



City of Neenah
Common Council Minutes
Wednesday, September 16, 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.](#)

The Common Council of the City of Neenah, Winnebago County, Wisconsin, met in regular session at 6:00 PM, September 16, 2026, in the Council Chambers of Neenah City Hall.

Mayor Borchardt is the chair.

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

Also Present: Fire Chief Teesch, Police Chief Olson, Police Lieutenant Van Sambeek, Human Resources Director Barber, and those on the attached sign-in sheets.

Mayor Borchardt called the meeting to order at 6:00 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. Appointment Kurt Leibold to the Police Commission for the remainder of Laura Kemps term expiring May 2031. (Attachment) (Unanimous Consent)

Seeing no objection, the appointment of Kurt Leibold to the Police Commission was ordered approved as presented.

III. Approval of Council Proceedings

A. Approval of the [September 2, 2026](#) regular meeting. (Unanimous Consent)

Seeing no objection, the minutes of the September 2, 2026 regular meeting was ordered approved as presented.

IV. Public Forum

Speakers should give their name and residential address (not mailing address) and are allowed five minutes to speak on any topic.

Mayor Borchardt opened the public forum.

A. Nathaniel Miller, 981 Grove Street, Neenah. He emphasized the dangers and intrusiveness of the use of Flock Safety cameras and supports terminating the contract.

B. Tanner Mann, 833 W. Harris St, Appleton. He detailed the deceptive practices of Flock, including the retention of data and the potential misuse of collected information. He encourages the Council to terminate the contract to protect community privacy and data.

C. Gloria DeGrave, 981 Grove St, Neenah. She supports terminating the contract with Flock due to concerns about data privacy and domestic violence.

D. Jason Maloney, 210 Clybourn Street, Neenah. Mr. Maloney submitted an ethics complaint against Alderman Ellis for abuse of power, bullying and ethical misconduct regarding storm debris, and calls for an immediate investigation.

After additional calls for public comments, none were heard. Mayor Borchardt closed the Public Forum.

V. Mayor/Council consideration of public forum issues

- A. Alderman Ellis addressed Mr. Maloney's complaint, welcoming an investigation because the truth would be revealed. Ellis stands by his actions and has a very different perspective of what took place.
- B. Mayor Borchardt thanked the speakers and emphasized the importance of the Council's process in addressing public concerns regarding the Flock camera system.

VI. Consent Agenda

- A. Approve the Temporary Extension of the "Class B" Beverage License to Cedar Neenah, LLC, 1330 S. Commercial Street, Neenah, for the Annual Cornhole Tournament, to be held on September 26th and 27th, from 11:00 AM to 5:00 PM. (Unanimous Consent)
Seeing no objection, the Consent Agenda was ordered approved as presented.

VII. Reports of standing committees

- A. Public Services & Safety Committee meeting of [September 8, 2029](#): (Chairman Weber/Vice Chairman Pollnow) (Minutes can be found on the City website) Meeting cancelled, no report.
 - 1. Committee recommends Common Council approve Resolution 2026-08 amending the 2026 Capital Improvement Plan for the City of Neenah to remove funding for its contract with Flock Group, Inc. (Roll Call Vote)
Motion by Weber, seconded by Bruno to approve Resolution 2026-08 removing the funding for the Flock Group, Inc. contract. Motion carried in a roll call vote, 9-0.

Alderman Weber explained the process for terminating the Flock Safety contract, including the 30-day notice and the possibility of bagging the cameras.

Police Chief Olson clarifies the timeline for removing the Flock cameras and the steps involved in the process.

Alderman Ellis mentioned abducted kids and mentally ill residents who have been returned home to their families with the use of Flock cameras. He highlights the broader issues of data privacy and surveillance, comparing Flock to the monitoring practices such as the search engines, vehicular black boxes, stores, credit card purchases, etc. Collectively, we all need to broaden our mind and remember we're being spied upon constantly and have been for a long time.

Mayor Borchardt thanked Police Chief Olson for doing the due diligence, as well as the speakers, and emphasized the importance of the Council's process in addressing public concerns. The Mayor's door will always be open and his phone will always be on, and he will listen. However, the process of things going through Council might be slow, but it 's a process the city is going to follow.

- 2. Committee recommends Common Council approve the acceptance of the donation of \$30,000.00 to the Tree Trust, from Bergstrom Corporation, for the

specific purpose of replanting trees in Riverside Park with funds being placed in the Tree Trust. (Roll Call Vote)

Motion by Weber, seconded by Neuman to accept the donation to the Tree Trust by the Bergstrom Corporation. Motion carried in a roll call vote, 9-0

Director Kading did present this item to the Public Services and Safety Committee, but also needs Council approval for a donation of this magnitude.

Mayor Borchardt advised together with Director Kading and Parks Superintendent Fink a three-year tree replacement plan will be rolled out in early October. There will also be an opportunity for anyone wishing to donate to do so with this plan.

3. Committee recommends Common Council approve the Joint Powers Agreement, Winnebago County 911 Emergency System. (Roll Call Vote)

Motion by Weber, seconded by Bruno to approve the Joint Powers Agreement with Winnebago County 911 Emergency System. Motion carried in a roll call vote, 9-0.

