



**City of Neenah**  
**COMMON COUNCIL MINUTES**  
**Wednesday, October 15, 2025 at 6:00 PM**  
**Neenah City Hall – 211 Walnut Street**  
**Council Chambers**

The Common Council of the City of Neenah, Winnebago County, Wisconsin, met in regular session at 6:00 p.m., October 15, 2025, in the Council Chambers of Neenah City Hall.

Mayor Lang is the chair.

Present: Aldermen Bruno, Linski, Ellis, Steiner, Pollnow, Lendrum, and Council President Borchardt. Alderman Erickson arrived at 6:06 PM. Alderman Weber was excused. Staff present Director of Finance Rasmussen appeared by phone, Director of Community Development & Assessment Nieforth, Public Works Director Kaiser, City Attorney Rashid, and City Clerk Nagel.

Also Present: Human Resources & Safety Director Fairchild, Parks & Recreation Director Kading, Water Utility Director Mach, Police Community Liaison Officer Beniot, and those noted on the attached Meeting Sign-In Sheets.

Mayor Lang called the meeting to order at 6:03 p.m.

- I. Roll Call and Pledge of Allegiance  
The City Clerk called a voice roll call as the Mayor/Aldermen recorded their attendance in the RollCall-Pro System followed by the Pledge of Allegiance led by Alderman Linski.
- II. Introduction and Confirmation of Mayor's Appointment(s)
  - A. None.
- III. Approval of Council Proceedings
  - A. [Approval of the Council Minutes and Proceedings of October 1, 2025 regular session.](#)  
(UC)  
**Seeing no objections, the Minutes and Proceedings were ordered approved as written.**
- IV. Public Hearings
  - A. Hear comments for the Water Supply Service Area Plan (WSSAP) developed by Neenah Water Utility. **(No action required)**  
  
Mayor Lang opened the public hearing at 6:02 PM. After three calls for comment, there were no appearances. Mayor Lang closed the public hearing at 6:03 PM.
- V. Public Forum
  - A. Speakers should give their name and residential address (not mailing address) and are allowed five minutes to speak on any topic.

1. Dwight Kerr, 434 High St. Spoke on electric/motorized ATV, bikes, and scooters on the Loop the Lake Trail with little to no lights. Mr. Kerr is concerned not only for riders safety but for pedestrians on the trail.

The second issue Mr. Kerr addressed was vehicles that are backing not the angle parking in the downtown area. He is wondering if that is legal or not. Also the EV charging station downtown, who pays for the use of the station?

The third issue Mr. Kerr spoke about is the shoreline tree removal for the construction of Arrowhead. The trees offered a buffer from the train whistle, especially during the nighttime hours. Are there plans to replace the trees or is some kind of buffer going to be designed in its place?

VI. Mayor/Council consideration of public forum issues

- A. Mayor Lang would be happy to convey his concerns on the electric/motorized ATV, bikes, and scooters to county representatives.
- B. Director Kaiser advised the EV charging station located downtown operates via credit card use.
- C. Alderman Pollnow thought it was the City of Oshkosh looking to change their ordinance on ATV use of streets and roadways. He was corrected that it was Winnebago County looking to change the county ordinance.
- D. Alderman Ellis advised that Chief Olson is working with other Police Chiefs across the state to create an ordinance that could be universally adopted by municipalities across the state on rules and regulations for electric/motorized ATV, bikes, and scooters.
- E. Alderman Erickson is in agreement with Alderman Ellis on the electric/motorized ATV, bikes, and scooters as it is a concern in her district as well.
- F. Alderman Steiner is interested in hearing about a buffer to the railroad/train.

VII. Consent Agenda (**Unanimous Consent**)

- A. None.

VIII. Reports of standing committees

- A. [Regular Public Services and Safety Committee meeting of October 7, 2025:](#) (Chairman Lendrum/Vice Chairman Weber) (Minutes can be found on the City website)
  1. Meeting cancelled, no report.

Prior to moving onto the Finance and Personnel Committee meeting items, Mayor Lang addressed the Council regarding a couple recent developments regarding the proposed employee benefits package. Mayor Lang advised she received several complaints regarding Family Savings Plan in that she recommends eliminating the option that includes benefit eligible employee spouse who has access to other employer sponsored health insurance may also enroll in the City of Neenah's Health Plan if the

eligible employee elects to pay a \$100 monthly surcharge. The negative impact of this component on our employees, in Mayor Lang's opinion, is something that outweighs potential benefits to the city.

