

MEETING: SPECIAL MEETING OF THE PUBLIC SAFETY COMMITTEE

DATE & TIME: Tuesday, September 30, 2025 at 6:00 PM

**LOCATION: Germantown Village Hall Board Room
N112 W17001 Mequon Road**

Any member of the body and/or citizen may attend the meeting virtually through the WebEx platform, Meeting #: **2554 457 1163** Password: **ykVjiUDt327** which can be accessed by phone at **408-418-9388** or by logging on at <https://villageofgermantown.my.webex.com/villageofgermantown.my/j.php?MTID=m2b41d4b5c35d03b5fd50246578bd9506>

Citizens not wishing to attend the meeting personally or virtually may submit any public comments by sending an email to comments@germantownwi.gov by 4 p.m. on the day of the meeting so that it can be provided to the members of the body for their consideration.

Previously recorded Village Board Meeting Videos can be viewed at https://www.youtube.com/channel/UCOYp0EgELzTCa9X_iCohyhQ.

AGENDA

- I. **CALL TO ORDER:** *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*
- II. **ROLL CALL:**
- III. **CITIZEN INPUT:** *(Please be advised per 19.84(2) that information and comment will be received from the public. It is the policy of this municipality that public input be limited to a four (4) minute period per person with a time extension granted at the discretion of the Chairperson. Be advised that there may be limited discussion of the information received but no action will be taken under public comments.) Comments that may be injurious to village personnel or other individuals will not be allowed.*
- IV. **MEETING MINUTES:**
 - A. September 2, 2025 (ACTION)
- V. **REPORTS (Discussion Unless Otherwise Noted):**
 - A. Police Monthly Report
 - B. Fire Department Monthly Report
 - C. Overtime Report
 - D. Policy Updates
- VI. **UNFINISHED BUSINESS:**
- VII. **NEW BUSINESS:**
 - A. 2026 Budget Departmental Review
 - Police Department
 - Fire Department
- VIII. **ADJOURNMENT:**

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 this service, please contact the Village Clerk at (262)250-4745 at least 2 days prior to the meeting.

PUBLIC SAFETY COMMITTEE AGENDA

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Notice is hereby given that a possible quorum of other boards, committees, and/or commissions may attend this meeting to gather information about an item over which they have decision-making responsibility. This may constitute a meeting of these bodies per State ex rel. Badke v Greendale Village Board, even though these bodies will not take formal action at this meeting.

MEETING:	REGULAR MEETING OF THE PUBLIC SAFETY COMMITTEE
DATE AND TIME:	Tuesday, September 2, 2025 6:00 PM
LOCATION:	Germantown Village Hall Board Room N112 W17001 Mequon Road

MINUTES

- I. **CALL TO ORDER:** *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*

Chairperson Cutts called the Public Safety Committee meeting to order at 6:04pm.

- II. **ROLL CALL:**

Present: Trustee Meg Cutts, Trustee David Baum, Trustee Jolene Pieper, Trustee Kristen Borst

Absent: none

Excused: none

Also present: Police Chief Pat Merten, Fire Chief John Delain, Admin Manager Amy Lerch

- III. **CITIZEN INPUT:** *(Please be advised per 19.84(2) that information and comment will be received from the public. It is the policy of this municipality that public input be limited to a four (4) minute period per person with a time extension granted at the discretion of the Chairperson. Be advised that there may be limited discussion of the information received but no action will be taken under public comments.) Comments that may be injurious to village personnel or other individuals will not be allowed.*

Wyatt Wiehr (Wildrose Ln) spoke regarding the GFD Station 2 proposal and his recent follow-up tour of the facilities. He apologized for previous comments, not realizing how much of a need there is for expansion and updates.

Chairperson Cutts read an email from the Schneiders regarding the Germantown Fire Department and the money being spent on the Station upgrades and expansion.

Chairperson Cutts reminded the public of the Germantown Fire Department Open House on 10/16/25 from 5:30pm-8:00pm.

IV. MEETING MINUTES:

A. August 4, 2025 (ACTION)

Motion: Approve minutes of 8/04/25 as presented (modified from previous motion with incorrect date).

