

<b>MEETING:</b>	<b>REGULAR MEETING OF THE VILLAGE BOARD</b>
<b>DATE AND TIME:</b>	<b>Monday, March 2, 2026 7:00 PM</b>
<b>LOCATION:</b>	<b>Germantown Village Hall Board Room N112 W17001 Mequon Road</b>

## 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 7:08 PM.

- II. **ROLL CALL:**

**Present:** Trustee Robert Warren, Trustee Meg Cutts, Trustee David Baum, Trustee Jan Miller, Trustee Kristen Borst, Trustee Jolene Pieper, Trustee Rick Miller, Trustee Terri Kaminski, Village President Bob Soderberg

**Also Present:** Village Administrator Steve Kreklow, Village Attorney Brian Sajdak, Village Clerk Donna Ott, Community Development Director Jeff Retzlaff

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

- IV. **PRESIDENT'S REPORT:**

Village President Soderberg shared that the Village's 2024 Annual Comprehensive Financial Report was awarded the Government Finance Officers' Association Certificate of Excellence in Financial Reporting, that Firefighter Craig Rossman (Germantown Fire Department) was presented the Firefighter/EMT of the Year award from VFW Post 9202, and that Sergeant Cody Farnsworth (Germantown Police Department) was recognized by VFW Post 9202 as Officer of the Year. He also welcomed new Police Officer Taylor Weiss to Germantown.

He continued to speak regarding the Germantown Area Chamber of Commerce Candidates Forum on March 11th, and items on tonight's Village Board agenda.

Finally, he read aloud a proclamation recognizing Village Administrator Kreklow and thanking him for his service to the Village of Germantown.

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

Trustee Kaminski announced the upcoming Public Works & Highways Committee

meeting on March 4, 2026, at 5:30 PM.

Trustee Rick Miller announced the upcoming General Government & Finance Committee meeting on March 16, 2026, at 5:30 PM.

Trustee Cutts announced the upcoming Public Safety Committee meeting on April 9, 2026, at 6:00 PM.

Trustee Jan Miller announced the upcoming Economic Development Commission meeting on March 10, 2026, at 6:00 PM, the upcoming Senior Advisory Committee meeting on March 5, 2026, at 1:30 PM, and the upcoming Tree Advisory Board meeting on March 5, 2026, at 5:30 PM.

**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.

Norman Berger (W141N9978 Seven Pines Way) spoke regarding Village garbage pickup.

Melanie Smythe (N140W17938 Cedar Ln) spoke regarding vacant positions and New Business Item F (Retention Bonuses for Certain Department Heads).

Scott Hefle (W159N10514 Old Farm Rd) spoke regarding Unfinished Business Item A (IGA with Washington County Related to a \$750,000 Forgivable Loan to Flamingo Marine).

Charles Krueger (W140N9766 Fond du Lac Ave) spoke regarding additional apartments being built in Germantown.

**VII. CONSENT AGENDA:**

**Motion:** Approve as presented

**Motioned By:** Meg Cutts

**Seconded By:** Jan Miller

Trustee Baum requested to split the question.

A. Meeting Minutes: February 16, 2026 (ACTION)

**On consideration of Item A:**

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

**No:** None

**Abstain:** None

**Motion Carried by Voice Vote (Yes 9, No 0, Abstained 0)**

B. Approve Contract for Ballfield Fencing (ACTION)

**On consideration of Item B:**

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

**No:** David Baum, Jolene Pieper

**Abstain:** None

**Motion Carried by Roll Call Vote (Yes 7, No 2, Abstained 0)**

**VIII. UNFINISHED BUSINESS:**

A. Intergovernmental Agreement with Washington County Related to a \$750,000 forgivable loan to Flamingo Marine. (ACTION)

Village Administrator Kreklow and Christian Tscheschlok of Economic Development Washington County (EDWC) provided details on this item.

**Motion:** Approve as presented

**Motioned By:** Jolene Pieper

**Seconded By:** David Baum

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

**No:** Jan Miller

**Abstain:** None

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

**IX. PUBLIC HEARINGS:**

**X. NEW BUSINESS:**

A. Premier Real Estate Management, LLC, Agent for Victory Place, LLC, Property Owner. Ordinance for Rezoning approximately 7 acres from the I: Institutional Zoning District to the Rm-2: Multiple-Family Residential Zoning District for a 48-unit multi-family residential development located on Fond du Lac Avenue and Crimson Road (approximately W140 N9889 Fond du Lac Avenue) in the Victory Center Corridor. (ACTION)

Community Development Director Retzlaff, with Emily McFarland and Joshua Kenitzer, the representatives for Premier Real Estate Management, LLC, provided information for this item.

