

**\*\*All present are expected to conduct themselves in accordance with the City's Core Values\*\***



## OFFICIAL NOTICE AND AGENDA

of a meeting of a City Board, Commission, Department, Committee, Agency, Corporation, Quasi-Municipal Corporation, or sub-unit thereof.

Meeting of the: **PUBLIC HEALTH & SAFETY COMMITTEE**  
Date/Time: **Monday, April 25, 2016 @ 5:15 pm**  
Location: **City Hall (407 Grant Street) - Council Chambers**  
Members: Lisa Rasmussen, Karen Kellbach, Romey Wagner, Becky McElhaney, Pat Peckham

### AGENDA ITEMS FOR CONSIDERATION/ACTION

- 1 Select Chairperson and Vice Chair; and appoint two members to the Liquor License Review Subcommittee for the 2016-2018 Term.
- 2 Minutes of previous meeting(s). (2/15/16)
- 3 Consider various license applications, including the 2016-2017 liquor licenses for business establishments.
- 4 Update on Class B Beer license for United America, LLC d/b/a Pizza Bites
- 5 Discussion and possible action regarding the implementation of automated refuse and recycling collection of the downtown trash containers. (Groat)
- 6 Consider request for outdoor bands for summer season at Athletic Park (Wisconsin Woodchucks - Mark Macdonald)
- 7 Consider request to hold outdoor event - The Wausau Eagles Club 1st Annual Corn Roast Fundraiser, Saturday, August 13, 2016. (Tim Schertz, Co-chair)
- 8 Discussion and possible action on resolution accepting and supporting Wausau Fire Department Strategic Plan. (Kujawa)
- 9 **HEARING** on Rent Abatement Application of Maareeny Edwards concerning 1015 N 5th Street. (Nou Vang Thao and Eileen Thao - Landlords)  
**CLOSED SESSION** pursuant to Section 19.85(1)(a) of the Wisconsin Statutes for the purpose of considering the following: Deliberating concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before the governmental body.  
**RECONVENE** in Open Session, announce results of deliberations on Hearing on Rent Abatement Application.
- 10 Operations Report from Fire Department for March 2016
- 11 Tavern Activities / Compliance Checks / Law Enforcement Activities
- 12 Communications  
Adjournment

**This Notice was posted at City Hall and faxed to the Daily Herald newsroom on 4/22/16 @ 4: 00 pm.**

**IMPORTANT: THREE (3) MEMBERS NEEDED FOR A QUORUM:** If you are unable to attend the meeting, please notify Toni by calling (715)261-6620 or via email [toni.rayala@ci.wausau.wi.us](mailto:toni.rayala@ci.wausau.wi.us)

Please note that, upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals through appropriate aids & services. For information or to request this service, contact the City Clerk at (715) 261-6620.

Other Distribution: Media, Council (Nutting, Neal, Gisselman, Gehin, Smith, Abitz), Mielke, \*Rayala, \*Hardel, \*Kujawa, \*Alfonso, Jacobson, Hebert, Hite, Duncanson, Werth, Groat, Joan Theurer, Tim Thomas, Dick Holster, Daniel Southworth

## **PUBLIC HEALTH & SAFETY COMMITTEE**

Date and Time: Monday, February 15, 2015 at 5:15 pm, (Council Chambers)

Members Present: Rasmussen (C), Wagner, Neal, Gisselman, Kellbach

Others Present: Alfonso, Rayala, Kujawa, Goede, Dick Holster, Lindsey Lewitzke, Allen Hendricks, Jenna Heck, Aime Leanoff, Angie Livingstone, Christina Winterhoff

### **Minutes of previous meeting(s) (1/18/16)**

Motion by Neal, second by Kellbach to approve the minutes of the previous meeting (1/18/2016). Motion carried 5-0.

### **Consider various license applications.**

Rasmussen stated there were two denial recommendations for Public Transport Drivers: Nicolas Narlock and Daniel Petrowski. Neither was present.

Motion by Wagner, second by Neal to approve or deny licenses as recommended by staff. Motion carried 5-0.

### **HEARING: Allen D. Hendricks/Allen D. Hendricks Revocable Trust, owner, appeal of chronic nuisance premises declaration for 902 3rd Street, #2, Wausau.**

Hendricks, as landlord, appealed the designation of chronic nuisance for his property at 902 3<sup>rd</sup> Street #2. Officer Stetzer summarized the police reports that led to this designation.

Neal said that the landlord in this case has taken steps to remove the person that caused the police action.

Hendricks said the person who had caused the issues is currently in jail and is not welcome back to the apartment.

### **HEARING: Trolley Quarter Flats Limited Partnership, owner, appeal of chronic nuisance premises declaration for 1500 North 1st Street, #112, Wausau.**

Livingstone said that she wasn't there to appeal the designation of chronic nuisance, she was there as a representative of Trolley Quarter Flats and said that the management has terminated this tenants lease.