- B. Finance & Personnel Committee meeting of [September 7, 2026](#): (Chairman Erickson/Vice Chairman Ellis) (Minutes can be found on the City website)

1. Meeting canceled, no report.

- C. Special Finance & Personnel Committee meeting of [September 15, 2026](#): (Chairman Erickson/Vice Chairman Ellis) (Minutes can be found on the City website)

1. **Information only item: Committee approved the hiring of a Public Works Director at a salary of \$140,283 in accordance with the adopted Salary Plan. (Attachment) (No discussion/action to be taken)**

- D. NMFR Joint Finance & Personnel Committee meeting of [September 15, 2026](#): (Alderman Pollnow) (Minutes can be found on the City website)

1. Receive and place on file the NMFR Organizational Structure Assessment and Future Needs Analysis submitted by Innovative Public Advisors. (Roll Call Vote)
Motion by Pollnow, seconded by Weber to receive and place on file the NMFR Organizational Structure Assessment and Future Needs Analysis. Motion carried in a roll call vote, 9-0.

Alderman Pollnow advised the department evaluation was a long-awaited process and the first time an outside consultant has been used. The committee had a productive discussion and plans to keep the evaluation on its agenda for the next few months, with additional input from the Chief, Mayor and staff. The process will take time and requires continued discussion and collaboration rather than an immediate solution.

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

- A. Plan Commission meeting of [September 8, 2026](#): (Ald. Neuman) (Minutes can be found on the City website) No report, items acted on under Public Hearings.

1. Informational only items, no report.

- B. Reports on Business Improvement District Board (BID Board) of [September 15, 2026](#) – Alderman Bruno

1. Alta Alley is complete and open to the public.

2. The new tree lights have been installed, and can switch between colors.
 3. This weekend is Lions Tail OktoberFest is this weekend, Red Door is hosting their Fall Fancy Event on Sunday, and October 3rd is Old-Fashioned Saturday with drinks downtown.
- C. Report from the Library Board Meeting of [September 16, 2026](#) – Alderman Erickson
1. Statistics comparing August of this year to August of last year were given.
 2. The Book Sale made a nice profit. There is a Pop-Up Book Sale that takes place and has made a nice profit.
 3. Mahjong meets every Wednesday. The first Wednesday of every month focuses on teaching newcomers how to play.
 4. Summer Reading Program statistics were given for both adults and kids. Shout out to Great Harvest for donating 1,510 cookie coupons.
 5. Neenah Campground is a must see at the library.
 6. October is paranormal month with three available programs.
- D. Report from the Neenah Arts Council of September 9, 2026 – Alderman Erickson
1. Meeting canceled, no report.
 2. Gave a report on the Kimberly Point Lighthouse Groundbreaking Ceremony, which was well attended.
 3. The Committee will be at the Farmer's Market for Kids Day.
- E. Report from the Landmarks Commission Meeting of [September 9, 2026](#) – Alderman Bruno.
1. Meeting canceled, no report.
 2. Gave a report on the Historical Wagon Ride held in conjunction with the Neenah Menasha Intertribal Powwow. It was a successful event. Mayor Borchardt encouraged everyone to attend the Intertribal Powwow event as well.
- F. Report from the Park Commission Meeting of [September 9, 2026](#) – Alderman Weber
1. Mayor Borchardt gave a report on the Kimberly Point Lighthouse Groundbreaking Ceremony.
- XI. Presentation of petitions
- A. Any other petition received by the City Clerk's Office after distribution of the agenda.
1. None.
- XII. Council Directives
- A. None.
- XIII. Unfinished Business
- A. None.
- XIV. New Business
- A. Approve Tentative Collective Bargaining Agreement and Side Letter Between the Cities of Neenah and Menasha and International Association of Firefighters Local 275. (Attachment) (Attorney Rashid)
- Attorney Rashid requested suspension of the normal rules so the contract and side letter can be approved before the end of the month. The Fire Finance and Personnel Committee had previously reviewed the agreement, and the revised version is satisfactory to all

parties. Suspending the rules requires six votes, after which the contract and side letter can be approved by a simple majority of Council.

Motion by Neuman, seconded Pollnow to suspend the rules allowing Council to act on the Tentative Collective Bargaining Agreement and Side Letter Between the Cities of Neenah and Menasha and International Association of Firefighters Local 275 without prior approval of the Neenah-Menasha Fire Rescue Joint Finance and Personnel Committee. Motion carried in a roll call vote, 9-0.

Motion by Pollnow, seconded by Linski to approve Tentative Collective Bargaining Agreement and Side Letter Between the Cities of Neenah and Menasha and International Association of Firefighters Local 275. Motion carried in a roll call vote, 9-0.

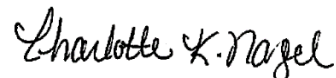
Attorney Rashid explained the city attorneys wanted to have greater protection in the event that the implementation of the new proposed work schedule had unexpected or unwanted negative financial impact on budgets. The result is stronger protection than originally planned. At two points during the contract, either party can end the new work schedule and revert back to the California plan without needing to show a financial impact. The 2027-2028 contract is considered a trial period for the proposed work schedule, and will have to be bargained into the 2029 contract if the city notifies the union by August of 2028 of their intention to remove it from the contract. This was done because once something is included in a contract it is difficult to have it removed. Therefore, there is a trial period of the proposed new work schedule.

XV. Adjournment

Motion by Neuman, seconded by Pollnow to adjourn. Motion carried in a voice vote 9-0. Meeting adjourned at 8:41 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