

MEETING:	REGULAR MEETING OF THE VILLAGE BOARD
DATE AND TIME:	Monday, December 1, 2025 7:00 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.*

Village President Bob Soderberg called the Village Board meeting to order at 7:13 PM.

II. **ROLL CALL:**

Present: Trustee Robert Warren, Trustee Meg Cutts, Trustee David Baum, Trustee Jan Miller, Trustee Jolene Pieper (via WebEx), Trustee Rick Miller, Trustee Terri Kaminski, Village President Bob Soderberg

Excused: Trustee Kristen Borst

Also Present: Village Clerk Donna Ott, Village Administrator Steve Kreklow, Village Attorney Brian Sajdak, Village Planner Jordan Yanke, Community Development Director Jeff Retzlaff, Public Works Director Matthew Mortwedt

III. **PLEDGE OF ALLEGIANCE / MOMENT OF SILENCE:**

IV. **PRESIDENT'S REPORT:**

Village President Soderberg spoke regarding winter weather and DPW efforts, Village events and updates, and agenda items.

V. **ANNOUNCEMENTS OF FORTHCOMING EVENTS OF PUBLIC INTEREST / COMMITTEE AND DEPARTMENT REPORTS:**

Trustees announced dates and times of upcoming meetings and events.

- VI. **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.*

Lynne Schauer Bednarz (W156N10121 Pawnee Ct) spoke regarding the Village budget.

Melanie Smythe (N140W17938 Cedar Ln) spoke regarding the Village debt and borrowing.

Doug Loman (W180N9881 Riversbend Cir W) spoke regarding agenda suggestions.

Scott Hefle (W159N10514 Old Farm Rd) spoke regarding the Village Board.

Gary Konop (N117W17815 Augusta Ct) spoke regarding New Business Item D (A Resolution to adopt an Official Snow and Ice Removal Map).

John Yatso (Lake Park West Condominiums) spoke regarding New Business Item D (A Resolution to adopt an Official Snow and Ice Removal Map).

Village Administrator Kreklow read the following emailed comment into the record:

- Bill and Carol Schneider submitted comments regarding New Business Item G (Approval of Contract for the Demolition and Removal of All Structures on the Flower Source Site) and employee compensation.
- Sarah Larson submitted comments regarding New Business Item E (Procedures for Pay Adjustments for Non-Represented Employees).

VII. CONSENT AGENDA:

Motion: Approve Items A-F as presented

Motioned By: Rick Miller

Seconded By: Robert Warren

Request: Remove Items D, E, and F for separate votes

Requested By: David Baum

Revised Motion: Approve Items A-C as presented

Yes: Robert Warren, Meg Cutts, David Baum, Jan Miller, Rick Miller, Terri Kaminski, Bob Soderberg

No: Jolene Pieper

Abstain: None

Motion Carried by Roll Call Vote (Yes 8, No 1, Abstained 0)

Motion: Approve Items D-F as presented

Motioned By: David Baum

Seconded By: Robert Warren

Yes: Robert Warren, Meg Cutts, Jan Miller, Rick Miller, Terri Kaminski, Bob Soderberg

No: David Baum, Jolene Pieper

Abstain: None

Motion Carried by Roll Call Vote (Yes 6, No 2, Abstained 0)

- A. Meeting Minutes: November 17, 2025 (ACTION)
- B. A Resolution to Revise the Village of Germantown Fee Schedule for Permit Fees and Charges for Building Inspection Services and Planning & Zoning Services in the Community Development Department (ACTION)
- C. Resolution Approving the 2026 Germantown Municipal Employees Union Local 730 Contract (ACTION)
- D. Approve Investment Advisory Contract Agreement with PMA Asset Management, LLC (ACTION)
- E. Resolution Amending the Village Investment Policy (ACTION)
- F. Municipal Advisory Services Recommendation (ACTION)

VIII. UNFINISHED BUSINESS:

IX. PUBLIC HEARINGS:

X. NEW BUSINESS:

- A. Jason Zimmermann, Property Owner. Application for a Conditional Use Permit (CUP) to allow encroachment into portions of a 25' wetland setback pursuant to Section 24.04(3)(c)(5) of the Municipal Code, for construction of an above-ground pool/deck and detached garage on property located at W202N11787 Merkel Drive. (ACTION)