Mayor Lang is also recommending that a reduction to the city employee contribution rate from 12 to 10%, which modifies the city's percentage increase from 7.01 to 9.44%. Director Fairchild sent an email out reflecting these changes late this afternoon and is before Council members at the dais. Mayor Lang requested Director Fairchild to present her memo to the Council. A copy of the memo is attached to the meeting minutes.

B. [Regular Finance and Personnel Committee meeting of October 6, 2025:](#) (Chairman Steiner/Vice Chairman Erickson) (Minutes can be found on the City website)

1. Committee recommends Council approve a 7.01% increase in overall health insurance increase with a decrease in the maximum out of pocket as presented by M3. **(RollCall-Pro)**

**ORIGINAL MOTION: Motion by Steiner, seconded by Ellis for Council to approve a 9.44% increase, eluding to Director Fairchild's memo of October 15, 2025, in overall health insurance increase with a decrease in the maximum out of pocket as presented by M3.**

There was a process discussion regarding the public notice of the agenda. Alderman Steiner reset.

**MOTION RESTATED: Motion by Alderman Steiner, seconded by Alderman Ellis for Council approve a 7.01% increase in overall health insurance increase with a decrease in the maximum out of pocket as presented by M3.**

There was confusion as to what the Council was voting on, and discussion on Robert's Rules of Order. There was also discussion on the timing of receiving the amended information.

**ORIGINAL MOTION WITHDRAWN: Alderman Steiner withdrew his motion, Alderman Ellis withdrew his second on the first motion, "for Council to approve a 9.44% increase, eluding to Director Fairchild's memo of October 15, 205, in overall health insurance increase with a decrease in the maximum out of pocket as presented by M3." Motion was withdrawn.**

**CURRENT MOTION ON THE FLOOR: Motion by Alderman Steiner, seconded by Alderman Ellis for Council approve a 7.01% increase in overall health insurance increase with a decrease in the maximum out of pocket as presented by M3.**

**AMENDED MOTION:** Motion by Alderman Steiner, seconded by Alderman Ellis for Council to approve city's contribution to increase to 9.44% from 7.01% in reference to Director Fairchild's memo of October 15, 205, in overall health insurance increase. No further discussion. Motion carried in a roll call vote, 8-0.

**CURRENT MOTION ON THE FLOOR AS AMENDED:** Motion by Alderman Steiner, seconded by Alderman Ellis for Council approve a 9.44% increase in overall health insurance increase with a decrease in the maximum out of pocket as presented by M3. No further discussion. Motion carried in a roll call vote, 8-0.

2. Committee recommends Council approve participating in the Family Savings Plan. **(RollCall-Pro)**

**ORIGINAL MOTION:** Alderman Steiner, seconded by Council President Borchardt to approve participating in the Family Savings Plan.

**AMENDED MOTION:** Alderman Steiner, seconded by Alderman Ellis to approve the removal of Option 3, eliminating the option that includes benefit eligible employee spouse who has access to employer sponsored health insurance may also enroll in the City of Neenah's Health Plan if the eligible employee elects to pay a \$100 monthly surcharge. No further discussion. Motion carried in a roll call vote, 8-0.

**ORIGINAL MOTION RESTATED:** Alderman Steiner, seconded by Council President Borchardt to approve participating in the Family Savings Plan as amended eliminating Option 3. No further discussion. Motion carried in a roll call vote, 8-0.

3. Committee recommends Council approve offering Alternate Delta 85% ER Paid with Alternative #1 CarePlus Dental Plan. **(RollCall-Pro)**  
**Motion by Alderman Steiner, seconded by Council President Borchardt to approve as recommended by Finance & Personnel Committee. No further discussion. Motion carried in a roll call vote, 8-0.**
4. Committee recommends Council approve the restructuring of two casual positions into one permanent part-time Parks Technician position as presented. **(RollCall-Pro)**  
**Motion by Alderman Steiner, seconded by Council President Borchardt to approve as recommended by Finance & Personnel Committee. Discussion was had. Motion carried in a roll call vote, 8-0.**

Discussion was had on the process of filling the position. The normal job postings will be followed along with word of mouth. The position pays just a few dollars less than a full-time position.