**Motion:** Approve as presented

**Motioned By:** David Baum

**Seconded By:** Robert Warren

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

**No:** Meg Cutts, Jan Miller, Kristen Borst, Jolene Pieper

**Abstain:** None

**Motion Carried by Voice Vote (Yes 5, No 4, Abstained 0)**

- B. Bradley Jansen, Agent and Prospective Owner for Rao Farms, LLC, Property Owner. Application for a Conditional Use Permit for the "Operation of a Commercial Stable and Horse Boarding Facility" pursuant to Section 17.13(2)(jj) of the Village Zoning Code from property located at N136W21238-21342 Bonniwell Road. (ACTION)

**Motion:** Approve as presented

**Motioned By:** Jolene Pieper

**Seconded By:** David Baum

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

**No:** None

**Abstain:** None

**Motion Carried by Voice Vote (Yes 9, No 0, Abstained 0)**

- C. An Ordinance Amending Section 1.379(2) Of The Germantown Municipal Code Relating To The Membership Of The Economic Development Commission. (ACTION)

**Motion:** Approve as presented

**Motioned By:** Terri Kaminski

**Seconded By:** Rick Miller

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

**No:** David Baum, Jolene Pieper

**Abstain:** None

**Motion Carried by Voice Vote (Yes 7, No 2, Abstained 0)**

- D. 4th of July -- Report and Discussion (ACTION)

**Motion:** Appoint Trustee Jan Miller to head up the 4th of July Committee, with Trustee Kaminski serving in an advisory role

**Motioned By:** Jolene Pieper

**Seconded By:** David Baum

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

**No:** None

**Abstain:** None

**Motion Carried by Voice Vote (Yes 9, No 0, Abstained 0)**

E. Update on Recruiting for Village Administrator and Director of Public Works.  
(ACTION)

Village Administrator Kreklow and Jay Shambeau of Innovative Public Advisors provided information on this item.

**Motion:** Approve the Village Administrator position description and hiring range

**Motioned By:** Jolene Pieper

**Seconded By:** David Baum

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

**No:** None

**Abstain:** None

**Motion Carried by Voice Vote (Yes 9, No 0, Abstained 0)**

F. Retention bonuses for Certain Department Heads. The Village Board may convene into closed session pursuant to Wis. Stat. § 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and then may reconvene into open session to take such action as it deems appropriate. (ACTION)

**Motion:** Enter into Closed Session at 9:22 PM

**Motioned By:** David Baum

**Seconded By:** Jolene Pieper

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

**No:** None

**Abstain:** None

**Motion Carried by Roll Call Vote (Yes 9, No 0, Abstained 0)**

**Motion:** Return to Open Session at 9:49 PM

**Motioned By:** Jolene Pieper

**Seconded By:** David Baum

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

**No:** None

**Abstain:** None

**Motion Carried by Voice Vote (Yes 9, No 0, Abstained 0)**

**Motion:** Direct staff to proceed as discussed in Closed Session with respect to retention bonuses

**Motioned By:** Jolene Pieper

**Seconded By:** Terri Kaminski

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

**No:** David Baum, Jan Miller

**Abstain:** None

**Motion Carried by Roll Call Vote (Yes 7, No 2, Abstained 0)**

**XI. ADJOURNMENT:**

Village President Soderberg adjourned the Village Board meeting at 9:50 PM.

**From:** [noreply@civicplus.com](mailto:noreply@civicplus.com)  
**To:** [Comments](#)  
**Subject:** Online Form Submittal: Meeting Comment Form for Committees and Village Board  
**Date:** Friday, February 27, 2026 1:27:25 PM

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Do not click links or open attachments unless you recognize the sender and know the content is safe.**

## Meeting Comment Form for Committees and Village Board

First Name	Matthew
Last Name	Uselding
Address1	3539 S Howell Ave
City	Milwaukee
State	WI
Zip	53207
Email Address	matthew.uselding@outlook.com
(Section Break)	
Which Committee/Commission/Board do you have comments for?	Village Board
What is the date of the meeting?	3/2/2026
For which item do you wish to provide comments?	Item E
What is your opinion of the item?	I am IN FAVOR of the item.
Would you like to speak at the meeting?	No, I do not wish to speak at the meeting. I only want to submit my comments through this form.
Comments	I want to take a moment to share how grateful I am for Administrator Kreklow as he wraps up his time in Germantown and starts his next chapter.

I was 24 years old and finishing grad school when I was hired at the Village of Germantown. I turn 30 next month. Over the past five years, I've had the chance to work side-by-side with Steve as we served this community together. We've worked through tough budgets, big capital projects, staff transitions, and all the daily challenges that come with local government. Through it all, I got to learn from someone who truly knows what he's doing.

Steve has been more than just an Administrator, I'm proud to call him a colleague, a mentor, and a friend. He pushed me to think deeper, communicate better, and stay steady when things weren't easy. He trusted me early on in my career, and that trust meant more than he probably knows. It helped shape my confidence and the kind of leader I'm continuing to become.

