



City of Neenah
Common Council Minutes
Wednesday, September 2, 2026 at 6:00 PM
Neenah City Hall – 211 Walnut Street
Council Chambers

[A broadcast of this meeting can be viewed and heard through this link on the City's YouTube channel.](#)

I. Roll Call and Pledge of Allegiance

The Common Council of the City of Neenah, Winnebago County, Wisconsin, met in regular session at 6:00 PM, September 2, 2026, in the Council Chambers of Neenah City Hall.

Mayor Borchardt is the chair.

Present: Council President Steiner, Aldermen Bruno, Erickson, Defferding, Neuman, Pollnow, Ellis, and Weber. Staff present Director of Finance Rasmussen, Director of Community Development & Assessment Nieforth, Interim Public Works Director Rolhoff, City Attorney Rashid, and City Clerk Nagel.

Also Present: Parks & Recreation Director Kading, Library Director Hardina-Willhelm, Fire Chief Teesch, Police Chief Olson, Assistant Police Chief Bernice, Information Technology Director Schroeder, Human Resources & Safety Director Barber, Public Works Superintendent Beyer, Fleet Superintendent Kerkhoff, Building Manager Benson, and those on the attached sign-in sheets.

Mayor Borchardt called the meeting to order at 6:00 p.m. The Pledge of Allegiance led by Alderman Weber.

II. Introduction and Confirmation of Mayor's Appointment(s)

A. None.

III. Approval of Council Proceedings

A. Approval of the [August 19, 2026](#) meeting minutes and proceedings.

Motion by Ellis/Pollnow to approve the minutes of August 19, 2026 minutes. Motion carried in a voice vote, 8-0.

IV. Public Forum

A. Speakers should give their name and residential address and are allowed five minutes to speak on any topic.

B. Jake Moede, 218 Congress Street – He is a longtime Congress Street resident, spoke in support of moving the Congress Street reconstruction project back to 2027. He emphasized the street's deteriorating condition, noting that falling asphalt has damaged his snowblower and created unsafe conditions for his young children riding bikes. He asked the Council to support amendments

restoring the project to the priority list, stating that the street's condition is unacceptable and requires attention.

V. Mayor/Council Consideration of Public Forum Issues

VI. Consent Agenda (Unanimous Consent)

A. Committee recommends Council approve the Temporary Extension of the "Class B" Fermented Malt Beverage License to Lion's Tail Brewing Company, 116 S. Commercial Street, Neenah, for Oktoberfest, to be held on Friday, September 18, 2026, and Saturday, September 19, 2026, from 12:00 PM to 11:00 PM. (Unanimous Consent)

B. Committee recommends Council approve the Temporary Extension of the "Class B" Fermented Malt Beverage License Grainworks Old + New, W Doty Avenue, Neenah, for Annual Bourbon Drawing, to be held on Saturday, September 19, 2026, from 10 AM to 4:00 PM. (Unanimous Consent)

Seeing no objections, the above Consent Agenda was ordered approved as written.

VII. Reports of Standing Committees

A. Public Services & Safety Committee meeting of [August 25, 2026](#): (Chairman Weber/Vice Chairman Pollnow) (Minutes can be found on the City website)

1. Informational only, no report.

B. Finance & Personnel Committee meeting of [August 24, 2026](#): (Chairman Erickson/Vice Chairman Ellis) (Minutes can be found on the City website)

1. Committee recommends Council authorize the Mayor and appropriate City staff to negotiate and extend an offer for the Director of Public Works position within a salary range of \$125,000 to \$140,028.50, subject to the qualifications of the selected candidate, available budget authority, and applicable City policies. (Roll Call Vote)

**Motion by Erickson/Ellis to approve as recommended by Committee.
No vote taken.**

Alderman Ellis supports addressing employee compensation inequities but believes raising one department head's salary individually could create a domino effect, employee dissatisfaction, and further turnover because Neenah's wages are already below comparable communities. Alderman Ellis advocated for developing a comprehensive, financially responsible compensation plan for all city employees rather than making an isolated adjustment. The speaker therefore moves to table the issue and send it back to the Finance Committee.

Motion by Ellis/Erickson to table this back to the Finance & Personnel Committee.