5. Committee recommends Council approve Resolution 2025-11 to enter into an Institutional Investment Agency Agreement between City of Neenah Cemetery and Associated Trust Company. **(RollCall-Pro)**  
**Motion by Alderman Steiner, seconded by Alderman Pollnow to approve as recommended by Finance & Personnel Committee. Discussion was had. Motion carried in a roll call vote, 8-0.**

IX. Reports of special committees and liaisons and various special projects committees

- A. [Regular Plan Commission meeting of October 7, 2025](#): (Alderman Steiner) (Minutes can be found on the City website)
  1. Meeting cancelled, no report.
- B. [Board of Public Works meeting of October 9, 2025](#): (Vice Chairman Lendrum) (Minutes can be found on the City website)
  1. The Board recommends Council approve Pay Request #2 and Final Pay Request from Vinton Construction, Two Rivers, on Contract PR24-012, Southview Park Court Replacement, in the amount of \$129,221.53 utilizing approved budgeted 2025 CIP Funds. **(RollCall-Pro)**  
**Motion by Alderman Lendrum, seconded by Alderman Bruno to approve as recommended by the Board of Public Works. Motion carried in a roll call vote, 8-0.**
  2. The Board recommends Council approve Final Pay Request, Contract 7-24, Concrete Pavement and Sidewalk Repairs and New Sidewalk Baldwin Street, to Jim Fischer, Inc., in the amount of \$0.00. **(RollCall-Pro)**  
**Motion by Alderman Lendrum, seconded by Alderman Bruno to approve as recommended by the Board of Public Works. Discussion was had. Motion carried in a roll call vote, 8-0.**
- C. [Report from the Library Board Meeting of October 15, 2025](#) – Alderman Erickson
  1. An update from Blue Door Consulting regarding the library branding plan was given.
  2. Programming to date is up 18% from last year.
  3. Alderman Erickson will plan on a future update on the no fines or fees program.
- D. [Report from the Neenah Arts Council Meeting of October 8, 2025](#) – Alderman Erickson
  1. Recapped this year's activities.
  2. Planned the art project for Very Neenah Christmas and Holiday Market.
  3. The Committee toured the Cre8lab Art Studio.

- E. [Report from the Landmarks Commission Meeting of October 8, 2025](#) – Alderman Weber
1. Alderman Weber was excused, no report given this meeting.
- X. Presentation of petitions
- A. Any other petition received by the City Clerk's Office after distribution of the agenda.
    1. None.
- XI. Council Directives
- A. None.
- XII. Unfinished Business
- A. None.
- XIII. New Business
- A. Any announcements/questions that may legally come before the Council.
    1. None.
- XIV. Closed Session
- A. The Common Council may convene into closed session pursuant to Wis. Stat. §19.85(1)(e) for the purpose of deliberating or negotiating the purchase of public properties, the investing of public funds, and the conducting of other specified public business as competitive or bargaining reasons require closed session related to land acquisition and related investing of public funds for 135 Millview Drive and the 1300 block of the South Commercial Street corridor.
- Motion by Alderman Ellis, seconded by Alderman Pollnow for the Common Council to convene into closed session pursuant to Wis. Stat. §19.85(1)(e) for the purpose of deliberating or negotiating the purchase of public properties, the investing of public funds, and the conducting of other specified public business as competitive or bargaining reasons require closed session related to land acquisition and related investing of public funds for 135 Millview Drive and the 1300 block of the South Commercial Street corridor. The Council may reconvene into open session to take action on items discussed in closed session. Motion carried in a roll call vote, 8-0.**
- After a short break, the Common Council convened into closed session at 6:45 PM.
- B. The Common Council may reconvene into open session pursuant to Wis. Stats. §19.85(2) to consider or act on any item (s) discussed in closed session.
- Motion by Council President Borchardt, seconded by Alderman Ellis for the Council to reconvene into open session. Motion carried in a voice vote, 8-0.**
- At 7:23 PM, the Council reconvened into open session. There was no action taken on items discussed in closed session.
- XV. Training
- A. Annual security training with Community Policing Coordinator Benoit.

At 7:23 PM, the Council participated in the annual security training with Community Policing Coordinator Benoit.

XVI. Adjournment

**Motion by Alderman Pollnow, seconded by Alderman Erickson to adjourn. Motion carried in a voice vote 8-0. Meeting adjourned at 8:30 PM.**

Respectfully submitted,

A handwritten signature in black ink that reads "Charlotte K. Nagel". The signature is written in a cursive, flowing style.