Motioned by: Trustee Pieper

Seconded by: Trustee Borst

Yes: Trustee Cutts, Trustee Pieper, Trustee Borst

No: none

Abstain: Trustee Baum

Motion carried by voice vote (Yes 3 No 0 Abstain 1)

V. REPORTS (Discussion Unless Otherwise Noted):

A. Police Monthly Report

Chief Merten provided a monthly report and additional information regarding increased numbers of arrests and motor vehicle accidents over the past year. Traffic stops have resulted in more felony and misdemeanor cases.

B. Fire Department Monthly Report

Chief Delain presented the new GFD monthly report, including all new data sets available. It was asked of the committee to provide feedback as to what would like to be reported in the future.

Committee discussion and Q&A ensued.

C. Overtime Report

Chief Merten reported the GPD OT is declining this past month, although up since this time last year. FMLA coverage and new recruits still in school, anticipate that to decrease after first of the year when they go out on their own.

Chief Delain reported the GFD monthly OT is at the second lowest number of 2025; Aug '25=297 hours, Aug '24=410. YTD numbers as of this time are 2025=3430. 2024=4471.

D. Policy Updates

No updates from Police or Fire.

VI. UNFINISHED BUSINESS:

There was no Unfinished Business.

VII. NEW BUSINESS:

- A. Application for Transfer of Combination "Class A" Fermented Malt Beverage and Intoxicating Liquor License for Kwik Trip (ACTION)

Motion: Approve as presented

Motioned by: Trustee Pieper

Seconded by: Trustee Borst

Yes: Trustee Cutts, Trustee Baum, Trustee Pieper, Trustee Borst

No: none

Abstain: none

Motion carried by voice vote (Yes 4 No 0 Abstain 0)

- B. School Resource Officer Memo of Understanding for July 2025 - June 2027 (ACTION)

Chief Merten presented the SRO contract between the GPD and the Germantown School District. It was noted that this year the cost will be split 65/35%, as last year it was 50/50%.

Motion: Approve as presented

Motioned by: Trustee Pieper

Seconded by: Trustee Borst

Yes: Trustee Cutts, Trustee Baum, Trustee Pieper, Trustee Borst

No: none

Abstain: none

Motion carried by voice vote (Yes 4 No 0 Abstain 0)

- C. Noise Ordinance Issues (DISCUSSION)

Village Attorney Brian Sajdak briefed the Committee on the Noise Ordinance complaints and the 2 issues he was asked to investigate and provide a brief background:

- residential noise complaint of early-morning mowing
- re-visit of the Village supporting a more objective standard for measuring and enforcing standards, per the request of Village President Soderberg

Community surveys were done to get sampling of existing ordinances, whether subjective, fixed, or mixed standards, regarding decibel limits and ordinance

enforcement.

Committee discussion ensued.

VIII. NEXT MEETING DATE:

The next Public Safety Committee meeting will be held Monday, 10/06/25 at 6:00pm.

IX. ADJOURNMENT:

Chairperson Cutts adjourned the meeting at 6:40pm.

BUSINESS OF THE PUBLIC SAFETY COMMITTEE

MEETING DATE: September 30, 2025

PLACEMENT: Action Item

ITEM TITLE: 2026 Budget Departmental Review

- Police Department
- Fire Department

SUBMITTED BY:

SUMMARY EXPLANATION:

ATTACHMENT:

1. Public Safety 09.30.25
2. 2026 Capital - Debt Service Spreadsheet
3. 2026 Capital Mill Rate Comparison

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:



09.30.25

Public Safety Committee

Agenda



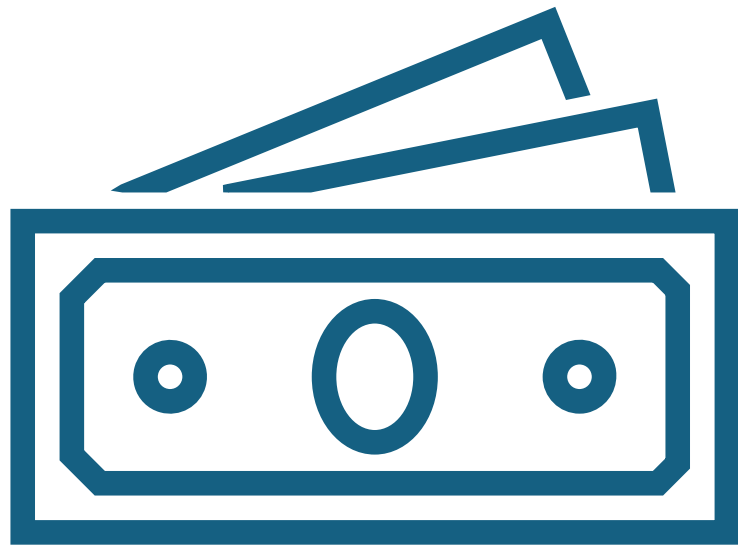
POLICE DEPARTENT



FIRE DEPARTMENT

Police Department - Revenues

Category	2024 Actual	2025 Budget	2025 Amended	2025 YTD	2026 Recommended	Change (\$)	Change (%)
Intergovern Revenue	\$ (305,598)	\$ (10,000)	\$ (17,920)	\$ (14,595)	\$ (10,000)	\$ -	0.00%
Licenses&Permits	\$ (2,147)	\$ (2,550)	\$ (2,550)	\$ (3,824)	\$ (2,550)	\$ -	0.00%
Fines, Forfeits	\$ (156,865)	\$ (155,500)	\$ (155,500)	\$ (67,057)	\$ (150,500)	\$ 5,000	-3.22%
PublicChargeforSrvcs	\$ (72,646)	\$ (69,300)	\$ (69,300)	\$ (33,819)	\$ (76,000)	\$ (6,700)	9.67%
Misc Revenues	\$ (155,941)	\$ (139,961)	\$ (225,359)	\$ (228,200)	\$ (148,766)	\$ (8,805)	6.29%
GRAND TOTAL	\$ (693,198)	\$ (377,311)	\$ (470,629)	\$ (347,495)	\$ (387,816)	\$ (10,505)	2.78%



Police Department – Revenues

- Decrease in Fines & Forfeitures
 - Match historical actuals
- Increase in Tower Rental Revenue
- SRO payments from GTSD

Police Department Admin - Expenses

Category	2024 Actual	2025 Budget	2025 Amended	2025 YTD	2026 Recommended	Change (\$)	Change (%)
Salaries & Wages	\$ 1,336,654	\$ 1,603,041	\$ 1,651,042	\$ 1,187,377	\$ 1,818,174	\$ 215,133	13.42%
Benefits	\$ 867,138	\$ 652,804	\$ 662,658	\$ 460,561	\$ 707,484	\$ 54,680	8.38%
Operating Expenses	\$ 889,587	\$ 676,589	\$ 769,907	\$ 759,054	\$ 650,721	\$ (25,868)	-3.82%
Capital Outlay	\$ -	\$ 62,000	\$ 62,000	\$ 58,172	\$ -	\$ (62,000)	-100.00%
GRAND TOTAL	\$ 3,096,377	\$ 2,994,434	\$ 3,145,607	\$ 2,465,178	\$ 3,176,379	\$ 181,945	6.08%



PD Admin – Expenses

- Includes fully fund 2nd Captain Position
 - Approved in 2025
- Decrease in PD Fuel
- PD Communication Line-Item Decrease
 - Dispatch Consolidation
 - Contracts no longer need

Police Department - Positions

<u>Position Number</u>	<u>Position Title</u>	<u>FTE</u>	<u>Pay Grade</u>
80	POLICE CHIEF	1	8
81	POLICE CAPTAIN	2	7
82	POLICE LIEUTENANT	3	6
83	POLICE SERGEANT	6	5
85	POLICE DETECTIVE	3	N/A
86	POLICE PATROL OFFICER - SRO	2	N/A
87	POLICE PATROL OFFICER	24	N/A
89	POLICE ADMIN ASSISTANT	1	1
90	POLICE CLERK-TYPIST	1	1
91	POLICE RECORDS CLERK	1	1
94	POLICE PATROL OFFICER - CPO	1	N/A
95	POLICE SUPPORT SPECIALIST	1	2
96	POLICE SUPPORT SERVICE	2	2
97	SYSTEM SPECIALIST	1	2