Point of Order: There was discussion on Robert's Rule of Order in that there can be a referral back to Committee but not a tabling to a committee. Attorney Rashid concurred.

Motion restated: Motion by Ellis/Erickson to table this indefinitely.

Point of Order: There was discussion on either tabling it or sending it back to committee. Attorney Rashid confirmed that an alternative motion could be made to refer it back to the committee of jurisdiction, or table it to the date of the committee of jurisdiction's next meeting which would be September 28th.

Motion restated: Motion by Ellis/Erickson to table this item by September 28th the next Finance and Personnel Committee meeting (Committee of Jurisdiction). Motion carried in a voice vote, 6-2 with Steiner and Pollnow voting dissenting.

Mayor Borchardt expressed his regret in not asking Director Barber to speak on this item. He also expressed his disappointment in the outcome.

Attorney Rashid advised that it would be up to an alderman to request the Chair of the Finance and Personnel Meeting to put it on the committee agenda.

2. Committee recommends Council move the Parks Supervisor from Grade 11 step 9 to Grade 11 step 13, the market rate for the position. (Roll Call Vote)

Motion by Erickson/Bruno to approve as recommended by Committee. Motion carried in a voice vote, 8-0.

Director Barber explained this was one of the key issues as part of the comprehensive compensation review that was mentioned at the Committee of the Whole. Pay inversion is when a supervisor makes less than the employee they are supervising. This is the case with the Parks Supervisor. The ability to fix this pay inversion is within the current budget to address the situation right away.

3. Committee recommends Council approve the following change to the promotional rule: The City's promotional rule will follow the same rule as for new hires except to state that the negotiated rate shall be at least a 5% per grade increase. (Roll Call Vote)

Motion by Erickson, seconded by Neuman to approve as recommended by Committee. Motion carried in a voice vote, 8-0.

Director Barber explained this was one of the key issues as part of the comprehensive compensation review that was mentioned at the Committee of the Whole. This rule treats internal employees worse than external candidates for positions. This rule is more stringent in terms of what rate we can hire internal employees should they want to pursue a different position.

Simply adjusting the rule to treat our internal employees the same as external candidates should alleviate these issues.

- C. NMFR Joint Finance & Personnel Committee meeting of August 25, 2026:
(Alderman Pollnow) (Minutes can be found on the City website)

1. Meeting canceled, no report.

VIII. Reports of Special Committees and Liaisons and Various Special Projects Committees

- A. Plan Commission meeting of August 25, 2026: (Ald. Neuman) (Minutes can be found on the City website)

1. Meeting canceled, no report.

- B. Board of Public Works meeting of September 2, 2026: (Vice Chairman Ellis)
(Minutes can be found on the City website)

1. Consideration of Board recommendation to approve Final Pay Request, Contract 12-25, Courtside Fields Stormwater Pond, MCC, Inc., in the amount of \$364,094.24.

Motion by Ellis, seconded by Neuman to approve as recommended by the Board. Motion carries in a roll call vote, 8-0.

- C. Report from the Landmarks Commission meeting of August 26, 2026 – Alderman Bruno

Reviewed the possibility of having a new local landmark designation in the ordinance to recognize Neenah historic buildings and are working on a new application form for this new designation.

- D. Report from the Sustainable Neenah Committee meeting of August 26, 2026 – Alderman Neuman

They met although sparsely attended. They would like to have a seat at a future discussion on retreating our local city and sustainability.

- E. Report from the Bergstrom Mahler Museum – Alderman Bruno

The Glass Arts Festival was relocated to the Fox Cities Exhibition Center due to the tornado. It was a huge success with many VIP guests throughout the event. A donation was received for a permanent collection vault expansion. Save the Date for the Annual Meeting on Wednesday, October 28th

- F. Report from the Park Commission meeting of August 20, 2026 – Alderman Weber

Minutes can be found on the city website. There is nothing specific for Council.

- G Report from the Committee of Aging meeting of August 20, 2026 - Alderman Neuman.

The Committee is working on making preparation the School for Seniors which will be held October 16th.

IX. Presentation of Petitions

- A. Any other petition received by the City Clerk's Office after distribution of the agenda.

1. No petitions.

X. Council Directives

- A. None.

