



City of Beaver Dam, Wisconsin  
**Common Council Meeting**

205 S. Lincoln Ave; Council Chambers  
Tuesday, April 21, 2026 at 7:00 PM

[YouTube Link](#)

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Meeting ID: 814 3788 9032

Passcode: 875132

Join by Phone: (646) 558-8656

**\*\*\*AMENDED 4/20/26 at 9:30 a.m. to include the swearing in of Mayor Bobbi Marck\*\*\***

**AGENDA**

- 1) Call to Order – Roll Call
  - a) Pledge - Silent Deliberation
- 2) Oaths
  - a) Swearing in of Mayor Bobbi Marck
  - b) **Swearing in of Alderpersons**
    - District 2 - Bart Radke
    - District 4 - Cristopher Olson
    - District 6 - Jeff Bierman
    - District 8 - Julie Wendt
    - District 10 - Andrew Perkins
    - District 12 - Zach Zopp
    - District 14 - Jennifer Hiley
- 3) Committee Appointments & Other Assignments
  - a) List of Committee Appointments
- 4) Election of Common Council President
- 5) Declaration of Official City Newspaper - Daily Citizen
- 6) Resolution
  - a) **RESOLUTION NO. 27-2026** A Resolution Updating Certain Position Wages and Job Titles
- 7) Adjourn

This agenda was posted and made available to the news media, public and various City officials, and staff in compliance with the State of WI Open Meetings Law and Operations Committee policy:  
**Posted: 4/17/2026 by Tracey Ferron, City Clerk at 9:00 a.m.**  
A quorum of the Common Council may attend this meeting.

Requests from persons with disabilities who need assistance to participate in this meeting or hearing should be made to the City Clerk's office at 887-4600, Ext. 338, with as much advance notice as possible.



City of Beaver Dam, Wisconsin  
City Clerk Office

**TO:** Common Council  
**FROM:**  
**SUBJECT:**

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**The Issue:**

**Considerations:**

**Does this item have a financial or budget impact?**

No

**Recommendation:**

**Attachments:**

1. 2026 - 2027 Mayoral Appointments 4.21.26

**CITY OF BEAVER DAM 2026-2027**  
**APPOINTMENTS BY MAYOR ROBERTA MARCK**  
**Updated: April 21, 2026**  
**STANDING COMMITTEES**

**ADMINISTRATIVE COMMITTEE (4 quorum)**

Aldersperson Zach Zopp – Chairperson	expires 4/27
Aldersperson Kevin Burnett	expires 4/27
Aldersperson Frank Ferree	expires 4/27
Aldersperson Mick Fischer	expires 4/27
Aldersperson Chris Ganske	expires 4/27
Aldersperson Monica Keel	expires 4/27
Aldersperson Jack Yuds	expires 4/27

**OPERATIONS COMMITTEE (4 quorum)**

Aldersperson Jen Hiley - Chairperson	expires 4/27
Aldersperson Jeff Bierman	expires 4/27
Aldersperson Cris Olson	expires 4/27
Aldersperson Andrew Perkins	expires 4/27
Aldersperson Bart Radke	expires 4/27
Aldersperson Julie Wendt	expires 4/27
Aldersperson Nancy Wild	expires 4/27

**CITY OF BEAVER DAM**  
**BOARD & COMMISSION APPOINTMENTS**

**BOARD OF APPEALS (3 quorum)**

(3-year term for citizen members)

Robert Ballweg – Chairperson	823 North St.	expires 2/15/27
Jim Hill	125 W. Water St.	expires 2/15/27
Katy Kraemer	322 Haskell St.	expires 2/15/27
Wayne Schneider	719 Beaver St.	expires 2/15/27
Joe Bonnett	310 Morgan Ln.	expires 2/15/29
<b>Non-Voting Members:</b>		
Bobbi Marck, Mayor		term of office
Tracey M. Ferron, City Clerk/Appeals Secretary		indefinite term
John Moosreiner, Inspection Services		indefinite term

**BOARD OF REVIEW (3 quorum)**

(1-year term for citizen members)

Tracey M. Ferron, City Clerk/Board Secretary/Chairperson		indefinite term
Bobbi Marck, Mayor		term of office
Dan Hilbert	211 Webster St.	expires 12/31/26
Jayne Klockow	503 Judson Dr.	expires 12/31/26
Glen Link	200 Lacrosse St.	expires 12/31/26
Joe Bonnett – Alternate Member	310 Morgan Ln.	expires 12/31/27
<b>Non-Voting Member:</b>		
Larry Konopacki, City Attorney		term of office