Motion by Neal, second by Kellbach to move into CLOSED SESSION pursuant to Section 19.85(1)(a) of the Wisconsin Statutes for the purpose of considering the following: Deliberating concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before the governmental body.

Roll call vote: Neal aye; Kellbach aye; Wagner aye; Gisselman aye; Rasmussen aye.

RECONVENE IN OPEN SESSION, announce results of deliberations on appeal of chronic nuisance premises declaration.

Rasmussen read into the record the findings of fact and conclusion of law in the following matter: Appeal of Chronic Nuisance premises declaration for 902 3<sup>rd</sup> Street #2, Allen D. Hendricks/Allen D. Hendricks Revocable Trust. This appeal was denied and the declaration as a chronic nuisance was affirmed.

Rasmussen read into the record the findings of fact and conclusion of law in the following matter: Appeal of Chronic Nuisance premises declaration for 1500 North 1<sup>st</sup> Street, #112, Trolley quarter Flats Limited Partnership. This appeal was denied and the declaration as a chronic nuisance was affirmed.

### **Consideration and possible action on complaint filed by Ashley Cole under W.M.C. Ch. 9.32, Discrimination in Housing Accommodations, Re. 730 Werle Avenue, Cosmos Properties, LLC respondent.**

Winterhoff was in attendance and was sworn in; however, Ashley Cole was not in attendance.

Wagner recused himself because Wagner has a working relationship and a friendship with Mr. Winterhoff.

Action was deferred on this complaint to the next Public Health and Safety meeting in March because the committee had requested additional information and the complainant was not there.

**Discussion and possible action regarding revisions to the Rental Licensing Ordinance to comply with Conclusions of Law and Order of Marathon County Circuit Court, Case No. 2014 CV533, BC II Properties LLC, et al. v. City of Wausau.**

Alfonso explained the City of Wausau and La Crosse were appealing at the same time, but the Appellate Court in La Crosse decided their case before the Appellate Court here decided ours. Based on the decision on the La Crosse case, the court here summarily dismissed the appeal pending in our case and remanded it back to the Circuit Court for findings consistent with the decision in the La Crosse case. The court determined that the state statute passed a couple of years ago prohibited municipalities from requiring landlords to provide information to tenants that were not required under state law. She explained the La Crosse case decided that by requiring landlords to notify tenants of rental inspections was not something already required under state law; therefore, that portion of the ordinance was preempted. They did not find that the rest of the city's ordinance was invalid in La Crosse, which is the exact same ordinance as ours. The attorney for the landlords here, who is the same attorney for the landlords in La Crosse, discussed it with us and there was a joint order in which we agreed to sever those portions of the ordinance relating to notice to tenants by landlords. She noted there is legislation pending that if passed, will effectively kill rental licensing, but she felt they should move forward with this revision anyway because there is a court order to do so.

Motion by Neal, second by Gisselman to approve the revision to the rental licensing ordinance. Motion carried 5-0.

**Discussion and possible action creating ordinance Section 8.08.05 Feral cat caregiver and TNR program requirements to enable implementation of Trap, Neuter, and Release Program for Feral and Stray Cats.**

Rasmussen stated she agreed at budget time to have the committee consider Trap-Neuter-Release as a parallel measure to the Humane Officer's efforts to control the stray cat population. Staff was directed to go back and confer with the Police Department and with Aime Leonoff from CCAT to determine if it would be possible to create an enabling ordinance to allow them to operate within the city. She noted the original ordinance that failed last summer included a clinical trial of the program in a trial zone. She felt that created some of the opposition because the most outspoken group against it was that neighborhood group.

Alfonso stated she met with Aime Leonoff, Lt. Todd Baeten, and Humane Ofc Ashlee Bishop to discuss whether CCAT would be willing to do TNR on a city wide basis. She noted that Leonoff indicated that CCAT is now acting more in a facilitator role rather than a group that runs the program. People that are interested in participating can call them to learn how to go about it.

Aime Leonoff, CCAT, explained if people call in stating that are caregivers and want to get the animals spayed or neutered and/or vaccinated, they are directed to call Terry and she will speak with them, find out the number of cats; bring out traps and educate them on how to use them; facilitates with making appointments for the low cost spay and neuter; and provide financial assistance, if needed. She indicated under this process they have had approximately 70 cats that they have helped fix and vaccinate, so far.

Alfonso explained she amended the ordinance to remove the pilot area and also to remove the requirement that a caregiver has to report to the animal control officer any cat that is ill or diseased. Another change was to remove the liability insurance requirement, because it was either not available to individuals or prohibitively expensive. She pointed out the original ordinance had requested that CCAT give us a list of all the people participating in this program, however, they are reluctant to provide this list for privacy and other reasons. If we do the program, CCAT will have a written contract with these people so the Humane Officer will know if someone is just a cat hoarder or a caregiver participating with the CCAT group. The contract could be provided to the officer upon request, rather than a whole list.