Police Department Patrol - Expenses

Category	2024 Actual	2025 Budget	2025 YTD	2026 Recommended	Change (\$)	Change (%)
Salaries & Wages	\$ 2,054,871	\$ 2,505,872	\$ 1,491,812	\$ 2,532,373	\$ 26,501	1.10%
Benefits	\$ 617,402	\$ 1,089,082	\$ 586,503	\$ 1,074,037	\$ (15,045)	-1.40%
Operating Expenses	\$ 2,388	\$ 7,000	\$ 3,417	\$ 7,000	\$ -	0.00%
GRAND TOTAL	\$ 2,674,661	\$ 3,601,954	\$ 2,081,732	\$ 3,613,410	\$ 11,456	0.30%



PD Patrol – Expenses

- One Patrol Officer was converted to a Captains Position
 - Approved in 2025 by GGF and VB

Police Department Detective - Expenses

Category	2024 Actual	2025 Budget	2025 YTD	2026 Recommended	Change (\$)	Change (%)
Salaries & Wages	\$ 332,561	\$ 298,521	\$ 243,237	\$ 322,856	\$ 24,335	8.20%
Benefits	\$ 96,341	\$ 76,465	\$ 117,386	\$ 84,298	\$ 7,833	10.20%
Operating Expenses	\$ 18,211	\$ 11,700	\$ 5,021	\$ 11,300	\$ (400)	-3.40%
GRAND TOTAL	\$ 447,113	\$ 386,686	\$ 365,643	\$ 418,454	\$ 31,768	8.20%

Emergency Management- Expenses

Category	2024 Actual	2025 Budget	2025 YTD	2026 Recommended	Change (\$)	Change (%)
Salaries & Wages	\$ 6,487	\$ 6,405	\$ 5,049	\$ 6,795	\$ 390	6.09%
Benefits	\$ 2,842	\$ 2,578	\$ 1,888	\$ 2,738	\$ 160	6.21%
Operating Expenses	\$ 4,874	\$ 10,580	\$ 28,178	\$ 10,031	\$ (549)	-5.19%
GRAND TOTAL	\$ 14,203	\$ 19,563	\$ 35,115	\$ 19,564	\$ 1	0.01%



Emergency Management – Expenses

- No Major Changes
- Batteries to be replaced in 2026 or 2027

Police Department – Capital Requests

	<i>Project Cost</i>	<i>Project Description</i>
\$	10,500	25 Rifle Lights
\$	25,000	25 Rifle Suppressors
\$	8,100	5 Rifles
\$	7,000	Drone
\$	338,000	5 cars, 4 set-ups, 1 car K9(set-up \$ by K9)
\$	3,000,000	PD Design

Fire Department - Revenues

Category	2024 Actual	2025 Budget	2025 YTD	2026 Recommended	Change (\$)	Change (%)
Intergovern Revenue	\$ (325,700)	\$ (155,476)	\$ (240,584)	\$ (342,735)	\$ (187,259)	120.44%
Licenses&Permits	\$ (4,733)	\$ (5,000)	\$ (250)	\$ (5,000)	\$ -	0.00%
PublicChargeforSrvcs	\$ (767,783)	\$ (906,838)	\$ (498,622)	\$ (896,838)	\$ 10,000	-1.10%
Misc Revenues	\$ (13,908)	\$ (10,000)	\$ (17,174)	\$ (10,000)	\$ -	0.00%
GRAND TOTAL	\$ (1,112,124)	\$ (1,077,314)	\$ (756,630)	\$ (1,254,573)	\$ (177,259)	16.45%



Fire Department – Revenues

- County EMS Grant - \$177,000
 - Committed for 2026 & 2027
- State Aid – Fire Insurance - \$165,735

Fire Admin - Expenses

Category	2024 Actual	2025 Budget	2025 YTD	2026 Recommended	Change (\$)	Change (%)
Salaries & Wages	\$ 606,163	\$ 447,836	\$ 384,760	\$ 465,876	\$ 18,040	4.03%
Benefits	\$ 352,789	\$ 231,557	\$ 176,043	\$ 223,893	\$ (7,664)	-3.31%
Operating Expenses	\$ 658,318	\$ 641,550	\$ 356,755	\$ 647,450	\$ 5,900	0.92%
GRAND TOTAL	\$ 1,617,748	\$ 1,320,943	\$ 917,765	\$ 1,337,219	\$ 16,276	1.23%

Fire Department - Positions

<u>Position Number</u>	<u>Position Title</u>	<u>FTE</u>	<u>Pay Grade</u>
50	FIRE CHIEF	1	7
51	BATTALION CHIEF	3	5
52/53	LIEUTENANT	4	N/A
54/55	FIREFIGHT/EMT	19	N/A
56	ADMIN MANAGER	1	1

