

From: [Remzy Bitar](#)
To: [Jennifer Poyer](#)
Cc: [James Davel](#)
Subject: Re: [External] Ordinance review
Date: Saturday, January 17, 2026 4:19:16 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
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[image006.png](#)
[Outlook-MLLG - Dar.png](#)

Hi Jennifer,

I would offer the following comments for consideration:

1. Remove the reference to "federal," since the state statutes that address ethics are not federal. Plus, the Village does not want to sweep broader than necessary the laws that may apply.
2. As to this sentence: "All officials and representatives of VOK shall comply with applicable federal and state law, Village ordinances, and policies." This statement is too broad, and creates liability risk beyond ethics. It should be narrowed. I think what is meant is this: all officials "shall comply with applicable state laws, ordinances and policies relating to ethics, conflicts of interests, gifts and gratuities and the like."
3. The inclusion of "representatives" or "contractors" also sweeps too broadly; accordingly, the insertion of "representatives" should be deleted, as well as delete "contractors or vendors while performing duties under Village authority.". The state ethics code applies to "local public officials" who hold "local public office." Sec. 19.42(7w) and (7x), Stats. "Local public office" includes elected municipal officers; city and village managers, appointed municipal officers and employees who serve for a specified term; and officers and employees appointed by the governing body or executive or administrative head who serve at the pleasure of the appointing authority. The term **does not include** independent contractors and persons who perform only ministerial (i.e., non-discretionary) tasks, such as clerical workers. In addition, the term omits officials and employees who are appointed for indefinite terms and are only removable for cause, such as police chiefs and fire chiefs.
4. Complaints, investigations and enforcement will all trigger due process considerations. There needs to be full and fair notice of complaints, investigations, hearings, and the like. Some municipalities create an ethics board to handle such things. The draft ordinance, for instance, does not identify "who" will review the complaint, how investigations will be conducted and by whom, nor rights to notice and a hearing. Those who are working on this Ordinance can find lots of template ethics ordinances, and I

trust they will find some terms that continue to keep this policy simple and straightforward, which segways to my next point.

5. I generally encourage these policies to be simple and straightforward, since they are not required to be adopted at all. The risk with codes/ordinances that are too broad is that they become fodder for political mud-slinging and things can become expensive and time-consuming. The policy you have sent seems to be straightforward, but please note my comments above as the Village continues to work on this and finalizes it.

I think the above is self-explanatory, but let me know if you have any questions.

Remzy D. Bitar

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From: Jennifer Poyer <jpoyer@kronenwetter.gov>

Sent: Monday, January 12, 2026 2:27 PM

To: Remzy Bitar <rbitar@ammr.net>

Cc: James Davel <jdavel@kronenwetter.gov>

Subject: Ordinance review

Good afternoon.

Would you please review the attached ethics ordinance?

The Village Board removed the previous Code of Conduct during the August 25, 2025 Village Board Meeting.

(MINUTES FROM MEETING) 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

During the October 13, 2025 Village Board Meeting, the board voted to bring this item back after further member review. During the October 27, 2025 meeting, the revised (as attached) ordinance was approved.

(MINUTES FROM MEETING) Motion by Stowell/Mortensen to approve the amended Code of Conduct presented by APC. Motion carried by voice vote. 6:0. Discussed that ‘employees’ was removed from the document.

Please provide your opinion on the strength, necessity, etc. of this ordinance.

I also, attached the previous Code of Conduct.

Thank you,



Jennifer Poyer
Village of Kronenwetter
Village Clerk

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