Wagner commented he liked the program the way it was before and did not like the idea of a letting anyone who wants to freelance and be feeding ten cats in their backyard. Leonoff stated there were not that many participating and they were not encouraging hoarding; there will be a contract between CCAT and the caregiver. She indicated they will address any complaints.

Gisselman indicated as a member of the Park Committee he would vote against the ordinance because it might jeopardize our "Bird City" designation.

Motion by Neal, second by Kellbach to approve the ordinance as amended. Motion carried 3-2.

**Discussion and possible action amending ordinance Section 8.08.001 Definitions (d) adding "domesticated cat or dog" and (f) amending "owner."**

Motion by Wagner, second by Neal to approve the ordinance amendment. Motion carried 5-0.

**Operations Report from Fire Department for January 2016**

Kujawa commented that the Wausau Fire Department did go to other townships to assist with their fire calls. Kujawa shared the Wausau Fire Department and the City of Stevens Point Fire Department doing the CPR challenge; training as many people as they can. Community Paramedics started February 1, 2016.

**Tavern Activities / Compliance Checks / Law Enforcement Activities**

Hardel presented the Tavern Report for January 5, 2016 through February 4, 2016 (*see attached*).

**Communications**

None.

**Adjournment**

Motion by Neal, second by Gisselman to adjourn.

Attachment

Wausau Police Department



James E. Tipple  
Mayor

Jeffrey G. Hardel  
Chief of Police  
(715) 261-7801

**Date** 02-07-16  
**To** Chief Hardel  
**From** Lt. Mike Felder

**Subject TAVERN REPORT January 5, 2016 through February 4, 2016**

**ROUTINE TAVERN INSPECTIONS (No violations unless noted)**

101 Pub, 101 N. 3rd Ave.  
6th Street Pub, 2002 N. 6th St.  
Baker's Retreat, 1418 Lenard St.  
The Bar, 1025 S. 3<sup>rd</sup> Ave.  
Bob & Randy's Bar, 1515 N. 6th St.  
Cabaret, 204 E. Rib Mountain Dr.  
Callon Street Pub, 209 Callon St.  
Campus Pub, 1110 W. Campus Drive  
The Chatterbox Bar, 102 S. 2nd Ave.  
Cheers Bar, 101 E. Thomas St.  
Cop Shoppe Pub, 701 Washington St.  
Day's Bowl-A-Dome, 1715 Stewart Ave

**CONVENIENCE/GROCERY STORE INSPECTIONS (No violations unless noted)**

None.

**RESTAURANT INSPECTIONS (No violations unless noted)**

None.

**NOTABLE INCIDENTS THAT OCCURRED AT TAVERNS TO WHICH POLICE WERE DISPATCHED.**

**6<sup>th</sup> Street Pub, 2002 N. 6<sup>th</sup> Street**

- (1) *Event #160006144, 01/15/16 at 4:56 PM:* Anonymous report of suspicious activity. The caller reported seeing a woman walking in circles and falling down. She was supposed to be associated with a white Pontiac that was parked on the west side of the road in the middle of Park Avenue. Officers responded within about five minutes and were not able to locate the woman.

**Bob & Randy's Bar, 151 N. 6<sup>th</sup> Street**

- (1) *Event #160007208, 01/18/16 at 8:32 AM:* **Bar owner** caller to report a vehicle parked in their parking lot with the engine running and no one around. Officer responded and made contact with the registered owner, who said her son had the car. She was not able to locate him, so she eventually responded to take custody of the vehicle. Just prior to leaving, the son walked up. The mother took custody of the vehicle and the son.

- (2) *Case #16-747, 01/22/16 at 1:20 AM:* Citizen called to report a theft of a cellular phone that he had plugged in along the back wall. Officer eventually checked surveillance from the bar and is attempting to identify the suspect seen on the video taking the phone.

**Cop Shoppe Pub, 701 Washington Street**

- (1) *Event #160004231, 01/11/16 at 11:11 AM:* An alarm was received from the business. Officers responded and found an employee that was opening the business having trouble with the code. A false alarm form was issued.
- (2) *Case #16-1028, 01/30/16 at 11:57 PM:* **Bar employee** called to report criminal damage to their property. Someone shot a BB through the front door window panel. There were several reports of similar damage in the area around that time.

