



11333 N. Cedarburg Road
Mequon, WI 53092-1930
Phone: 262/242-3100

www.cityofmequonwi.gov

Office of the City Administrator

**PUBLIC WELFARE COMMITTEE
Regular Meeting
Tuesday, December 9, 2025 - 5:15 PM
South Conference Room**

Agenda

- 1) Call to Order and Roll Call**
- 2) Approval of Meeting Minutes**
 - a) Meeting minutes of November 11, 2025
- 3) Discussion Items**
 - a) Deer Population Management
 - b) 2026 Work Calendar
- 4) Work Calendar**
 - a) 2025 Work Calendar
- 5) Adjourn**

DATED: December 9, 2025

/s/ Dale Mayr, Chair

Notice is hereby given that a quorum of other governmental bodies may be present at this meeting to present, discuss and/or gather information about a subject over which they have decision-making responsibility, although they will not take formal action thereto at this meeting. Persons with disabilities requiring accommodation for attendance at this meeting should contact the City Clerk's Office at 262-236-2914, twenty-four (24) hours in advance of the meeting.

Any questions regarding this agenda may be directed to the City Clerk's Office at 262-236-2914, Monday through Friday, 8:00 AM – 4:30 PM.



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Office of the City Administrator

PUBLIC WELFARE COMMITTEE
Tuesday, November 11, 2025
5:15 PM
South Conference Room

Minutes

1) Call to Order, Roll Call

The meeting was called to order at 5:16 p.m.

Present:

Chair Dale Mayr
Alderman Gregg Bach
Alderman Brian Parrish

Also Present: Assistant City Administrator Wolff, Assistant Director of Community Development Zader, City Attorney Sajdak and City Clerk Fochs.

2) Approval of Meeting Minutes

Motion to approve the Public Welfare meeting minutes of August 12, 2025.

RESULT: **Approved by Voice Acclamation [Unanimous]**
MOVED BY: Alderman Parrish
SECONDED BY: Alderman Bach

AYES: Mayr, Bach, Parrish

3) Ordinances

- a) **ORDINANCE 2025-1687** An Ordinance Amending Chapter 58 of the Mequon Municipal Code, Allowing Two-Family Residential Cluster Developments as a Conditional Use within the City's Neighborhood Commercial (NC) Zoning District.

Alderman Mayr recused himself from voting on this Ordinance. Assistant Director Zader explained that this will combine lots for a proposed plex development that would create four units per acre. Currently, the property has an unused tavern and underutilized land. The owner of the property is willing to invest in the property to develop a new residential cluster.

RESULT: **Approved by Roll Call Vote [2:1]**
MOVED BY: Alderman Parrish

SECONDED BY: Alderman Bach

AYES: Bach, Parrish

RECUSED: Mayr

- b) **ORDINANCE 2025-1688** An Ordinance Approving an Agreement for Operation of the Mid-Moraine Municipal Court, Per § 66.0301 of the Wisconsin Statutes.

Assistant City Administrator Wolff explained that the Mid-Moraine Municipal Court includes 20 members and is governed by an agreement that was last amended in 2022. Proposed amendments to the agreement would edit the list of member municipalities. Once approved, the agreement would be effective January 1, 2026.

RESULT: **Approved by Voice Acclamation [Unanimous]**

MOVED BY: Alderman Bach

SECONDED BY: Alderman Parrish

AYES: Mayr, Bach, Parrish

4) Discussion Items

5) Work Calendar

Topics for December include speed deterrence and traffic calming measures. Based on feedback from the Department of Public Works, there are procedures for the public to request speed control signs. The Committee is agreeable to having a special meeting to discuss in more detail:

1. Residential street speeds lowered from 25 mph to 15-20 mph in target areas.
2. Roadways that are currently 45 mph are too fast (especially areas of Mequon Road).

Assistant Director Zader explained that some roadway speed limits are set by the Wisconsin Department of Transportation. Traffic counts and speed checks would be required before any speed adjustments would be considered. Once construction on Mequon Road is completed in the Spring, the issue of speed may be addressed, including requesting lower speeds.

The Committee agreed to plan a special meeting on November 25, 2025, at 5:00 p.m.

6) Adjourn

Motion to adjourn at 5:30 p.m.

