
Referring Body: Village Board
Committee Contact: Ken Charneski
Staff Contact: Jennifer Poyer
Report Prepared by: Ken Charneski

AGENDA ITEM: Proposed policy for funding playground equipment
OBJECTIVE(S): To get this issue on the table and assign to CLIPP to work out the details.

HISTORY/BACKGROUND:
There are Village Board and committee members who do not accept pay for their service to the Village. Some of those would rather see that money go to underfunded areas of Village operations, rather than reincorporated back into the general fund at the end of the year.
Having this money automatically go into a playground equipment fund, would be part of a larger program of funding new playground equipment, yet to be worked out.

PROPOSAL:

RECOMMENDED ACTION: Send to CLIPP for further consideration and development of a funding plan.

FINANCIAL n/a

Financial Consideration/Action:

FUNDING SOURCE: N/A

Account Number/Title: #
Current Adopted Budget: \$
Spent to Date: \$
Remaining Budget: \$
Requested Amount: \$
Remainder of Budgeted Amount, if approved:

ATTACHMENTS:



UTILITY COMMITTEE MEETING MINUTES

September 09, 2025 at 5:45 PM

Kronenwetter Municipal Center - 1582 Kronenwetter Drive Board Room (Lower Level)

1. CALL MEETING TO ORDER

@5:45PM

- A. Pledge of Allegiance
- B. Roll Call
PRESENT
Chair Craig Mortensen
Jim Buck
Dan Raczkowski
Jessica Stowell
Alex Vedvik

2. PUBLIC COMMENT

Please be advised per State Statute Section 19.84(2), information will be received from the public. It is the policy of this Village that Public Comment will take no longer than 15 minutes with a three-minute time period, per person, with time extension per the Chief Presiding Officer's discretion. Be further advised that there may be limited discussion on the information received, however, no action will be taken under public comments.

3. APPROVAL OF MINUTES - DISCUSSION AND POSSIBLE ACTION

- C. 06 10 2025 Utility Committee Meeting Minutes
Motion to approve as presented
Motion made by Vedvik, Seconded by Raczkowski.
Voting Yea: Chair Mortensen, Buck, Raczkowski, Stowell, Vedvik
- D. 07 01 2025 Utility Committee Meeting Minutes
Motion to approve as presented
Motion made by Vedvik, Seconded by Raczkowski.
Voting Yea: Chair Mortensen, Buck, Raczkowski, Stowell, Vedvik
- E. 08 12 2025 Utility Committee Meeting Minutes
Motion to approve as presented
Motion made by Vedvik, Seconded by Raczkowski.
Voting Yea: Chair Mortensen, Buck, Raczkowski, Stowell, Vedvik

4. REPORTS AND DISCUSSIONS

- F. Director of Public Works and Utilities Report
Greg Ulman gave overview, Discussion on water main break.

5. OLD BUSINESS - DISCUSSION AND POSSIBLE ACTION

- G. Water Issues on Cty Rd XX
Greg gave overview and discussion on checking into scrubbers and other options for clearing up the water issues.
- H. Purchasing a Backup Dialer

Motion to the village board to recommend B&M install a backup dialer for \$6861.00.

Motion made by Raczkowski, Seconded by Vedvik.

Voting Yea: Chair Mortensen, Buck, Raczkowski, Stowell, Vedvik, by roll call

- 6. **NEXT MEETING: October 7, 2025**
- 7. **CONSIDERATION OF ITEMS FOR FUTURE AGENDA**
- 8. **ADJOURNMENT**

@6:47PM

Motion made by Vedvik, Seconded by Raczkowski.

Voting Yea: Chair Mortensen, Buck, Raczkowski, Stowell, Vedvik

WRITTEN COMMENTS: You can send comments on agenda items to kcoyle@kronenwetter.org

NOTE: *Requests from persons with disabilities who need assistance to participate in this meeting or hearing should be made at least 24 hours in advance to the Village Clerk’s office at (715) 693-4200 during business hours.*

Posted: 09/08/2025 Kronenwetter Municipal Center and www.kronenwetter.org

Faxed: WAOW, WSAU, City Pages, Mosinee Times | **Emailed:** Wausau Daily Herald, WSAW, WAOW, Mosinee Times, Wausau Pilot and Review, City Pages

Minutes prepared by _____