

**CITY COUNCIL MEETING AGENDA
CITY OF FOND DU LAC, WISCONSIN**

Legislative Chambers
160 S Macy Street

September 24, 2025
6:00 PM

1. CALL TO ORDER

- a. Roll Call
- b. Declaration a Quorum Is Present
- c. Pledge of Allegiance
- d. Silent Reflection
- e. Appreciation For Excellence In Service: Don Wallender
- f. A Proclamation Recognizing October 5th-11th, 2025 As Fire Prevention Week
- g. SBA Office Of Disaster Recovery And Resilience Representative
-
They Are Here In Wisconsin To Help Those That Sustained Damage From The Flooding In August Apply For Low-Interest Disaster Loans

2. PUBLIC HEARINGS

3. CONSENT AGENDA

- a. September 10, 2025 Minutes
- b. List Of Claims Dated September 17, 2025

4. AUDIENCE COMMENTS (Agenda and Non-agenda items)

5. ACTION ITEMS

- a. Resolution No. 9203
A Resolution Approving And Authorizing The Execution Of The Working Conditions Agreement With Wisconsin Professional Police Association, Local 12
Introduction: City Attorney and Chief Labor Negotiator Chad Wade
- b. Resolution No. 9204
A Resolution Approving And Authorizing The Execution Of The Working Conditions Agreement With International Association Of Fire Fighters, Local 400
Introduction: City Attorney and Chief Labor Negotiator Chad Wade

6. PRESENTATION OF INPUT ITEMS

- a. Discussion On Archery Target Practice Permit
Presented By: City Attorney
- b. Library Grant Impact Report

Presented By: Interim Library Director

7. ADJOURN

**CITY COUNCIL MEETING AGENDA
CITY OF FOND DU LAC, WISCONSIN**

Title: A Proclamation Recognizing October 5th-11th, 2025 As
Fire Prevention Week

Subject: A Proclamation Recognizing October 5th-11th, 2025 As
Fire Prevention Week

Initiator:

Recommendation:

ATTACHMENTS:

File Name

Fire_Prevention_Week_2025.pdf



Proclamation

Whereas, the city of Fond du Lac is committed to ensuring the safety and security of all those living in and visiting Fond du Lac; and

Whereas, fire remains a serious public safety concern both locally and nationally, and the presence of lithium-ion batteries in many household devices introduces unique fire risks; and

Whereas, most of the electronics used in homes daily- including smartphones, tablets, laptops, power tools, e-bikes, e-scooters, and toys- are powered by lithium-ion batteries, which if misused, damaged, or improperly charged, can overheat, start a fire, or explode; and

Whereas, residents should follow three key calls to action: Buy only listed products, charge batteries safely, and recycle them responsibly to prevent battery-related fires; and

Whereas, lithium-ion batteries store a large amount of energy in a small space, and improper use such as overcharging, using off-brand chargers without safety certification, or exposing batteries to damage can result in fire or explosion; and

Whereas, the proper disposal and recycling of lithium-ion batteries help prevent environmental hazards and reduce fire risks in the home and community; and

Whereas, the 2025 Fire Prevention Week theme, “Charge into Fire Safety”: Lithium-Ion Batteries in Your Home,” serves to remind us of the importance of using, charging, and recycling lithium-ion batteries safely to reduce the risk of fires in homes and communities.

Now, Therefore, I, Tiffany Brault, President of the Fond du Lac City Council, do hereby proclaim October 5-11, 2025, as Fire Prevention Week, and invite the community to attend an Open House at the Fond du Lac County Fairgrounds on Tuesday, October 7th from 4:00-7:00pm, featuring Fond du Lac Fire Rescue and other Fire Department throughout the County.

Dated: September 2025

Tiffany Brault
City Council President

**CITY COUNCIL MEETING AGENDA
CITY OF FOND DU LAC, WISCONSIN**

Title: SBA Office Of Disaster Recovery And Resilience
Representative

Subject: SBA Office Of Disaster Recovery And Resilience
Representative -
They Are Here In Wisconsin To Help Those That
Sustained Damage From The Flooding In August Apply
For Low-Interest Disaster Loans

Initiator:

Recommendation:

**CITY COUNCIL MEETING AGENDA
CITY OF FOND DU LAC, WISCONSIN**

Title: September 10, 2025 Minutes

Subject: September 10, 2025 Minutes

Initiator:

Recommendation:

ATTACHMENTS:

File Name

Minutes_2025_9_10_Meeting(1247)_ (1).pdf

**CITY COUNCIL MEETING MINUTES
CITY OF FOND DU LAC, WISCONSIN**

Legislative Chambers
160 S Macy Street

September 10, 2025
6:00 PM

CALL TO ORDER

Roll Call

Present

Tiffany Brault
Antonio Godfrey
Keith Heisler
Angela C Luehring
Patrick Mullen
Thomas Schuessler
Brett Zimmermann

Administrative Staff

Joseph Moore, City Manager
Dyann Benson, Community Development Director
Deb Hoffmann, City Attorney
Paul De Vries, Director of Public Works
Lori Burgess, Interim Library Director
Aaron Goldstein, Chief of Police
Erick Gerritson, Fire Chief
Kathryn Duveneck, IT Services Director

Declaration a Quorum Is Present

President Brault declared a quorum present.