RESULT: **Approved by Voice Acclamation [Unanimous]**

MOVED BY: Alderman Bach

SECONDED BY: Alderman Parrish

AYES: Mayr, Bach, Parrish

Respectfully Submitted,
Beth Kong, Deputy Clerk



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Administration

TO: Public Welfare Committee
FROM: Jessica Wolff, Assistant City Administrator
DATE: December 9, 2025
SUBJECT: Deer Population Management

Background

At the November 10, 2025 meeting, the Public Welfare Committee directed staff to gather information about the white-tailed deer population in the City of Mequon, impacts on residents from deer, and potential management options. The Wisconsin DNR annually estimates the size of deer populations in each deer management unit (DMU). Figure 1 in the attachment illustrates the deer population estimates for Ozaukee County. Post hunt population estimates are the starting point for setting antlerless quotas and harvest of antlerless deer is the primary way to manage deer herd abundance. For instance, in farmland management zones, harvesting approximately 25% of the antlerless deer will stabilize the population, while the population will tend to grow with a lower harvest rate and decrease with a higher harvest rate. The deer population has increased over time due to a combination of factors including lack of natural predators, decreased hunting activity, mild winters, and high reproductive rates.

Analysis

Deer-Vehicle Collisions

Deer-vehicle collisions (DVCs) are one of the most visible negative impacts that deer populations have on residents. The Wisconsin Department of Transportation (WDOT) collects annual county-level data on the number of vehicle crashes with deer that are reported by law enforcement agencies. Figure 2 in the attachment illustrates deer-vehicle collisions for Ozaukee County from 2007 to 2022. It should be noted that sheriff's departments vary substantially in their policies of responding to and reporting DVCs; from some departments always responding to others only responding if the vehicle was disabled in the crash or someone was injured.

The City's Police Department also tracks deer-vehicle collisions. Figure 3 in the attachment illustrates the location of DVCs between 2020 and 2025. Green dots are non-injury collisions and yellow and blue dots denote collisions with injuries. During this timeframe, the Police Department responded to 452 DVCs and there were 2,149 such collisions countywide. The number of collisions in Mequon over this timeframe is generally consistent with the City's share of Ozaukee County's land area, 21% and 20% respectively.

Disposal of car killed deer (CKD) in the City has changed over time. Beginning January 1, 2023,

Ozaukee County eliminated pickup of CKD on local roadways and is currently only responsible for CKD on roads under County jurisdiction. WisDOT is responsible for CKD on state highways and the State contracts with Ozaukee County for CKD pickup. The City Department of Public Works contracts for CKD pickup. The City's contractor, Anderson Landscape & Maintenance LLC, picked up 50 CKD in 2023, 44 in 2024, and 32 from January through June of 2025.

WisDNR Resources

Citizen Deer Advisory Councils

Citizen Deer Advisory Councils (CDAC) were formed in 2014 to increase local involvement in deer management decisions. Representatives from local hunting or conservation clubs, forestry, agriculture, tourism and local governmental interests make up each council. Each CDAC is led by local Wisconsin Conservation Congress delegates. A team of three liaisons from the DNR's wildlife, forestry and law enforcement programs attend CDAC meetings to present data and offer professional perspectives. The most recent Ozaukee-Washington Council meeting was April 30, 2025.

Each county's council members directly participate in reviewing and recommending population objectives, antlerless harvest quotas and antlerless harvest authorization levels. Members also provide recommendations on various season structure options that will affect future deer seasons. These include whether to implement the Dec. 24 to Jan. 1 antlerless-only firearm season known as the holiday hunt, and whether to extend the archery and crossbow seasons through Jan. 31.

Deer Advisory Committee

The Deer Advisory Committee is a diverse group representing government agencies, non-governmental organizations, tribal interests and conservation groups. The committee reviews and makes recommendations on the management of white-tailed deer in Wisconsin. The committee advises the Wildlife Policy Team on a variety of topics such as hunting regulations, surveys, research priorities, depredation, disease management and designing public input opportunities. The most recent Committee meeting was September 3, 2025.

Urban Wildlife Damage Abatement and Control Grant

Urban Wildlife Damage Abatement and Control (UWDAC) grants help urban municipalities develop wildlife plans, implement specific damage abatement, and control measures for white-tailed deer. This grant provides a 50% cost share up to \$5,000.00 for eligible costs. The grant application period opens on October 1 each year and the deadline is December 1 each year.

Past Culling Efforts

The City's culling program has evolved over time. Initially, there was a City lottery for culled deer, which resulted in DPW having to manage storage, notification and pickup of culled deer. That transitioned into a "sharpshooter" service where the contractor Urban Wildlife Specialists (UWS) was responsible for culling and disposal. UWS harvested 61 deer in 2012, 61 in 2013, and 48 in 2014; the cost for services in 2014 was \$9,600. Later, hunters in the City requested termination of the program so that they could manage the deer population during the regular hunting season.