XI. Unfinished Business

- A. Common Council may act on Committee's tie vote to recommend the Common Council approve a change order for the Master Services Agreement with Stantec in the amount of \$66,850 for professional services for Arrowhead Park environmental services. Funding for the change order will be provided from Arrowhead Park carry forward funds included in the Capital Improvements Budget. (Roll Call Vote)

Point of Order: There was discussion that this item was tabled at the last Council meeting, therefore will need to have a motion to remove it from the table.

Motion by Ellis/Weber to take this item from the table. Motion by carried was in a voice vote, 8-0.

Motion by Weber/Ellis to approve a change order for the Master Services Agreement with Stantec in the amount of \$66,850 for professional services for Arrowhead Park environmental services. Funding for the change order will be provided from Arrowhead Park carry forward funds included in the Capital Improvements Budget. Motion carried in a voice vote 6-2 with Pollnow and Defferding dissenting.

The discussion focused on the city's future contracting process with consultants and the current Stantec invoice. Staff and the attorney's office are developing the RFQ (Request For Qualifications/Quotations) and a new contract structure in parallel, with proposed contract terms included in the RFQ themselves so consultants understand expectations. The attorney advised that the existing 2012 agreement does not provide a clear legal basis to avoid payment, although the city used the situation as leverage and received a significant discount; council members agreed future contracts should include firm limits, clearer scopes, and progress checkpoints to prevent similar issues.

XII. New Business

- A. Any announcements/questions that may legally come before the Council.

XIII. 2027-2031 Capital Improvement Plan

The Council President thanked staff and the Council for their work on the Capital Improvement Plan (CIP), noting that the workshop discussions helped clarify priorities and decisions. He reminded the Council that individual aldermen do not have executive authority to direct city staff, although they may ask questions or request follow-up information. Decisions or directives should come through the Council's collective process of discussion and majority vote, while respecting the Mayor's executive authority and avoiding conflicting directions to staff.

A. Proposed Amendments to the 2027-2031 Capital Improvement Plan

1. Remove Council Chambers Remodel in the amount of \$190,000 on page 69. (Alderman Erickson) (Roll Call Vote)

Motion by Erickson/Bruno to Remove Council Chambers Remodel in the amount of \$190,000 on page 69. Motion carried in a voice vote, 6-2 with Weber and Steiner dissenting.

2. Remove Detention Ponds in the amount of \$300,000 on page 119. (Alderman Pollnow) (Roll Call Vote)

Motion by Pollnow/Bruno to Remove Detention Ponds in the amount of \$300,000 on page 119. Motion failed in a voice vote, 3-5 with Erickson, Ellis, Weber, Steiner, and Neuman dissenting.

3. Move street upgrades on Langley Boulevard (Marathon-Commercial) from 2027 to 2028 in the amount of \$220,000 on page 22. (Alderman Defferding) (Roll Call Vote)

Alderman Defferding would like to pull this amendment. See no other supporters of this amendment, this amendment was pulled.

4. Move street upgrades on Hazel Street (Henry - Commercial) from 2027 to 2028 in the amount of \$140,000 on page 22. (Alderman Defferding) (Roll Call Vote)

Alderman Defferding would like to pull this amendment. See no other supporters of this amendment, this amendment was pulled.

5. Move street upgrades on Wright Avenue (Marathon - Commercial) from 2027 to 2028 in the amount of \$220,000 on page 22. (Alderman Defferding) (Roll Call Vote)

Alderman Defferding would like to pull this amendment. See no other supporters of this amendment, this amendment was pulled

6. Move street upgrades on Curtis Avenue (Marathon - Commercial) from 2027 to 2028 in the amount of \$220,000 on page 22. (Alderman Defferding) (Roll Call Vote)

Alderman Defferding would like to pull this amendment. See no other supporters of this amendment, this amendment was pulled

7. Move street upgrades on Edgewood Drive (Maple - Whittier) from 2027 to 2028 in the amount of \$685,000 page 22. (Alderman Defferding) (Roll Call Vote)

Alderman Defferding would like to pull this amendment. See no other supporters of this amendment, this amendment was pulled

8. Move street upgrades on Whittier Drive (Emerson - Hawthorne) from 2027 to 2028 in the amount of \$115,000 on page 22. (Alderman Defferding) (Roll Call Vote)

Alderman Defferding would like to pull this amendment. See no other supporters of this amendment, this amendment was pulled.