Pledge of Allegiance

Pledge of Allegiance was recited.

Silent Reflection

A moment of silent reflection was observed.

CONSENT AGENDA

August 27, 2025 Minutes

List Of Claims Dated September 3, 2025

Denial Of Claim

Claimant: Karliesha Lederer

A Motion was made by Antonio Godfrey, Sr. to approve the consent agenda and seconded by Keith Heisler, and the motion was **Passed**.
Ayes: Brault, Godfrey, Sr., Heisler, Luehring, Mullen, Schuessler,

Zimmermann

AUDIENCE COMMENTS (Agenda and Non-agenda items)

Spoke In Opposition Of Agenda Item 5b: Resolution No. 9202 Blighted Property at 101 East Division St:

Donna Richards, 121 N. National Avenue, Fond du Lac

Spoke Otherwise On Agenda Item 5b: Resolution No. 9202 Blighted Property at 101 East Division St:

Char Trotter, 77 E. 11th Street, Fond du Lac

ACTION ITEMS

Class "B" Fermented Malt & "Class C" Wine License

A Motion was made by Patrick Mullen to approve Class "B" Fermented Malt & "Class C" Wine License for NoriFondduLac LLC d/b/a Nori Sushi and Grill at 836 W Johnson Street and seconded by Antonio Godfrey, Sr., and the motion was **Passed**.

Ayes: Brault, Godfrey, Sr., Heisler, Luehring, Mullen, Schuessler, Zimmermann

Resolution No. 9202

File No. 2025-87

Luehring made a motion to table Resolution No. 9202 for 6 weeks. Motion died due to lack of a second.

A Motion was made by Keith Heisler to approve Resolution No. 9202 A Resolution Of The City Of Fond du Lac Finding That A Property Is Blighted, As Defined In Section 32.03(6) (a) Of The Wisconsin Statutes, And Finding Necessity For Eminent Domain Proceedings and seconded by Antonio Godfrey, Sr., and the motion was **Passed**.

Ayes: Brault, Godfrey, Sr., Heisler, Mullen, Schuessler, Zimmermann

Nays: Luehring

PRESENTATION OF INPUT ITEMS

Department Of Public Works Construction Update

Director of Public Works, Paul De Vries Presented Department Of Public Works Construction Update.

ADJOURN

A Motion was made by Brett Zimmermann to adjourn at 6:41 p.m. and seconded by Keith Heisler, and the motion was **Passed**.

Ayes: Brault, Godfrey, Sr., Heisler, Luehring, Mullen, Schuessler,

Zimmermann

Margaret Hefter
City Clerk

**CITY COUNCIL MEETING AGENDA
CITY OF FOND DU LAC, WISCONSIN**

Title: List Of Claims Dated September 17, 2025

Subject: List Of Claims Dated September 17, 2025

Initiator:

Recommendation:

ATTACHMENTS:

File Name

List_of_Claims_Memo_09-17-25.pdf

CITY OF FOND DU LAC - Memorandum

Department of Administration

Date: September 17, 2025

To: City Council

From: Tricia Davi, Director of Administration

Re: List of Claims

The list of claims for goods and services for the payment periods August 30, 2025 through September 12, 2025 for all funds total \$2,504,613.58. Wisconsin statute 66.0609 (2) requires the comptroller to file, at least monthly with the City Council, a list of approved claims paid.

Suggested Motion: Receive and File

**CITY COUNCIL MEETING AGENDA
CITY OF FOND DU LAC, WISCONSIN**

Title: Resolution No. 9203

Subject: A Resolution Approving And Authorizing The Execution Of
The Working Conditions Agreement With Wisconsin
Professional Police Association, Local 12
Introduction: City Attorney and Chief Labor Negotiator
Chad Wade

Initiator:

Recommendation:

ATTACHMENTS:

File Name

9203_Res.pdf

Council_Memo_on_Tentative_Agreement_with_WPPA_Local_12_2026-28_4914-8082-2378_1.pdf

RESOLUTION NO. 9203

A RESOLUTION APPROVING AND AUTHORIZING THE EXECUTION OF THE WORKING CONDITIONS AGREEMENT WITH WISCONSIN PROFESSIONAL POLICE ASSOCIATION, LOCAL 12

WHEREAS, the City of Fond du Lac has negotiated with, Wisconsin Professional Police Association, Local 12 (hereinafter referred to as WPPA Local 12), to arrive at a working conditions agreement; and

WHEREAS, the parties are in concert and have come to an agreement.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Fond du Lac that the working conditions agreement by and between the City of Fond du Lac and WPPA Local 12, incorporating the points described in the Memorandum from Chief Negotiator Chad Wade, for the period of January 1, 2026 through December 31, 2028, is hereby approved and appropriate City officials are authorized to execute the agreement and the provisions therein.