**Domino Bar, 740 Washington Street**

- (1) *Event #160006249, 01/15/16 at 8:02 PM:* An anonymous call was received reporting that there was a woman at the bar that had a warrant for her arrest. Dispatch checked the woman's name and found no warrant. No Officers responded to the bar and the call was cancelled.
- (2) *Case #16-847, 01/24/16 at 6:07 PM:* Officers responded to a report of a male that had lost control of himself. He was yelling for help and flailing about. An ambulance was also called for the male. He admitted he was a "junky," using methamphetamine and heroin. He also had a warrant for his arrest. The Jail requested medical clearance prior to being transported/arrested for the warrant. The male was taken to Aspirus and admitted for observation. Upon his release, he was arrested for the warrant and taken to Jail.
- (3) *Case #16-992, 01/29/16 at 10:27 PM:* Bartender called to report a male that matched the description of a wanted person was in the bar (James Begay). Officer responded and located the person the bartender called about. It was not the person originally suspected; however the male also had warrants for his arrest and was in violation of a felony bond by drinking and being at a tavern. In addition, Officers located a second male that could have been Begay. This was also found to be someone else. This male had warrants for his arrest and was in violation of a misdemeanor bond by drinking and being at a tavern.
- (4) *Event #160012923, 01/31/16 at 10:13 PM:* Dispatch received a call from a local cab company owner, who was at the tavern when he observed what appeared to be a non-licensed cab come to the tavern to pick up a fare. It was determined that the owner of Northwoods Cab company had been stopped earlier in the day and advised of the licensing requirements.

**El Jalepeno's Restaurant and Bar, 300 N. 3<sup>rd</sup> Street**

- (1) *Case #16-552, 01/16/16 at 2:32 PM:* Officers responded to a complaint that employees of the restaurant had gotten into a fight. One employee was arrested for battering another. This incident occurred outside of regular business hours.
- (2) *Event #160009627, 01/23/16 at 11:10 PM:* Officers were flagged down outside the business by a male. He reported that another male in the tavern "may have pulled a knife" on him because he was dancing near the other male's girlfriend. He never saw or felt the knife, and the male did not say anything threatening, it was just a feeling. No arrests were made from that information. Officer also had contact with some individuals that were under 21 years old, although it is unclear if they were on the premises or not. They were given breath tests, which showed that they had not been drinking. They were sent on their way.

**Hiawatha Restaurant & Lounge, 713 Grant Street**

- (1) *Case #16-150, 01/05/16 at 3:13 PM:* Citizen reported a theft of a cellular phone. He was able to trace it to the area of Townline Road and 25<sup>th</sup> Street. The Officer that responded provided the male with a self-report form, completed it and turned it in.

**Intermission Bar, 325 N. 4<sup>th</sup> Street**

- (1) *Case #16-943, 01/28/16 at 1:28 PM:* Officers responded for a burglar alarm at the tavern. An employee was on scene, but was having problems with the alarm. A False Alarm form was completed.

**Malarkey's Pub, 412 N. 3<sup>rd</sup> Street**

- (1) *Event #160010799, 01/27/16 at 1:00 AM:* Officer was **flagged down by bar owner** in reference to an unruly male that refused to leave the bar. The Officer escorted the male off the property. No arrest made.

**Oz Bar, 320 Washington Street**

- (1) *Case #16-1175, 02/04/16 at 9:06 PM:* Officers responded to the tavern for a report of a fight. The Dispatcher noted that there was a female screaming in the background while taking the call. Officers responded and made contact with the bar owner, who had been following a female that he had removed

from the tavern. That female was advised that she was “banned” from the tavern. Another woman was also contacted a short distance away. She was taken to Jail on a warrant.

**Christine’s Bar**, 936 S. 3<sup>rd</sup> Avenue

- (1) *Event #160006380, 01/16/16 at 12:46 AM:* Officer initiated a check of suspicious activity. There aren’t many details in the call, other than: “Brothers are there with him and working on getting him home.” Officers cleared shortly thereafter with no arrest made.
- (2) *Event #160012618, 01/31/16 at 1:58 AM:* An anonymous caller reported seeing a female and another person leaving the tavern in a silver sedan. The caller described the two as barely being able to walk. The caller was unable to provide a license plate number, but said the vehicle left going south on 3<sup>rd</sup> Avenue. Officers and Deputies checked the area but were unable to locate the vehicle.

**Denmar Tavern**, 601 W. Thomas Street

- (1) *Case #16-930, 01/28/16 at 1:23 AM:* **Bartender called** to report that two customers had an argument. Investigation by Officers determined that one of the two customers had a folding knife that he had opened and was holding down by his leg. The male never made any threats or threatening motions with the knife. The male with the knife was pushed out of the bar and left. Officers checked the area and were unable to locate the male. If he is identified and located, he would be charged with Disorderly Conduct.

**Lumpy’s Bar**, 265 Chellis Street

- (1) *Case #16-694, 01/20/16 at 8:22 PM:* An alcohol compliance check was conducted at the tavern. The bartender sold an alcoholic beverage to the underage volunteer. The bartender was cited and Demerit Points were assessed to the tavern.

**Roc’s Place**, 810 S. 3<sup>rd</sup> Avenue

**\*\*NOTE:** The owner contacted the Police Department and requested frequent walk-throughs of the tavern. He opined that the “bad crowd” that had been frequenting It’s Our Clubhouse now patronize his bar, and he wants to prevent problems.