**COMMUNITY DEVELOPMENT COMMITTEE (5 quorum)**

(2-year term for citizen members – 1 year for Alderpersons)

Mayor Bobbi Marck, Chairperson	101 Foxview Ct.	expires 4/27
Alderperson Monica Keel	104 Sloan Cir.	expires 4/27
Alderperson Bart Radke	121 Roedl Ct.	expires 4/27
Ric Fiegel, Citizen-at-large		expires 5/1/27
Jon Larsen, Citizen-at-large		expires 5/1/27
Jen Warmbold, Citizen-at-large		expires 5/1/27
Julie Zahn, Citizen-at-large		expires 5/1/27
VACANT		expires 5/1/27

**COMMUNITY LIBRARY BOARD (5 quorum)**

(3-year term for citizen members – 1-year for Alderpersons)

Alderperson Frank Ferree, Liaison	126 La Crosse St.	expires 4/27
Liberty Bell	135 Franklin St.	expires 5/1/27
Jamie Kratz-Gullickson		expires 5/1/28
Kevin Luebke - Chairperson	221 Park Ave.	expires 5/1/28
Eric Schumacher-Rasmussen	N6865 Hillview Dr.	expires 5/1/28
Heather Rasmussen		expires 5/1/28
Mike Devitt	N8219 Sunrise Cir.	expires 5/1/29
Mary Kahler	209 Beaver St.	expires 5/1/29
Brandon Krause – Prairie View Principal		expires 5/1/29

**BEAVER DAM LAKE DEVELOPMENT CORPORATION (8 quorum)**

(1-year term for citizen members)

Alderperson Kevin Burnett	144 E. Burnett St.	expires 4/27
Kristen Adsit	408 York St.	expires 12/31/26
Grant Armstrong		expires 12/31/26
Jay Vanden Boogart	W8805 Enterprise Cir.	expires 12/31/26
Kristine Eberle	506 W. Mackie St.	expires 12/31/26
Bill Foley	W9631 Rose Cir.	expires 12/31/26
Karen Huber	W8958 Oak Lane	expires 12/31/26
Jeff Klatt	505 Walnut St.	expires 12/31/26
Mitch Kuhn	704 Norris St.	expires 12/31/26
Ben Larson - Chairperson	W8826 Hemlock Rd.	expires 12/31/26
Joe Lehner	W9518 Jackson Rd.	expires 12/31/26
Rob Monette	W9215 Horseshoe Rd.	expires 12/31/26
Greg Pahl	W8561 Hwy W	expires 12/31/26
Ken Schmidt	W10312 Sunny Point Rd.	expires 12/31/26
Kayla Larson, Treasurer of Corp. & Deputy Finance Manager		indefinite term

**PARKS & PLACEMAKING COMMITTEE (4 quorum)**

(2-year term for citizen members – 1-year for Alderpersons)

Alderperson Cris Olson	214 Roller Ave.	expires 4/27
Alderperson Julie Wendt	218 Burchard St.	expires 4/27
Andreya Armstrong	224 Starkweather Dr.	expires 4/30/28
Dan Doyle	105 Sloan Cir.	expires 4/30/28
Dawn Lyons-Wood	316 Grove St.	expires 4/30/28
Lori Mitchell		expires 4/30/28
Heather Rasmussen	307 ½ Grove St	expires 4/30/28

**PLAN COMMISSION (4 quorum)**

(3-year term for citizen members – 1-year for Alderpersons)

Bobbi Marck, Mayor/Chairperson		term of office
Alderperson Monica Keel	104 Sloan Cir.	expires 4/27
Alderperson Jack Yuds	708 West St.	expires 4/27
Mike Wissell	210 E. Maple Ave.	expires 5/1/27
Todd Janssen, Engineering Coordinator/Secretary		expires 5/1/27
Bill Schwartz	618 Lakeshore Dr.	expires 5/1/28
Bev Beal-Loeck	129 Dana Dr.	expires 5/1/29
<b>Non-Voting Members</b>		
John Moosreiner, Inspection Services		indefinite term
Larry Konopacki, City Attorney		term of office

**TOURISM COMMITTEE**

(Chamber of Commerce-1-year term)

Alderperson Bart Radke		expires 4/27
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**CITY ATTORNEY**

(Indefinite term)

Larry Konopacki

**DOWNTOWN REDEVELOPMENT (5 quorum)**

(3-year term for citizen members)