ADOPTED:

Tiffany Brault, President
Fond du Lac City Council

Attest:

City Attorney:

Margaret Hefter, City Clerk

Reviewed 

CITY OF FOND DU LAC - Memorandum

City Attorney/Human Resources Department

Date: September 18, 2025

To: Joseph Moore, City Manager
Members of the City Council

From: Chad P. Wade, Labor Relations Coordinator

Re: Tentative Agreement between City and WPPA Local 12

The City has reached a tentative agreement with the Wisconsin Professional Police Association Local 12. The City's bargaining team and I recommend approval of this tentative agreement as it meets the City's bargaining goals for a successor agreement.

The agreement is for three (3) years (2026-2028). The agreement includes a revision to the current wage schedule in 2026 that will enhance the Department's ability to attract quality law enforcement personnel. The new wage scale includes higher percentage wages increases for starting and more junior Department personnel to match comparable law enforcement departments. The wage increases for 2027 and 2028 are as follows:

- 2.25% increase effective January 1, 2027
- 2.00% increase effective July 1, 2027
- 2.25% increase effective January 1, 2028
- 2.00% increase effective July 1, 2028.

Most significantly, the revised wage scale and pay increases meet the City's bargaining and budgetary goals for 2026 and beyond. Other provisions include:

- Adjusting caps on employee health insurance contributions;
- Eliminating the health risk assessment requirements to reduce employee premium share;
- Clarifying call-in language for court appearances;
- Clarifying procedures for filling overtime assignments;
- Allowing employees to schedule time off for up to five (5) holidays;
- Revising provisions regarding voluntary military assignments; and
- Revising outdated contract language.

The remainder of the agreement remains status quo.

Thank you.

**CITY COUNCIL MEETING AGENDA
CITY OF FOND DU LAC, WISCONSIN**

Title: Resolution No. 9204

Subject: A Resolution Approving And Authorizing The Execution Of
The Working Conditions Agreement With International
Association Of Fire Fighters, Local 400
Introduction: City Attorney and Chief Labor Negotiator
Chad Wade

Initiator:

Recommendation:

ATTACHMENTS:

File Name

9204_Res.pdf

Council_Memo_on_Tentative_Agreement_with_IAFF_Local_400_2026-28_4928-4017-0346_1_(002).pdf

RESOLUTION NO. 9204

A RESOLUTION APPROVING AND AUTHORIZING THE EXECUTION OF THE WORKING CONDITIONS AGREEMENT WITH INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 400

WHEREAS, the City of Fond du Lac has negotiated with, International Association of Fire Fighters, Local 400 (hereinafter referred to as IAFF Local 400), to arrive at a working conditions agreement; and

WHEREAS, the parties are in concert and have come to an agreement.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Fond du Lac that the working conditions agreement by and between the City of Fond du Lac and IAFF Local 400, incorporating the points described in the Memorandum from Chief Negotiator Chad Wade, for the period of January 1, 2026 through December 31, 2028, is hereby approved and appropriate City officials are authorized to execute the agreement and the provisions therein.

ADOPTED:

Tiffany Brault, President
Fond du Lac City Council

Attest:

City Attorney:

Margaret Hefter, City Clerk

Reviewed 

CITY OF FOND DU LAC - Memorandum

City Attorney/Human Resources Department

Date: September 18, 2025

To: Joseph Moore, City Manager
Members of the City Council

From: Chad P. Wade, Labor Relations Coordinator

Re: Tentative Agreement between City and IAFF Local 400

The City has reached a tentative agreement with the International Association of Fire Fighters Local 400. The tentative agreement meets all of the City's bargaining and budgetary goals for 2026 and beyond, and the City's bargaining team recommends approval.

The agreement is for three (3) years (2026-2028). The agreement includes the following wage increases:

- 2.75% effective January 1, 2026;
- 2.00% increase effective January 1, 2027
- 2.50% increase effective July 1, 2027
- 2.00% increase effective January 1, 2028
- 2.75% increase effective July 1, 2028.

