



# ADMINISTRATIVE POLICY COMMITTEE MEETING MINUTES

September 16, 2025 at 5:30 PM

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

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## 1. CALL MEETING TO ORDER

- A. Pledge of Allegiance
- B. Roll Call  
PRESENT  
CHAIRPERSON David Baker  
VICE-CHAIR Guy Fredel  
Mary Solheim  
Sean Dumais  
ABSENT  
Sandi Sorensen

## 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.

*Bernie Kramer-2150 E State HWY 153, Peplin. Mr. Kramer discusses the ambulance service and the contract with Riverside. He also discusses the wage scale, and the police department salaries.*

## 3. APPROVAL OF MINUTES- DISCUSSION AND POSSIBLE ACTION

- C. August 14, 2025 Joint RDA/APC Minutes  
*Motion by Dumais/Fredel to approve both sets of minutes as presented. 4:0 by voice vote.*
- D. August 19, 2025 APC Minutes

## 4. OLD BUSINESS- DISCUSSION AND POSSIBLE ACTION

- E. Garbage Service RFP Review  
*Public Works Director discusses the Garbage RFPs that were received. He discusses the differences between Harter's and Waste Management contracts. Waste Management Representative stated that it was his understanding that the two-year extension was turned down by the board, he also stated that he feels the two proposals that WM submitted should be considered. Harter's Representative came back and said that the two- five-year extension was never taken off the table and still available and the rate of one dollar less than what was stated in the RFP.  
*Motion by Fredel/Solheim to recommend Village Board accept the Harter's response to the RFP as presented. Motion carried 4:0 by Roll Call.**

## 5. NEW BUSINESS- DISCUSSION AND POSSIBLE ACTION

- F. Proposed Ambulance Service Contract  
*President Baker discusses the back story on the Ambulance service back story. Fire Chief and Trustee Joling were present to present the updated proposed contract with Riverside Fire and then took*

*questions from the committee. APC committee directs Fire Chief to continue negotiations with Riverside to create a mutual addendum.*

G. Complaint Procedure Review

*Fredel suggests that Dumais provide the committee with a memo with his suggested changes to the CLIPP and APC ordinance as well as language changes to HR-012. Dumais agreed to have the suggested changes for next meeting.*

H. HR-005 -Policy Review and 2025 Wage Adjustment Chart

*Discussion was had on pay scale updates for salaried employees; Federal Government GS type step salary scale was discussed. It was mentioned that there is value for staff to see where they would be salary wise in upcoming years as they progress through a GS step type pay scale. Finance Director also mentioned that going forward wage increases for salary employees will be instated on the employee's anniversary date. Motion by Fredel was made and then withdrawn. Dumais will put together comparable comparison numbers and will send them out to APC for information for next meeting.*

I. Renewal of Municipal Property Insurance (MPIC) for 2026

*Motion by Fredel/Baker to recommend Village Board approve the renewal of Municipal Property Insurance with Municipal Property Insurance Co. (MPIC) and allocate cost as proposed by the Finance Director. Motion carried 4:0 by Rol Call*

**6. CONSIDERATION OF ITEMS FOR FUTURE AGENDA**

*2025 Budget amendments*

**7. NEXT MEETING:** September 23, 2025

**8. ADJOURNMENT**

*Motion by Solheim/Dumais to Adjourn. Motion carried 4:0 by voice vote at 8:23 PM*

***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: 09/12/2025 Kronenwetter Municipal Center and [www.kronenwetter.org](http://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: Sarah Fisher-Account Clerk

**VILLAGE OF KRONENWETTER**  
**Summary of Ambulance Billing Costs to Riverside Fire District**  
**2022 - 2026**

| Year | Per Capita Cost | WDOA Population        | Base Fee              | Processing Fee per Call | # of Calls     | Processing Fees                                                                       | Total Ambulance Cost  | Annual Cost Increase | % Annual Cost Increase |
|------|-----------------|------------------------|-----------------------|-------------------------|----------------|---------------------------------------------------------------------------------------|-----------------------|----------------------|------------------------|
| 2022 | \$ 5.80         | x 8,402 =<br>2021 pop. | \$ 48,731.60          | \$ 50.00                | x 424 =        | \$ 21,200.00                                                                          | \$ 69,931.60 Actual   |                      |                        |
| 2023 | \$ 5.92         | x 8,561 =<br>2022 pop. | \$ 50,681.12          | \$ 50.00                | x 411 =        | \$ 20,550.00                                                                          | \$ 71,231.12 Actual   | \$ 1,299.52          | 1.86%                  |
| 2024 | \$ 6.04         | x 8,539 =<br>2023 pop. | \$ 51,575.56          | \$ 50.00                | x 397 =        | \$ 19,850.00                                                                          | \$ 71,425.56 Actual   | \$ 194.44            | 0.27%                  |
| 2025 | \$ 6.16         | x 8,551 =<br>2024 pop. | \$ 52,674.16          | \$ 50.00<br>\$ 50.00    | x 210<br>x 210 | = \$ 10,500.00<br>= \$ 10,500.00<br>(Actual: 1/1-6/30/25)<br>(Estimate: 7/1-12/31/25) | \$ 73,674.16 Estimate | \$ 2,248.60          | 3.15%                  |
| 2026 | \$ 6.27         | x 8,595 =<br>2025 pop. | \$ 53,890.65 Estimate | \$ 50.00                | x 420 Estimate | = \$ 21,000.00 Estimate                                                               | \$ 74,890.65 Estimate | \$ 1,216.49          | 1.65%                  |

Public input APC 9/16/25

Ken Charneski 2604 16th Rd Kronenwetter.