- (1) *Event #160001965, 01/05/16 at 11:07 PM:* **Bartender called** to report that a male that had caused a fight on a previous occasion was in the bar and wouldn’t leave. When told the Police had been called, the patron left. The bartender did not want a report, other than a computer entry to document the incident. No charges from this incident.
- (2) *Case #16-513, 01/12/16 at 4:01 PM:* **Tavern called** the Police in reference to a vehicle left in the parking lot of the business with the keys in it. Officer responded, secured vehicle and keys and attempted to locate the registered owner. After about three days, the owner still had not come forward, so the vehicle was ticketed and towed.
- (3) *Event #160011631, 01/28/16 at 11:28 PM:* **Bartender called** to request assistance in removing a patron that was not following the rules (i.e. taking her drink outside to smoke). Officers made contact with the woman and she left the bar at their direction.
- (4) *Event #160012606, 01/31/16 at 1:12 AM:* Anonymous caller reported seeing two males walking from car to car in the parking lot with money in their hands. The caller was concerned that it appeared the males were dealing drugs. Officers responded and located one male that matched the description provided by the caller. The male consented to a search, but no contraband was located. Nothing else was located in the area. No charges developed from this incident.
- (5) *Event #160012610, 01/31/16 at 1:47 AM:* Officers responded with EMS to a report of a male patron that was having a seizure. The male was transported to the hospital by ambulance. No further Police action taken.

**101 Pub**, 101 N. 3<sup>rd</sup> Avenue

- (1) *Event #160006817, 01/17/16 at 2:32 AM:* **Bartender called** about a patron that was belligerent and almost violent. Officers responded and made contact with the male, who was actually an off-duty employee. Bartender did not want any charges pressed, just to have the male leave. The male was intoxicated, but not incapacitated, and insisted on walking from the scene, which he was allowed to do.

**Baker’s Retreat**, 1418 Lenard Street

- (1) *Case #16-692, 01/20/16 at 7:29 PM:* An alcohol compliance check was completed. The on-duty bartender sold an alcoholic beverage to the underage volunteer. The bartender was cited and the tavern was assessed Demerit Points.

**Chatterbox Bar**, 102 S. 2<sup>nd</sup> Avenue

- (1) *Case #16-639, 01/18/16 at 11:55 PM:* Dispatch received an anonymous call that there was a male that had a warrant for his arrest at the tavern. Officers responded and located the male. He had a valid warrant for his arrest. He was taken into custody and taken to Jail without incident.

**Cruisin 1724**, 1724 Merrill Avenue

- (1) *Event #160013370, 02/01/16 at 7:43 PM:* **Tavern employees called** in reference to a report of a woman at the business that was acting strangely. They did not think she was intoxicated, but had cognitive, emotional or behavioral problems. Officers responded and made contact with the woman. There was not sufficient cause to commit the woman to HCC, but she indicated she wanted to go there voluntarily. She would not cooperate with a medical clearance, so she was not allowed to go to HCC. The Officer eventually transported the woman to the Warming Shelter.

**Showtime Gentlemen's Club**, 1709 Merrill Avenue

- (1) *Event #160005924, 01/15/16 at 1:46 AM:* Bartender called to request assistance with an unruly patron. The male left prior to Officers' arrival. He left his phone at the bar after one of the dancers had held on to it. They did not know the male's identity, and would call back if they had further problems. No Police action taken.
- (2) *Event #160012085, 01/29/16 at 10:26 PM:* An anonymous caller reported that one of the dancers was "drugged up," "spaced out," and "out of control." The caller provided the dancer's stage name, but didn't know her real name. Officers responded and made contact with the dancer, who refused to identify herself beyond her stage name. Officers evaluated her condition and determined that she was "noticeably intoxicated," but not under the influence of drugs. The management was aware of her condition and was accepting of her condition. Manager claimed not to know the dancer's real name. The manager was going to "address the situation in-house." On 02-07-16, I made contact with a manager, who said they do keep a list of employees, including the dancers. I showed her the ordinance and expressed that the list needs to be available for Officers, even if she isn't the one working at the time.

## ALCOHOL BEVERAGE DEMERIT POINTS ASSESSED

- **Baker's Retreat, Trig's and Lumpy's** all received 25 Demerit Points for serving an underage person during Alcohol Compliance Checks. **Lumpy's** and **Trig's** are up to 50 Demerit Points. **Polack Inn, Wagner Shell (Stewart Ave), R Store #5 (Grand Ave), VFW, The Store #62 (3<sup>rd</sup> Ave/Stewart Ave), Callon Street Pub and Fast Break Mobil (4<sup>th</sup> Ave/W Thomas St)** all denied the sale of an alcoholic beverage to the underage volunteer during Alcohol Compliance Checks.
- **Whiskey River** had 25 Demerit Point drop off due to time limit. They are down to 0 Demerit Points.