Other changes include:

- Changing the work schedule to a 48/96 hour rotation;
- Revising the clothing maintenance for footwear;
- Adjusting caps on employee health insurance contributions;
- Eliminating the health risk assessment requirements to reduce employee premium share;
- Adjusting floating holiday and vacation time accrual;
- Creating Fire Cadet and Field Training Paramedic programs;
- Revising provisions regarding voluntary military assignments; and
- Revising outdated contract language.

The remainder of the agreement remains status quo.

Thanks for your attention.

**CITY COUNCIL MEETING AGENDA
CITY OF FOND DU LAC, WISCONSIN**

Title: Discussion On Archery Target Practice Permit

Subject: Presented By: City Attorney

Initiator:

Recommendation:

ATTACHMENTS:

File Name

Archery_Permit_memo.pdf

ORDINANCE_NO_3815.draft_9.17.25.pdf

CITY OF FOND DU LAC - Memorandum

Date: September 18, 2025

To: City Manager, City Council

From: Deborah S.R. Hoffmann, City Attorney/Director of HR

Subject: Proposed Ordinance to allow the Police Department to Issue Archery practice permits

The State of Wisconsin prohibits local units of government from creating ordinances that regulate bow hunting other than the two restrictions that our ordinance currently has. *See Section 29.038, Wis. Stats.*

3. A local governmental unit may enact or adopt a restriction that does any of the following:

a. Prohibits a person from hunting with a bow and arrow or crossbow within a specified distance, not to exceed 100 yards, from a building located on another person's land. A restriction enacted or adopted under this subd. 3 a. shall provide that the restriction does not apply if the person who owns the land on which the building is located allows the hunter to hunt within the specified distance of the building.

b. Requires a person who hunts with a bow and arrow or crossbow to discharge the arrow or bolt from the respective weapon toward the ground.

We revised our code to comply with this requirement, as we had an urban bow-hunting ordinance when this state statute was passed. When we did those revisions, we also removed the ability of the police department to issue archery practice permits. There has been some interest from various citizens to have archery permits again, so we've drafted this proposed ordinance to allow for that. After discussion at the Sept. 24th Council meeting, we can bring this back for action at a subsequent meeting, if there is positive feedback.

ORDINANCE NO. 3815

AN ORDINANCE AMENDING CHAPTER 339 OF THE CODE OF THE CITY OF FOND DU LAC REGARDING ARCHERY PRACTICE PERMITS

The City Council of the City of Fond du Lac do ordain as follows;

Section 1. That Chapter 339, Firearms and weapons; Section 339-2, **Air rifles, slingshots and bows and arrows and crossbows**, is hereby amended to read as follows: (The highlighted and underlined text is new)

§339-2 **Air Rifles, slingshots, bows and arrows and crossbows.**

B. Bows and arrows and crossbows.

(1) Definitions

1. **Archery** means the discharge of arrows from a bow, including compound, recurve, or traditional bows.
2. **Crossbow** means a device consisting of a bow mounted transversely on a stock, designed to fire bolts or quarrels.
3. **Target Range** means a designated area for archery or crossbow practice that meets the safety standards in this ordinance.

(2) No person shall use any bow and arrow **or crossbow** within 100 yards from any building located on another person's land. This restriction does not apply if the person who owns the land on which the building is located allows the hunter to hunt within the specified distance of the building.

(3) Any person who hunts with a bow or crossbow shall discharge the arrow or bolt from the respective weapon toward the ground.

(4) **The chief of police or his designee shall have the authority to inspect areas that are proposed for archery practice to ensure practice can occur safely and pursuant to archery best practices and standards. The following will be required:**

1. **Backstops:** A suitable backstop or target butt capable of safely stopping arrows or bolts must be used.

2. **Distance from Property Lines:** Targets must be placed so that arrows or bolts cannot leave the property on which they are discharged.
3. **Minimum Setback:** Targets must be a reasonable distance from public sidewalks, streets, alleys, or neighboring dwellings.
4. **Supervision:** Persons under [16] years of age must be supervised by an adult while shooting.
5. **Restricted Hours:** Discharge may occur only between daylight hours unless otherwise approved.

The chief or his designee will then issue a written annual permit for archery practice. The premises will be inspected yearly after they have received the first 12 month permit. A fee for the initial permit and re-inspections will be assessed as set out in the City's fee schedule.

Section 2. Any person violating the provisions of this Ordinance shall be subject to the penalty provided in Section 1-4 of the Code.

Section 3. The appropriate City officials are hereby authorized and directed to take such action as is necessary to effectuate the terms of this Ordinance.

Section 4. All other ordinances and resolutions inconsistent with the provisions of this Ordinance are hereby repealed.

Section 5. This Ordinance shall take effect and be in force upon its passage and publication as provided by law.

ADOPTED:

Tiffany Brault, President
Fond du Lac City Council

Attest:

Margaret Hefter, City Clerk

City Attorney:

Reviewed 