The City must apply to the WisDNR for a permit to remove nuisance deer. WisDNR issues a

Certificate of Removal permit which authorizes the City to use lethal methods and supervise individuals for deer removal during specific time periods and within a set number of deer. A municipality can also receive assistance through the Urban Wildlife Damage Abatement and Control Grant Program described above.

Fiscal Impact

The overall fiscal impact would vary depending on the level of City involvement in local deer management.

Recommendation

Staff recommends the Public Welfare Committee review and discuss the merits of pursuing City involvement in local deer population management and provide direction on whether this is an initiative the Committee would like City staff to explore further.

Attachments:

Deer Population Management Figures

Attachment: Deer Population Management Figures

Figure 1: Ozaukee County Post Hunt Deer Population Estimates
Source: Wisconsin DNR's Deer Metrics

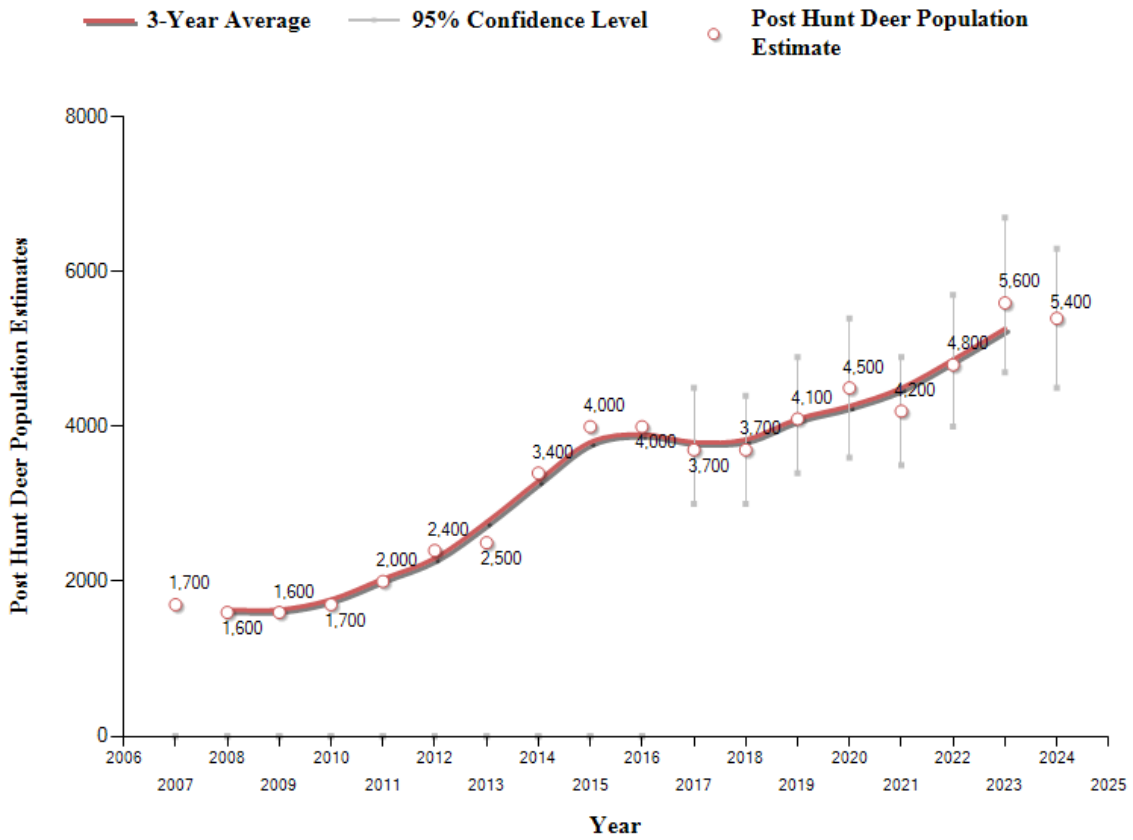


Figure 2: Ozaukee County Deer-Vehicle Collisions
Source: Wisconsin DNR's Deer Metrics