Regarding Item 5 F the ambulance contract discussion. The idea of a local ambulance service was shown to be impractical, unfeasible, and unreasonable early on in the discussion process. The pro-ambulance group was never able to address or overcome the realities of the practical, financial, and operational advantages of contracting with Riverside.

From last February forward, a list of complaints appeared that seem to have been addressed months ago, including the liability issue, but we still have not gotten a contract for ambulance service in place.

Now, out of left field we see an entirely new new contract submitted by Chief O'brien.

To me, this looks more like the 1945 surrender terms signed by the Japanese than it does any kind of realistic mutually beneficial business agreement.

Hostile attitudes like this have plagued the ambulance discussion for 18 months. According to this packet report there is apparently no end in sight to the complaints and controversy. Respectful consideration some complaints seems to actually encourage and elevate the contention with new issues, as we can see in this proposed new contract.

I think the politics and delay created around this whole ambulance issue needs to be ended decisively. Time's up, as we have dealt with this issue long enough. It's actually getting to be absurdly long, and common sense needs to prevail at this meeting, wrapping up this issue now, tonight.

I think this *auto-renewal* option suggestion in the packet report is a very poor alternative to the diligence, decisiveness, and leadership that should have prevailed by now. We have been offered an **outstanding deal** by Riverside that should have been sealed months ago, but here we are, dawdling and jumping through hoops to accommodate one person's unilateral discontent.

I think APC members should reject this proposed contract in its entirety as being extremely one-sided, unrealistic, hostile, and not in the best interest of either Kronenwetter or Riverside.

It is a simple, straightforward matter for the committee to **focus on an addendum to deal with one or two issues already agreed upon**, and then a motion to **approve a 5 year contract as modified**.

At a 2% annual price increase, it seems irresponsible to go with any less. Longer term would be even better.

Also, I have no idea why there is an **RFP** in the packet, as the issue that was sent to APC was to work out contract issues.

### **Item 5 G Complaint procedure**

I think that we need to keep in mind that this effort to shield staff from accountability using HR rules needs to be balanced by the public's right to make complaints against staff and have them resolved one way or the other. After all, the public is the taxpayer who is the "customer" that staff is supposed to provide "excellent service" for.

On the other hand, our entire code should be reviewed to eliminate opportunities for frivolous, malicious, or subjective "lawfare" or snitch culture complaints.

CLIPP is currently working on clarifying "public nuisance" language, for example. If there is a complaint, it should have a legitimate basis.

If you are thinking of relying on internal administrative control to maintain employee accountability, remember the fact that no matter how egregious the misconduct of certain staff members has been, and no matter what the embarrassment or financial cost to the Village has been, with the exception of one extraordinary case, there have been **NO department head or office staff** in known memory who **has ever been held accountable** for any of the unacceptable behavior or performance failures. There have been many cases of this, mostly by previous employees, acting out with complete impunity. Administrative sheltering, unreasonable excuses, and unconditional board member support providing immunity for certain staff member misconduct in the past has only worsened things. So there needs to be a mechanism in place to deal with problem behavior.

Any change to the complaint policy should keep in mind both sides of the employee coin. If recognition for outstanding work is acceptable, then so also should unacceptable behavior be just as recognized and corrected.

Respectability or trust is never gained because it is demanded or mandated, but because it is earned. Being accountable for actions is a key part of that. Any attempt to

keep the resolution to citizen complaints a secret will surely lead to resentment and a justified distrust of government.

So I hope you can find a balanced solution.

#### **Item 5H HR-005**

I hope the committee keeps in mind that the economy is tightening up, and that the current loose money attitude will not play well with a tight budget and the projected job market and economic realities likely to be coming our way.

I fail to see the relevance of including wage scales of neighboring villages in the packet, other than to tacitly incite our employees to, once again, feel victimized, exploited, or underpaid.

Kronenwetter is not Rib Mountain or Weston, and they are not us. There are different conditions, different work loads, different financial situations, and different levels of loyalty that affect each community. Getting into some kind of "bidding war" to match wages would be another very poor management decision.

I believe that the 2025 federal pay increase is set at 0%. Many corporations have been doing the same. Given the economic climate, I think we should keep it simple and follow that example.

Other items -

#### **Where is the 2024 audit?**

**When does Mr Davel start? What salary?** and what else was in the offer letter?  
Normally we would have been informed of this by now.

**Where is the budget discussion?** Apparently the board's motion to proceed with the budget schedule "as discussed" has been disregarded in favor of "as presented". Attached is an example of a budget timeline that did not lead up to last minute decisions.

Thanks for your consideration.

Ken Charneski