Respectfully submitted,  
Lt. Michael Felder

## ***CLERK'S REPORT TO PUBLIC HEALTH & SAFETY COMMITTEE***

April 25, 2016 Meeting

### **AGENDA ITEM**

---

Approve or deny various licenses as indicated on the attached summary report of all applications received.

### **ADDITIONAL INFORMATION**

---

Applications as listed have or will have a background check run by staff and reviewed by the Police Chief or his designee. Applications marked pending will have a status update at the meeting. In accordance with city ordinance, **all permits approved are held for debts owed to the city until the debt is paid in full.**

1. One Operator License application recommended for denial by Chief Hardel: **Amanda Hayes**, was previously denied by the committee and Council and has re-applied for another appeal. \*\*Hardel notes Hayes was recently working alone at Krist Oil and was warned about not having a license: and One Public Transport Driver License applications recommended for denial: **Gregory Bowen**, Registered Sex Offender, Felony Conviction of Child Porn, and 1994 Felony Burglary Conviction.
2. Renewals of all Class A Beer, Class A Beer & Liquor, Class B Beer, Class B Beer & Liquor, Class C Wine, Class B Liquor – Winery, for the 2016-2017 license year, along with associated licenses for businesses: Amusement Devices, Cigarette & Tobacco, Tavern Entertainment and Dance Hall
3. Sidewalk café renewals for both alcohol premises and non-alcohol premises.
4. One new application for Class A Beer, Saver's Milwaukee, Inc., JE Wausau Gas 2015, LLC dba Holiday Gas, 306 S 18<sup>th</sup> Avenue. (under construction near County Market)
5. Class II event for the Wausau Area Crop Walk, October 2, 2016.

### **STAFF RECOMMENDATION**

---

Staff recommendation is to approve or deny as indicated on the summary report including those that may be introduced at the meeting. Please let me know if you have any question regarding any license applications listed.