What always stood out to me was the respect he has across the profession. I can't tell you how many times at conferences someone would say, "Kreklow is the Administrator down there, right? You're lucky to have him." And they were right, we are.

Our organization is stronger because of him. The culture he built, the team he developed, and the direction he set will last long after his last day here.

I'm incredibly thankful for his mentorship and friendship. I wish him nothing but success in this next chapter. Fox Point is lucky to have him.

Thank you,

Matthew Uselding  
Finance Director  
Village of Germantown

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**From:** [noreply@civicplus.com](mailto:noreply@civicplus.com)  
**To:** [Comments](#)  
**Subject:** Online Form Submittal: Meeting Comment Form for Committees and Village Board  
**Date:** Friday, February 27, 2026 6:11:26 PM

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## Meeting Comment Form for Committees and Village Board

First Name	Donna
Last Name	Ott
Address1	N112 W17001 Mequon Rd
City	Germantown
State	WI
Zip	53022
Email Address	dott@germantownwi.gov
(Section Break)	
Which Committee/Commission/Board do you have comments for?	Village Board
What is the date of the meeting?	3/2/2026
For which item do you wish to provide comments?	New Business Item E
What is your opinion of the item?	I am NEITHER in favor or oppose the item.
Would you like to speak at the meeting?	No, I do not wish to speak at the meeting. I only want to submit my comments through this form.
Comments	Administrator Kreklow's leadership within the Village has strengthened not only the daily operations but has also contributed to the morale by staff within the Village, which plays a huge role in employee retention.

Administrator Kreklow's approach and commitment to service truly embodies the organizations values. While I haven't had the privilege of working for and alongside Administrator Kreklow for as long as many other staff members have - I can still say with the same enthusiasm and heart that Administrator Kreklow worked tirelessly and hard to improve residents experiences, create a welcoming village culture, I have been witness to his leadership going far beyond managing daily operations. Steve has been a steady presence that his team has been able to rely on. He is a problem solver who I have only witnessed him approach challenges with calm and clarity. Administrator Kreklow has built internal and external trust, encouraged collaboration, and created an environment where both residents and staff feel supported and valued.

Steve's consistency, patience, collaboration, culture, and professionalism did not go unnoticed.

Through his service as Village Administrator, Steve has built trust and the Germantown community is a direct reflection of his commitment, dedication, care, and integrity.

Thank you Administrator Kreklow for your tireless efforts, open door policy, commitment to unwavering dedication to the constituents, and promoting a work culture that your team can thrive and grow in! I am grateful for your leadership and am proud to have worked alongside you! Wishing you great success in your next chapter! God Bless and "THANK YOU"!

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Email not displaying correctly? [View it in your browser.](#)

**From:** [crb.crb](#)  
**To:** [Comments](#)  
**Subject:** Re: VB MEETING COMMENTS 3-2-26  
**Date:** Monday, March 2, 2026 3:44:59 PM

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Forgot one item.

That all comments send in need to be read aloud.

Like we said before, we don't know if everyone read all comments send in or not.

The Schneider's

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**From:** crb crb <cash2u@outlook.com>  
**Sent:** Monday, March 2, 2026 3:43 PM  
**To:** Comments <comments@germantownwi.gov>  
**Subject:** VB MEETING COMMENTS 3-2-26

Good evening,

We would like to see the RETENTION BONUSES to be a open meeting.  
Since the taxpayers are paying for the increases.  
Strongly disagree in giving these bonuses

What is the proper procedure for a item to be submitted for the agenda for a meeting?  
Example: RETENTION BONUSES- NO NAME who submitted it.  
It if not done properly then it should not be discuss and or have any action on it.

Tyler Munis due away with. Use Baird system.

ROOFTOPS- homes/condos = more money for the village  
Apts/rentals= less money for village, but more  
money for developer.

All we hear we need more tax money for the village.  
More roof tops equal better business to come to the village.  
These are not our words, but the village trustees words.  
How many more apts/or rentals do we need in the village?

OLD FLOWER SOURCE & ALL THE OTHER PROPERTIES: A complete list of all expenses from start to now, how much everything has cost the residents(the landlords).

Including what was paid out to BAILEY COPELAND and all the other companies that have been involved in this issue.

Please get this done, before Mr. Kreklow last day of work in the village of 3-13-26.

Also at every village board, updates on the demo.

If any other fees have come up. Since signing the contract.

Please also included updates from the Police/Fire depts of calls to the property at every board meeting until demo is done.

Example: On 2-27-26 late morning, saw a police car there, but didn't see anything going on.

What are the proper procedures for intergovernmental agreements with Washington County?

Are they written out how things should be done. Example: Flamingo Marine (was this a "closed door meeting" again and or they did it on their own, then almost a year comes before the EDC)

Who will be repaying the \$750,000. back?

The Schneider's