Alderperson Jack Yuds	708 West St.	expires 4/27
Alderperson Jennifer Hiley	145 Gould St.	expires 4/27
Ric Fiegel	124 W. Third St.	expires 6/30/27
Jon Larsen	102 Stonehaven Cir.	expires 6/30/27
Glen Link	200 La Crosse St.	expires 6/30/27
Mark Murphy	809 May St.	expires 6/30/27
Ervin Munro	221 Woodland Dr., #3	expires 6/30/27
Jen Warmbold	514 N. Center St.	expires 6/30/27
Mike Wissell	210 E. Maple Ave.	expires 6/30/27
<b>Non-Voting Members:</b>		
Dean Mueller		expires 6/30/27
Tracy Propst		expires 6/30/27
Bobbi Marck, Mayor		term of office
John Moosreiner, Inspection Services		indefinite term
Larry Konopacki, City Attorney		term of office

**POLICE & FIRE COMMISSION (3 quorum)**

(5-year term for citizen members)

Therese Henriksen	115 Stone St.	expires 5/1/27
Bill Lafler	117 Rosendale St.	expires 5/1/28
Rebecca Robbins	1201 Gomer Dr.	expires 5/1/29
Thea O'Connor – President	523 Oneida St.	expires 5/1/30
Michael Stephens – Secretary	321 Farwell Rd.	expires 5/1/31
<b>Non-Voting Member:</b>		
VACANT		expires 5/1/27

**BD REC SENIOR DIVISION ADVISORY COMMITTEE**

(1year term)

Aldersperson Nancy Wild	expires 4/27
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**WEED COMMISSIONER**

Joe Kern	expires 4/27
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City of Beaver Dam, Wisconsin  
City Administrator Office

**TO:** Common Council  
**FROM:** Larry Bierke  
**SUBJECT:**

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**The Issue:**

The City of Beaver Dam has been aggressive at keeping up with employee wage - cost of living adjustments over the past few years. However, an adjustment to position wages and job titles may still be warranted. The City Council has directed that a wage grid be established, and the former City Administrator moved forward with an effort to do so. After the position transitioned to the current City Administrator, it became clear that the proposal was not complete and that implementing what was provided on the subject would not work.

The current City Administrator concluded that starting over was the best approach. A consultant hired to build a wage grid would take months to complete and would require additional funding. It was decided to hire a firm called MGT with existing funds to do a simple salary survey of comparable communities would serve as a "band aid" approach until a wage grid could be established.

The City Council, on April 6th, will hear a presentation from MGT, the firm that completed a salary survey of comparable communities. The attached resolution would address compensation and job title changes as recommended by MGT and the Police and Fire Commission. Funding these changes, however, may not be possible, as the costs thereof exceed the funding available.

**Considerations:**

**Does this item have a financial or budget impact?**

Yes

The 2026 budget includes \$200,000, as it was known that there would be an expense to "catching up" with the market wages. Given the results of the MGT study, the costs of the recommendations exceed the budgeted amount.

**Recommendation:**

Please read and review the attached resolution. It is proposed with the understanding that changes will be needed. Staff are seeking guidance from the City Council as to what changes they would like to see. It is important that the City Council be aware of

the cost of staffing and how other communities are compensating comparable positions.

Options to consider:

- 1) Fund Wage Adjustments at 80% of the recommended level.
- 2) Direct the City Administrator to only implement some of the changes in 2026 and the remainder in 2027.
- 3) On Attachment B, the City Council could establish a maximum raise as a dollar amount or as a percentage.
- 4) Table the Wage Resolution until the April 20th meeting, giving yourself time to consider options further.
- 5) Do nothing and direct that a wage grid from a professional consultant be budgeted in 2027, delaying the fiscal impacts for at least another year.
- 6) Adopt the resolution and direct that a budget amendment be drafted to transfer gap funding from another account.

**Attachments:**

1. 27-2026 Wage Adjustments\_attachments

**RESOLUTION NO. 27-2026**

**A RESOLUTION UPDATING CERTAIN POSITION WAGES AND JOB TITLES**

**WHEREAS**, in 2023 and 2024, the City of Beaver Dam Police and Fire Commission considered wages of department leadership positions and decided to recommend a wage adjustment via establishment of a wage grid; and

**WHEREAS**, the City of Beaver Dam determined that any wage adjustments or wage grid creation should include all City employees and not be implemented until such time that a City-wide wage grid could be established; and

**WHEREAS**, the City of Beaver Dam City Council adopted Resolution 40-2025 in May of 2025 that established the parameters of the wage grid, including a job factor analysis and a job factor and grade scale to be implemented by the City Administrator once the City included funding in the next operating budget; and

**WHEREAS**, the City Administrator vacated their position during calendar year 2025 and the position was refilled; and

**WHEREAS**, The City of Beaver Dam included two hundred thousand dollars (\$200,000) in the 2026 operating budget to complete wage adjustments; and

**WHEREAS**, The City Administrator, Finance Director, and City department heads considered the job factors that contribute to employee wages, utilizing the formulas established by job factor analysis and were unable to implement a wage scale based on the adopted proposal; and

**WHEREAS**, the City Administrator determined that the best immediate approach would be to do a salary survey and pursue an adjustment to wages in order to address the compensation discrepancies identified in the 2023 initial wage adjustment effort and pursue a new effort at establishing a wage grid at some future date.