Mary Goede, Deputy Clerk  
Date of Report: April 22, 2016  
(715) 261-6621

HEALTH AND SAFETY LIST  
ALL LICENSES~~APRIL 18, 2016~~ APRIL 25, 2016REPORT ID: LRS5301  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
ANGELO'S PIZZA VILLA INC 1206 N 6TH ST WAUSAU, WI 54403	2016	4/13/2016	7/01/2016	6/30/2017		ANGELO'S PIZZA VILLA	AMUSEMENT DEVICES	---	---	---	---
BAKER'S RETREAT INC 1418 LENARD ST WAUSAU, WI 54401	2016	3/29/2016	7/01/2016	6/30/2017		BAKER'S RETREAT	AMUSEMENT DEVICES	---	---	---	---
BLAZIN WINGS INC 5500 WAYZATA BLVD SUITE 1600 MINNEAPOLIS, MN 55416	2016	4/12/2016	7/01/2016	6/30/2017		BUFFALO WILD WINGS	AMUSEMENT DEVICES	---	---	---	---
BOB & RANDY'S BAR INC 1515 N 6TH ST WAUSAU, WI 54403	2016	4/13/2016	7/01/2016	6/30/2017		BOB & RANDY'S	AMUSEMENT DEVICES	---	---	---	---
BURNS POST 388 VFW PO BOX 388 WAUSAU, WI 54402-0388	2016	4/14/2016	7/01/2016	6/30/2017		VFW BURNS POST 388	AMUSEMENT DEVICES	---	---	---	---
CALHOUN 929 S 7TH AVE WAUSAU, WI 54401	BRENDA 2016	4/15/2016	7/01/2016	6/30/2017		CABARET	AMUSEMENT DEVICES	---	---	---	---
CAMPUS PUB INC 1110 W CAMPUS DR WAUSAU, WI 54401-0007	2016	4/04/2016	7/01/2016	6/30/2017		CAMPUS PUB	AMUSEMENT DEVICES	---	---	---	---
CHRISTINE'S 2 LLC 2756 HAMILTON ST OSHKOSH, WI 54901	2016	4/11/2016	7/01/2016	6/30/2017		CHRISTINE'S	AMUSEMENT DEVICES	---	---	---	---
COP SHOPPE LTD 701 WASHINGTON ST WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		COP SHOPPE PUB	AMUSEMENT DEVICES	---	---	---	---
DAY'S BOWL-A-DOME INC 1715 W STEWART AVE WAUSAU, WI 54401	2016	4/01/2016	7/01/2016	6/30/2017		DAY'S BOWL-A-DOME	AMUSEMENT DEVICES	---	---	---	---
DOMINO BAR LLC R8457 WHITE BIRCH RD RINGLE, WI 54471	2016	4/15/2016	7/01/2016	6/30/2017		THE DOMINO BAR	AMUSEMENT DEVICES	---	---	---	---
GD4 LLC 123 E DOTY ST MADISON, WI 53703	2016	4/08/2016	7/01/2016	6/30/2017		THE GREAT DANE PUB &	AMUSEMENT DEVICES	---	---	---	---
HERZOG 209 CALLON ST WAUSAU, WI 54401	GERALD 2016	4/01/2016	7/01/2016	6/30/2017		CALLON STREET PUB	AMUSEMENT DEVICES	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
HIAWATHA RESTAURANT & LOUNGE, 713 GRANT ST WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		HIAWATHA LOUNGE	AMUSEMENT DEVICES	---	---	---	---
JALAPENOS MEXICAN RESTAURANTE 300 N 3RD ST SUITE L01 WAUSAU, WI 54403	2016	4/21/2016	7/01/2016	6/30/2017		JALAPENOS MEXICAN RE	AMUSEMENT DEVICES	---	---	---	---
JAMES W KRUESEL LLC 614 PLUMER ST WAUSAU, WI 54403	2016	4/12/2016	7/01/2016	6/30/2017		INTERMISSION	AMUSEMENT DEVICES	---	---	---	---
JIM'S CORNER PUB LLC 3102 FALCON WAY WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		JIM'S CORNER PUB	AMUSEMENT DEVICES	---	---	---	---
JOY & KEVIN'S PROPERTIES LLC 1905 EDGEWOOD DR SCHOFIELD, WI 54476	2016	4/08/2016	7/01/2016	6/30/2017		DEN MAR TAVERN	AMUSEMENT DEVICES	---	---	---	---
JUSUFI ZENEL 707 S 3RD AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		RED APPLE SOCIAL CLU	AMUSEMENT DEVICES	---	---	---	---
LOPPNOW'S SPORTS BAR LLC 1502 N 3RD ST WAUSAU, WI 54403	2016	4/12/2016	7/01/2016	6/30/2017		LOPPNOW'S SPORTS BAR	AMUSEMENT DEVICES	---	---	---	---
MAJOR PRANK-BB JACKS LLC 3829 N 14TH ST WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		BB JACK'S	AMUSEMENT DEVICES	---	---	---	---
MERRILL AVENUE INVESTMENTS LLC N7663 FIRST ST ELAND, WI 54427	2016	4/15/2016	7/01/2016	6/30/2017		CRUSIN 1724	AMUSEMENT DEVICES	---	---	---	---
NAWROCKI TIMOTHY 718 MCCLELLAN ST WAUSAU, WI 54403	2016	4/18/2016	7/01/2016	6/30/2017		ROC'S PLACE	AMUSEMENT DEVICES	---	---	---	---
NORTH END PUB LLC 1002 N 3RD AVE WAUSAU, WI 54401	2016	4/11/2016	7/01/2016	6/30/2017		NORTH END PUB	AMUSEMENT DEVICES	---	---	---	---
OPPER MARY JANE 1501 BEECHWOOD DR WAUSAU, WI 54401	2016	4/06/2016	7/01/2016	6/30/2017		CHEER'S BAR	AMUSEMENT DEVICES	---	---	---	---
OZ NIGHT CLUB LLC 320 WASHINGTON ST WAUSAU, WI 54403	2016	4/01/2016	7/01/2016	6/30/2017		OZ NIGHT CLUB	AMUSEMENT DEVICES	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS5301  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
PLAYER'S OF WAUSAU INC 4411 STEWART AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		PLAYER'S	AMUSEMENT DEVICES	---	---	---	---
POLITO'S PIZZA OF WAUSAU LLC 311 N 3RD ST WAUSAU, WI 54403	2016	4/18/2016	7/01/2016	6/30/2017		POLITO'S PIZZA	AMUSEMENT DEVICES	---	---	---	---