9. Move street upgrades on Hawthorne Street (Congress - Yorkshire) from 2027 to 2028 in the amount of \$275,000 on page 22. (Alderman Defferding) (Roll Call Vote)

Motion by Defferding/Pollnow to move street upgrades on Hawthorne Street (Congress - Yorkshire) from 2027 to 2028 in the amount of \$275,000 on page 22

Motion failed in a voice vote, 1-7 with Bruno, Erickson, Pollnow, Ellis, Weber, Steiner, and Neuman dissenting.

10. Move street upgrades on Hawthorne Street (Yorkshire - E terminus) from 2027 to 2028 in the amount of \$200,000 on page 23. (Alderman Defferding) (Roll Call Vote)

Alderman Defferding would like to pull this amendment. See no other supporters of this amendment, this amendment was pulled.

11. Move street upgrades on Cambridge Court from 2027 to 2028 in the amount of \$80,000 on page 23. (Alderman Defferding) (Roll Call Vote)

Alderman Defferding would like to pull this amendment. See no other supporters of this amendment, this amendment was pulled.

12. Move street upgrades on Jane Court from 2027 to 2028 in the amount of \$55,000 on page 23. (Alderman Defferding) (Roll Call Vote)

Alderman Defferding would like to pull this amendment. See no other supporters of this amendment, this amendment was pulled

13. Move street upgrades on Loper Court from 2027 to 2028 in the amount of \$55,000 on page 23. (Alderman Defferding) (Roll Call Vote)

Alderman Defferding would like to pull this amendment. See no other supporters of this amendment, this amendment was pulled.

14. Move street upgrades on Congress Street (Laudan - Doty) from 2029 to 2027 in the amount of \$865,000 on page 28. (Alderman Defferding) (Roll Call Vote)

Motion by Defferding/Pollnow to amend this amendment to read, move street upgrades on Congress Street (Laudan - Washington) from 2029 to 2027 page 28. Motion failed in a roll call voice vote 1-7 with Bruno, Erickson, Ellis, Weber, Steiner, and Neuman dissenting.

15. Move street upgrades on E. Forest Avenue (Third - Park) from 2030 to 2027 in the amount of \$1,120,000 on page 31. (Alderman Defferding) (Roll Call Vote)

Motion by Defferding/Steiner to amend the amendment to read move street upgrades on E. Forest Avenue (Ninth - Park) from 2030 to 2027 on page 31. Motion failed in a roll call voice vote 1-7 with Bruno, Erickson, Ellis, Weber, Steiner, and Neuman dissenting.

16. Move street upgrades on Seventh Street (Hewitt - terminus) from 2031 to 2027 in the amount of \$105,000 on page 33. (Alderman Defferding) (Roll Call Vote)

Motion by Defferding/Pollnow to approve moving street upgrades on Seventh Street (Hewitt - terminus) from 2031 to 2027 in the amount of \$105,000 on page 33. Motion failed in a roll call voice vote 1-7 with Bruno, Erickson, Pollnow, Ellis, Weber, Steiner, and Neuman dissenting.

17. Move Tullar Garage Parking Area Replacement from 2027 to 2029 in the amount of \$300,000 on page 70. (Alderman Defferding) (Roll Call Vote)

Motion by Defferding/Pollnow to approve moving Tullar Garage Parking Area Replacement from 2027 to 2029 in the amount of \$300,000 on page 70. Motion failed in a roll call voice vote 2-6 with Bruno, Erickson, Ellis, Weber, Steiner, and Neuman dissenting.

18. Remove Replacing Inspection Vehicle for Community Development in 2027 in the amount of \$35,000 page 91. (Alderman Defferding) (Roll Call Vote)

Motion by Defferding/Pollnow to approve the removal of Replacing Inspection Vehicle for Community Development in 2027 in the amount of \$35,000 page 91. Motion failed in a roll call voice vote 2-6 with Bruno, Erickson, Pollnow, Ellis, Weber, Steiner, and Neuman

dissenting. Motion failed in a roll call voice vote 1-7 with Bruno, Erickson, Pollnow, Ellis, Weber, Steiner, and Neuman dissenting.