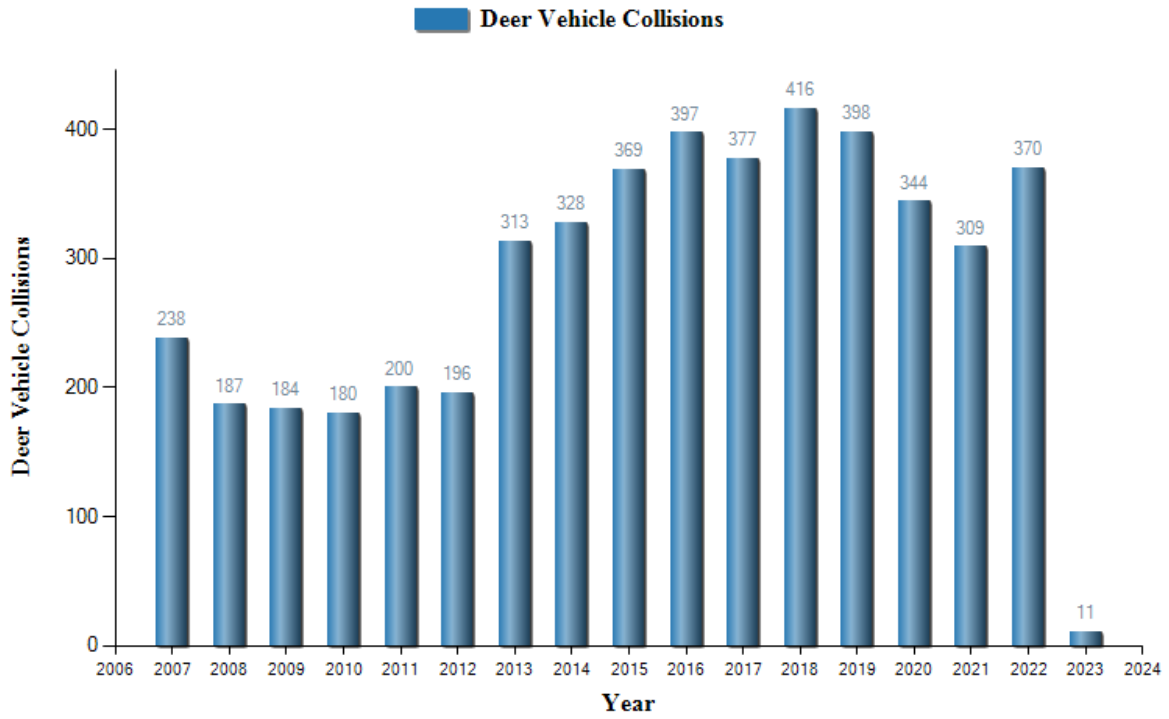
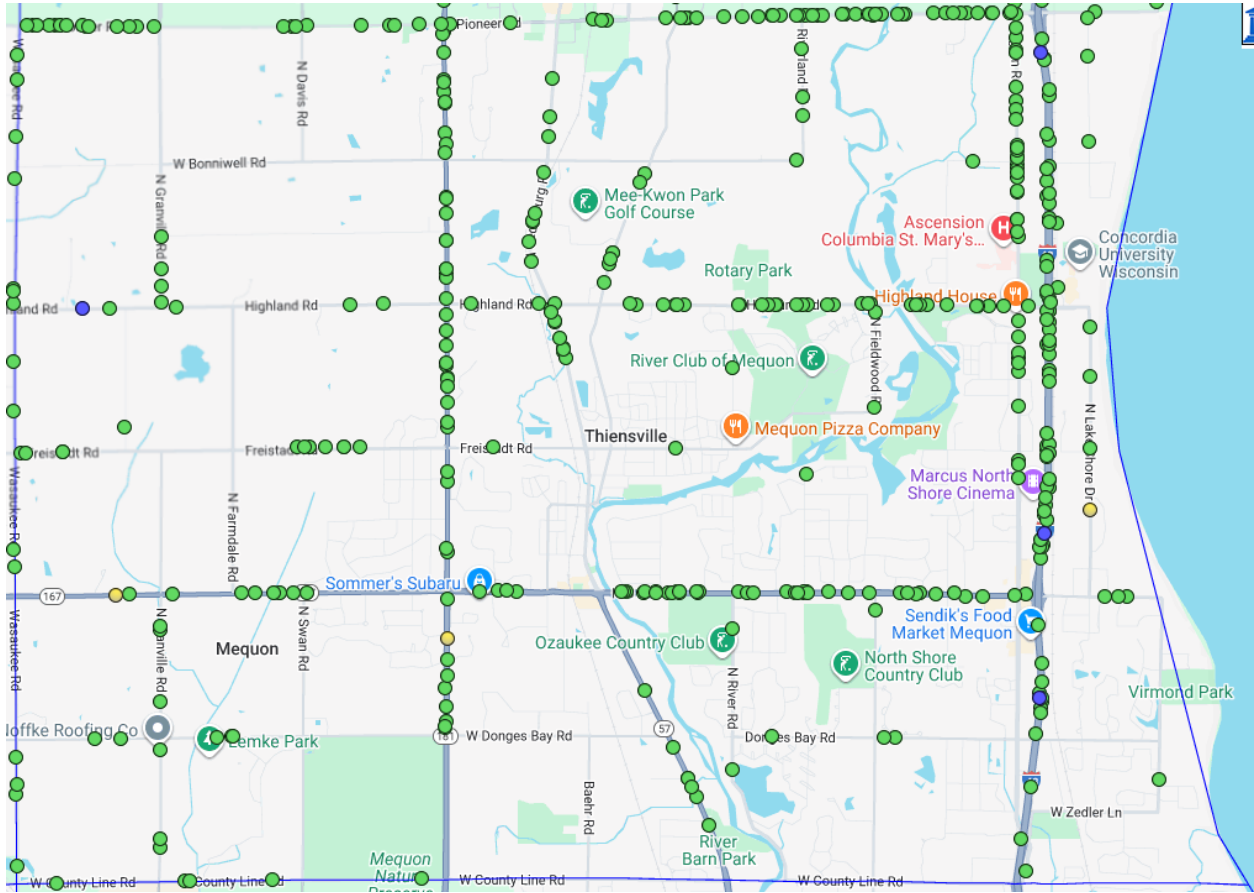