**NOW, THEREFORE, BE IT RESOLVED**, that the Beaver Dam City Council does hereby repeal Resolution 40-2025 and the corresponding wage grid documents.

**BE IT FURTHER RESOLVED**, that Beaver Dam City Council hereby adopts the compensation schedule as recommended by the Police and Fire Commission (Attachment A), adopts modifications to wages (Attachment B), directs the City Administrator to implement new wages as appropriate, and further directs that back pay start with the first complete pay period in 2026 and be issued to current employees.

**BE IT FURTHER RESOLVED** that the Beaver Dam City Council hereby changes the following nine position job titles:

1. Finance Manager shall become Finance Director
2. Parks and Facilities Supervisor shall become Parks and Facilities Director
3. Public Works Supervisor shall become Public Works Director
4. CAS Administrator shall become the Recreation Director
5. Library Administrator shall become the Library Director
6. Municipal Court Clerk shall become the Judicial Assistant
7. Records Clerk - Fire to Public Safety Administrative Specialist
8. Records Clerk – Police to Public Safety Administrative Specialist
9. Records Clerk Supervisor – Police to Public Safety Administrative Specialist  
Supervisor - Police

The first five positions shall be recognized as Department Head positions and report to the City Administrator.

By a vote of: \_\_\_\_\_ in favor, \_\_\_\_\_ opposed, and \_\_\_\_\_ abstain.

Approved: April 21, 2026

\_\_\_\_\_  
Roberta Marck  
Mayor

Attested: April 21, 2026

\_\_\_\_\_  
Tracey M. Ferron  
City Clerk

**Attachment A: Police and Fire Management Wage Grid:**

<b>As of 1st payroll in 2026</b>				
<b>Position</b>	<b>Starting Wage</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Max Compensation</b>
Police Chief	\$ 140,350.90	\$ 141,828.28	\$ 144,783.03	\$ 147,737.79
Deputy Police Chief	\$ 115,613.32	\$ 116,830.30	\$ 119,264.27	\$ 121,698.23
Lieutenant	\$ 102,821.17	\$ 103,903.50	\$ 106,068.15	\$ 108,232.81
Sergeant	\$ 94,920.67	\$ 95,919.83	\$ 97,918.16	\$ 99,916.49
Fire Chief	\$ 140,350.90	\$ 141,828.28	\$ 144,783.03	\$ 147,737.79
Deputy Fire Chief	\$ 115,613.32	\$ 116,830.30	\$ 119,264.27	\$ 121,698.23

Wage Grid recommendation was adopted by the Police and Fire Commission on 08/12/2025 and will result in compensation increases that total to \$87,307 with another \$20,700 in benefit costs.

**Attachment B: Underpaid Positions:**

*(Position Title, % employee is currently below minimum range of market, new wage rate)*

1. Public Works Director, 32.21%, increased to \$115,045 per year
2. Finance Director, 11.13%, increased to \$111,668 per year
3. Parks and Facilities Director, 23.95%, increased to \$99,598 per year
4. Library Director, 1.33%, increased to \$88,279 per year
5. Recreation Director, 1.12, increased to \$82,597 per year
6. City Clerk, 6.10%, increased to \$88,279 per year
7. Recreation Supervisor, 23.48%, increased to \$62,300 per year
8. Records Clerk Supervisor (PD), 14.78%, increased to \$68,709 per year
9. Skilled Laborer (2 Positions), 1.93%, increased to \$63,773 per year
10. Skilled Laborer (2 Positions), 13.72%, increased to \$63,773 per year
11. Semi Skilled Laborer, 7.76%, increased to \$55,432 per year
12. Records Clerk – Police, 6.15%, increased to \$47,273 per year
13. Judicial Assistant – Court, 11.68% Increase, to \$64,160 per year

Wage Survey was used to determine mid-range. Direction to pursue status of an “above average” employer, so used 60<sup>th</sup> percentile as basis for lowest pay range. This resulted in 15 employees compensated below minimum for a total of \$120,405 in annual increased compensation costs, plus approximately \$18,000 in benefit impacts.