Fire Protection - Expenses

Category	2024 Actual	2025 Budget	2025 YTD	2026 Recommended	Change (\$)	Change (%)
Salaries & Wages	\$ 1,378,491	\$ 1,956,328	\$ 1,282,397	\$ 2,187,990	\$ 231,662	11.84%
Benefits	\$ 432,278	\$ 949,841	\$ 528,511	\$ 917,821	\$ (32,020)	-3.37%
Operating Expenses	\$ 314,267	\$ 321,859	\$ 278,479	\$ 328,594	\$ 6,735	2.09%
GRAND TOTAL	\$ 2,125,036	\$ 3,228,028	\$ 2,089,387	\$ 3,434,405	\$ 206,377	6.39%

Fire Department – Capital Requests

<i>Project Cost</i>	<i>Project Description</i>
\$ 275,000	New Battalion Chief and Inspection vehicles
\$ 6,500,000	Fire Station #2 Renovation

5-Year Note

<i>Cost</i>	<i>Project</i>
\$ 338,000	5 cars, 4 set-ups, 1 car K9(set-up \$ by K9)
\$ 275,000	New Battalion Chief and Inspection vehicles
\$ 30,000	Trailer air compressor (30K)
\$ 6,000	Maintenance shop welder
\$ 8,000	Truck #408 hydraulic lineset
\$ 4,000	Additional hanging baskets Mequon Road
\$ 25,000	DPW Scissors Lift
\$ 10,000	Village Hall Water Heater
\$ 6,000	Police Annex Office Doors
\$ 20,000	Library Gutter Seam Repair
\$ 36,000	2X Zero Turn Mowers
\$ 50,000	Enclosed Snow Blower
\$ 10,500	25 Rifle Lights
\$ 25,000	25 Rifle Suppressors
\$ 8,100	5 Rifles(5 year CIP)
\$ 7,000	Drone
\$ 858,600	Total

10-Year Note

<i>Cost</i>	<i>Project</i>
\$ 17,000	Election Trailer
\$ 1,622,400	Annual Road Program
\$ 40,000	GIS Upgrade/Transition to ArcGIS Online
\$ 75,000	Storm Sewer
\$ 275,000	Mequon Rd Resurface Engineering - DOT SMFA
\$ 85,000	County Line and Lannon Signal Improvements
\$ 25,000	Main Street and 145 Intersection Study
\$ 275,000	Maple Rd Bridge Repair - Desing and Const.
\$ 10,000	Maple Rd Drainage Improvement - Design
\$ 20,000	Equipment - DPW-Engineering GPS Unit Repl.
\$ 341,000	Patrol truck (341K)
\$ 114,000	Street lighting fixture replacement (\$114K)
\$ 54,000	Kinderberg south path & drainage (54K)
\$ 344,000	Pick-up truck (72K), Sidewalk tractor (272K)
\$ 30,000	"No Traffic" signalized intersection detection system
\$ 30,000	Trees
\$ 16,000	Splash Pad Power Coat and Benches
\$ 55,500	Kinderberg Fence and Tennis
\$ 22,500	Senior Center AV Upgrade
\$ 50,000	Trail Improvements (Impact Fees)
\$ 10,000	40K Total, Library Study Pods
\$ 3,511,400	Total
\$ 3,000,000	Division Road Reconstructon
\$ 500,000	2024 Ambulance
\$ 3,500,000	Total

20-Year Note

<i>Cost</i>	<i>Project</i>
\$ 3,000,000	PD Design
\$ 6,500,000	Fire Station #2 Renovation
\$ 9,500,000	Total

Mill Rate Comparison

- **2026 Mill Rate:** 4.5795
- **2027 Mill Rate:** 5.0161
- **Difference:** 0.4366

Impact on Average Home: \$197.34

Issuance Scenarios

Issuance	Mill Rate Impact	\$ Impact on Avg Home
5 Year Note	\$0.05	\$21.33
10 Year Note	\$0.21	\$94.57
20 Year Note	\$0.18	\$81.43

This means:

- Between 2026 and 2027, the overall **mill rate increases by 0.4366**, which translates into about **\$197 more per average home**.