Figure 3: City of Mequon Deer-Vehicle Collisions
 Source: Community Maps by the Wisconsin Traffic Operations and Safety (TOPS) Laboratory





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Administration

TO: Public Welfare Committee
FROM: Jessica Wolff, Assistant City Administrator
DATE: December 9, 2025
SUBJECT: 2026 Work Calendar

Background

The Public Welfare Committee completed a wide variety of items in 2025 as listed below.

- Polling Site Locations.
- Bird and Bee City Designations.
- Structure Definition/Board of Appeals Case.
- Protest Petition Ordinance Amendment.
- Board of Appeals Ordinance Amendment.
- Showroom Sales Facilities Ordinance Amendment.
- Live Meeting Broadcast Pause Resolution.
- Committee Chair Selection.
- Chapter 58 Ordinance Amendment.
- Mid-Moraine Municipal Court Agreement Ordinance Amendment.

Analysis

Looking forward to 2026, staff has identified a few new items and the carryover of three items from 2025 for discussion. Committee members should also bring suggestions for new items for discussion at the meeting.

- Continuation of the deer management discussion.
- Community survey analysis particularly as it relates to upcoming strategic planning.
- City-wide ADA policy related to the City website, facilities, employment, and general policies.
- Annual renewal of Bee and Bird City designations.
- Sister City with Dahlheim.
- Boards, Commissions, and Committees (Continued).
- Chapter II, Article IV Review (Continued).

Fiscal Impact

The overall fiscal impact would vary depending on the projects undertaken and level of City involvement.

Recommendation

Staff recommends the Public Welfare Committee review and discuss the preliminary 2026 work calendar items and provide direction to City staff on whether items should be pursued.

Attachments:

None



TO: Public Welfare Committee
DATE: December 9, 2025
SUBJECT: Work Calendar

Meeting Topics

May

- Committee Chair Selection
- Structure Definition/Board of Appeals Case (Continued)

June

- Certified Wildlife Habitats
- Community Survey Update
- Speed Bumps

July

- Community Survey Preliminary Data Review

August

- Ordinance related to Common Council approval of signs on public property
- Campaign Finance Reform
- Community Survey Update
- Speed Deterrence/Traffic Calming

November

- Ordinance amending Chapter 58 allowing two-family residential cluster developments
- Ordinance approving operation of Mid-Moraine Court

December

- Deer Overpopulation

Future Agenda Topics

- Sister City with Dahlheim
- Boards, Commissions, and Committees
- Chapter II, Article IV Review (Continued)
- Logo Redesign/Branding

2025 Completed Items

- Polling Site Locations
- Bird and Bee City Designations
- Structure Definition/Board of Appeals Case
- Protest Petition Ordinance Amendment
- Board of Appeals Ordinance Amendment
- Showroom Sales Facilities Ordinance Amendment
- Live Meeting Broadcast Pause Resolution
- Committee Chair Selection
- Structure Definition/Board of Appeals Case
- Chapter 58 Ordinance Amendment
- Mid-Moraine Municipal Court Agreement Ordinance Amendment