Motion: Approve as presented, subject to the four conditions noted

Motioned By: Robert Warren

Seconded By: Rick Miller

Motion to Amend: Amend to include a 1-year inspection to condition #3

Motioned By: Bob Soderberg

Seconded By: Rick Miller

Yes: Meg Cutts, Jan Miller, Rick Miller, Terri Kaminski, Bob Soderberg

No: Robert Warren, David Baum, Jolene Pieper

Abstain: None

Motion to Amend Carried by Voice Vote (Yes 5, No 3, Abstained 0)

Yes: Robert Warren, Meg Cutts, Jolene Pieper, Rick Miller, Terri Kaminski, Bob Soderberg

No: David Baum, Jan Miller

Abstain: None

Motion as Amended Carried by Voice Vote (Yes 6, No 2, Abstained 0)

- B. Brad and Brenda Kunz, Property Owners W156N11599 Pilgrim Road. Ordinance to Rezone a .35-acre Property from the B-3: General Business to the Rd-2: One & Two-Family Residential Zoning District. (ACTION)

Motion: Approve as presented

Motioned By: David Baum

Seconded By: Robert Warren

Yes: Robert Warren, Meg Cutts, David Baum, Jan Miller, Jolene Pieper, Rick Miller, Terri Kaminski, Bob Soderberg

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 8, No 0, Abstained 0)

- C. Neumann Developments, Agent for Wrenwood North LLC, Property Owner; Wrenwood North Subdivision Located south of Freistadt Road and Pleasant View Drive; Final Subdivision Plat for Phase 3 (23 Single-Family lots). (ACTION)

Motion: Approve as presented

Motioned By: David Baum

Seconded By: Robert Warren

Yes: Robert Warren, David Baum, Jan Miller, Jolene Pieper, Rick Miller, Terri Kaminski, Bob Soderberg

No: None

Abstain: Meg Cutts

Motion Carried by Voice Vote (Yes 7, No 0, Abstained 1)

- D. A Resolution to adopt an Official Snow and Ice Removal Map as required by the update to Municipal Code 8.02. (ACTION)

Motion: Approve as presented

Motioned By: Terri Kaminski

Seconded By: Robert Warren

Yes: Robert Warren, Rick Miller, Terri Kaminski, Bob Soderberg

No: Meg Cutts, David Baum, Jan Miller, Jolene Pieper

Abstain: None

Motion Failed by Roll Call Vote (Yes 4, No 4, Abstained 0)

E. Procedures for Pay Adjustments for Non-Represented Employees (ACTION)

Motion: Approve the Village Administrator's authority to approve pay adjustments up to \$5,000 as presented

Motioned By: Jolene Pieper

Seconded By: David Baum

Motion: Amend to increase the pay adjustment amount to \$15,000

Motioned By: Jolene Pieper

Seconded By: David Baum

The motion to amend was withdrawn.

Motion: Amend to accept the Administrator's Recommendations #1 and #3 (with approval from the entire GGF), and Other Alternatives #2 (up to \$10,000) and #3

Motioned By: David Baum

Seconded By: Jolene Pieper

Yes: Robert Warren, David Baum, Jolene Pieper, Terri Kaminski, Bob Soderberg

No: Meg Cutts, Jan Miller, Rick Miller

Abstain: None

Motion to Amend Carried by Voice Vote (Yes 5, No 3, Abstained 0)

Yes: Robert Warren, David Baum, Jolene Pieper, Rick Miller, Terri Kaminski, Bob Soderberg

No: Meg Cutts, Jan Miller

Abstain: None

Motion as Amended Carried by Roll Call Vote (Yes 6, No 2, Abstained 0)

F. Resolution to Authorize 2026 Merit Pay Plan (ACTION)

Motion: Approve as presented

Motioned By: Terri Kaminski

Seconded By: David Baum

Yes: Robert Warren, Meg Cutts, David Baum, Jolene Pieper, Rick Miller, Terri Kaminski, Bob Soderberg

No: Jan Miller

Abstain: None

Motion Carried by Roll Call Vote (Yes 7, No 1, Abstained 0)

G. Approval of Contract with D&H Demolition for \$50,791 for the Demolition and Removal of All Structures on the Flower Source Site (ACTION)

Motion: Approve as presented

Motioned By: Rick Miller

Seconded By: Jolene Pieper

Yes: Robert Warren, Meg Cutts, David Baum, Jan Miller, Jolene Pieper, Rick Miller, Terri Kaminski, Bob Soderberg

No: None

Abstain: None

Motion Carried by Roll Call Vote (Yes 8, No 0, Abstained 0)

XI. ADJOURNMENT:

Village President Soderberg adjourned the Village Board meeting at 9:55 PM.