19. Move Replacement of #4A - 2013 Tandem-Axle Patrol Truck with Wing and Salter from 2027 to 2028 in the amount of \$315,000 page 91. (Alderman Defferding) (Roll Call Vote)

Motion by Defferding/Pollnow to approve moving Replacement of #4A - 2013 Tandem-Axle Patrol Truck with Wing and Salter from 2027 to 2028 in the amount of \$315,000 page 91. Motion failed in a roll call voice vote 1-7 with Bruno, Erickson, Pollnow, Ellis, Weber, Steiner, and Neuman dissenting.

20. Move Replacement of Tandem Trailer from 2027 to 2028 in the amount of \$10,000 page 91. (Alderman Defferding) (Roll Call Vote)

Motion by Defferding/Pollnow to approve moving Replacement of Tandem Trailer from 2027 to 2028 in the amount of \$10,000 page 91. Motion failed in a roll call voice vote 1-7 with Bruno, Erickson, Pollnow, Ellis, Weber, Steiner, and Neuman dissenting.

21. Move Replacement of #46 - 2014 Tractor with Backhoe from 2027 to 2028 in the amount of \$175,000 page 91. (Alderman Defferding) (Roll Call Vote)

Motion by Defferding/Pollnow to approve moving the Replacement of #46 - 2014 Tractor with Backhoe from 2027 to 2028 in the amount of \$175,000 page 91. Motion failed, 3-5

Point of Order: There was discussion on the previous vote where Neuman's vote was recorded as no when it should have been a yes. Said vote was corrected.

Motion tied in a roll call vote, 4-4 with Erickson, Ellis, Weber and Steiner voting dissenting.

Council rules dictates the Mayor vote's in case of a tie. Mayor Borchardt voted no.

Final Vote: Motion failed in a roll call vote, 4-5 with Erickson, Ellis, Weber, Steiner, and Borchardt dissenting.

At this time there were comments criticizing the new voting system.

22. Remove Remaining Arrowhead Park Carry Forwards Balance in the amount of \$131,357 page 139. (Alderman Defferding) (Roll Call Vote)

With the earlier vote to pay Stantec for work done at Arrowhead Park, the invoiced amount would be removed from the carry forward balance, being the carry forward balance to \$64,507.

Motion by Defferding/Pollnow to amend to approve the removal of Remaining Arrowhead Park Carry Forwards Balance in the amount of \$64,507 page 139. Motion failed in a roll call vote, 2-6 with Bruno, Erickson, Ellis, Weber, Steiner, Neuman dissenting.

23. Remove Website Redesign and American Disabilities Act Upgrades in 2027 in the amount of \$75,000 page 88. (Alderman Bruno) (Roll Call Vote)

Motion by Bruno/Pollnow to amend the amendment to read, Remove Website Redesign and American Disabilities Act Upgrades in 2027 in the amount of \$50,000 page 88. Motion failed in a roll call vote, 3-5 with Erikson, Ellis, Weber, Steiner, and Neuman dissenting.

- B. Adoption and approval of the 2027-2031 Capital Improvement Plan as amended. (Roll Call Vote)

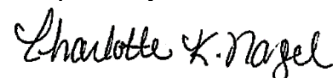
Motion by Pollnow/Bruno to approve and adopt the 2027-2031 Capital Improvement Plan as amended above. Motion carried in a roll call vote, 7-1 with Defferding dissenting.

XIV. Adjournment

Motion by Alderman Pollnow, seconded by Alderman Linski to adjourn. Motion carried in a voice vote 8-0. Meeting adjourned at 7:25 PM.

[A broadcast of this meeting can be viewed and heard through this link on the City's YouTube channel.](#)

Respectfully submitted,



Charlotte Nagel, City Clerk

City of Neenah – Common Council Meeting
Wednesday, September 2, 2026
Attendance Sheet

NAME	ADDRESS
1. Erika Fiedhammer	8450 Mano Ave #10
2. Dale Maede	218 Congress St.
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NAME	ADDRESS
1. Beck Heidi Kniahtkowski	1300 Eagle Feather Trail.
2. Frank Crithbert	1533 Fallow Dr.
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