Charlotte Nagel, City Clerk

**CITY OF NEENAH – COMMON COUNCIL MEETING  
WEDNESDAY, OCTOBER 15, 2025  
ATTENDANCE SHEET**

NAME	ADDRESS
1. Frank Crthbert	1533 Fallow Dr.
2. Scott Berman	1061 GREEN ACRES ZANE
3. ANTHONY L. MACH	773 YORKSHIRE RD.
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## Char Nagel

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**From:** Amy J. Fairchild  
**Sent:** Wednesday, October 15, 2025 3:24 PM  
**To:** Jane B. Lang; Daniel G. Steiner; Char Nagel  
**Subject:** Amendment to Motion Request  
**Attachments:** FSP Open Enrollment + Opt Out.docx

Mayor Lang and Alderman Steiner,

I have two things to update you on as it relates to the insurance proposals this evening. I'm not sure the proper way to bring this to Council attention, so I'm including those who may know best.

### **1. Adjustment to Motion Regarding Percentage Increase to the City**

The motion related to the percentage increase to the City should be modified from **7.01% to 9.44%**.

This change reflects the adjustment of the employee contribution rate from **12% to 10%**. The revised rate allows us to maintain an appropriate fund balance for premium contributions, which by policy can only be used for employee benefits and wellness programs. When this fund exceeds a certain threshold, overages must be reallocated back to employees through reduced contributions or additional wellness initiatives.

Unfortunately, this information was not available prior to the Finance & Personnel Committee meeting. Following further review, the Finance team calculated the appropriate contribution rate to remain within acceptable fund balance levels, resulting in this amended motion request. The documentation related to this was included in the original backup to the agenda this evening and I wanted to further clarify the reason for the change.

### **2. Family Savings Plan Update**

The Family Savings Plan (FSP) currently includes three options. After receiving unfavorable employee feedback, it was recommended to me that Option 3 be removed, which would result in removing the spousal surcharge for spouses who have alternative health coverage available to them.

This modification does not affect the overall funding projections, as the spousal surcharge was not included in the estimated savings in the original proposal. The amended proposal is attached for your review.

Thank you,



**Amy J. Fairchild, SHRM-CP**

Director of Human Resources and Safety  
City of Neenah

**Phone:** 920-886-6103

**Mobile:** 918-282-3871

**Email:** [afairchild@neenahwi.gov](mailto:afairchild@neenahwi.gov)

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# FAMILY SAVINGS PLAN ANNOUNCEMENT

## FSP and Health Plan 2026 Open Enrollment

**Attention:** This announcement applies to City of Neenah health plan enrollees, those who are eligible for the City of Neenah health plan and have previously waived coverage in favor of the opt out benefit, and those who have access to other coverage.

### How to become eligible to enroll in Family Savings Plan or the City of Neenah's Health Plan:

#### Option 1:

Employees who are enrolled in the opt-out benefit in the 2025 plan year may continue to enroll in an alternate employer group health plan and receive the City of Neenah's opt-out benefit of \$1250 (employee only) / \$2500 (family). The benefit eligible employee and family members are not eligible for Family Savings Plan or the City of Neenah Health Plan in this option. Employees enrolled in the opt-out benefit will be grandfathered into this option as long as they remain enrolled in the opt-out benefit. This option will not be extended to any new enrollees and when an employee chooses an option other than the opt-out benefit, the opt-out benefit will no longer be available to them.

#### Option 2:

As a new hire, or after 12 consecutive months on the City of Neenah Health Plan, benefit eligible employees, spouses, and dependents may choose to enroll in an alternate employer sponsored health plan and enroll in Family Savings Plan. Family Savings Plan enrollees are reimbursed for covered medical and pharmacy expenses up to the ACA maximum amount of \$10,600 for an Individual and \$21,200 per family. The City of Neenah will also pay FSP enrollees a taxable premium incentive of \$50 per month when 1 benefit eligible member comes off the City of Neenah Health Plan and an additional \$50 for all enrolled participants associated with an employee's coverage coming off the plan for a maximum premium incentive of \$100 per month.

Spouses and benefit eligible family members who join the City of Neenah Health Plan may be eligible for Family Savings Plan after being on the City of Neenah Health Plan for at least 12 consecutive months.