R.E.M.B.S., LLC 821 ADAMS ST WAUSAU, WI 54403	2016	3/31/2016	7/01/2016	6/30/2017		THE GLASS HAT	AMUSEMENT DEVICES	---	---	---	---
RICHARD/MARY GORDON DBA M&R ST W1667 LEITZ LN RIB LAKE, WI 54470	2016	4/19/2016	7/01/2016	6/30/2017		M&R STATION	AMUSEMENT DEVICES	---	---	---	---
SAM'S PIZZA OF WAUSAU INC 5811 BUS HWY 51 S PO BOX 444 SCHOFIELD, WI 54476-0444	2016	4/13/2016	7/01/2016	6/30/2017		SAM'S PIZZA	AMUSEMENT DEVICES	---	---	---	---
SHULTZ RYAN 1206 N 3RD STREET WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		POLACK INN	AMUSEMENT DEVICES	---	---	---	---
SLK LLC PO BOX 224 SCHOFIELD, WI 54476	2016	4/15/2016	7/01/2016	6/30/2017		TREMOR'S BAR	AMUSEMENT DEVICES	---	---	---	---
THE CHATTERBOX, INC 102 S 2ND AVE WAUSAU, WI 54401	2016	4/14/2016	7/01/2016	6/30/2017		CHATTERBOX	AMUSEMENT DEVICES	---	---	---	---
THE SIDEWAYS BADGER, LLC 821 STARK ST WAUSAU, WI 54403	2016	4/11/2016	7/01/2016	6/30/2017		LIMERICKS PUBLIC HOU	AMUSEMENT DEVICES	---	---	---	---
THOMAS W FEHL LLC 314 MAPLE ST WAUSAU, WI 54401	2016	4/13/2016	7/01/2016	6/30/2017		101 PUB	AMUSEMENT DEVICES	---	---	---	---
TRC BAR, LLC 223 E THOMAS ST WAUSAU, WI 54401	2016	4/14/2016	7/01/2016	6/30/2017		LUMPY'S	AMUSEMENT DEVICES	---	---	---	---
TREU'S TIC TOC LTD 1201 W THOMAS ST WAUSAU, WI 54401	2016	4/11/2016	7/01/2016	6/30/2017		TREU'S TIC TOC	AMUSEMENT DEVICES	---	---	---	---
VOGT TYLER 408 N 3RD ST STE 100 WAUSAU, WI 54403	2016	4/01/2016	7/01/2016	6/30/2017		MALARKEY'S PUB	AMUSEMENT DEVICES	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS5301  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
WAGSON ENTERPRISE LTD 3904 W STEWART AVE WAUSAU, WI 54401	2016	4/14/2016	7/01/2016	6/30/2017		WAUSAU MINE COMPANY	AMUSEMENT DEVICES	___	___	___	___
WAUSAU AERIE 251 FOE 1703 S 3RD AVE WAUSAU, WI 54402-0448	2016	4/15/2016	7/01/2016	6/30/2017		EAGLE'S CLUB	AMUSEMENT DEVICES	___	___	___	___
WAUSAU ELKS LODGE #248 414 SCOTT ST WAUSAU, WI 54403	2016	4/08/2016	7/01/2016	6/30/2017		WAUSAU ELKS CLUB 248	AMUSEMENT DEVICES	___	___	___	___
WGC OPERATIONS, LLC 1001 GOLF CLUB RD WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		BUNKERS/TRIBUTE GOLF	AMUSEMENT DEVICES	___	___	___	___
WOLD TODD 132 N 11TH AVE WAUSAU, WI 54401	2016	4/18/2016	7/01/2016	6/30/2017		WHISKEY RIVER BAR &	AMUSEMENT DEVICES	___	___	___	___
WOLLER ALLEN 1009 HENRIETTA ST WAUSAU, WI 54403	2016	4/19/2016	7/01/2016	6/30/2017		6TH STREET PUB	AMUSEMENT DEVICES	___	___	___	___
17TH AVENUE LTD INC 201 N 17TH AVE WAUSAU, WI 54401	2016	4/14/2016	7/01/2016	6/30/2017		THE PLAZA HOTEL & SU	AMUSEMENT DEVICES	___	___	___	___
LIL' OLE WINEMAKER SHOPPE, LLC 602 JEFFERSON ST WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		LIL' OLE WINEMAKER S	CLASS B LIQUOR-WINE ONLY	___	___	___	___
GOLDEN DRAGON PHO, LLC 828 S 3RD AVE WAUSAU, WI 54401	2016	4/08/2016	7/01/2016	6/30/2017		GOLDEN DRAGON PHO	CLASS B BEER/CLASS C WINE	___	___	___	___
HMONG EGGROLLS, LLC 1040 S 10TH AVE WAUSAU, WI 54401	2016	4/12/2016	7/01/2016	6/30/2017		HMONG EGGROLLS	CLASS B BEER/CLASS C WINE	___	___	___	___
VAN SLATE JOHN 319 4TH ST WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		319 BISTRO	CLASS B BEER/CLASS C WINE	___	___	___	___
BHAGAVATI, LLC 320 W THOMAS ST WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		FAST BREAK MOBIL	CLASS A BEER	___	___	___	___
BMW FUEL MART LLC 102 N 3RD AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		BMW FUEL MART	CLASS A BEER	___	___	___	___
C & B SUPER MARKET, LLC 640 S 3RD AVE WAUSAU, WI 54401	2016	4/13/2016	7/01/2016	6/30/2017		C & B SUPER MARKET	CLASS A BEER	___	___	___	___

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS5301  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
PINE RIDGE WAUSAU LLC 1205 MERRILL AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		PINE RIDGE WAUSAU LL	CLASS A BEER	---	---	---	---
<i>New</i> SAVERS MILWAUKEE, INC ATTN: SUE BERG 5101 VERNON AVE SO EDINA, MN 55436	2016	4/12/2016	7/01/2016	6/30/2017		HOLIDAY GAS	CLASS A BEER	---	---	---	---
SHOPKO STORES OPERATING CO., L 700 PILGRIM WAY PO BOX 19060 GREEN BAY, WI 54307-9060	2016	4/12/2016	7/01/2016	6/30/2017		SHOPKO 079	CLASS A BEER	---	---	---	---
DOWNTOWN GROCERY.COM LLC 607 3RD ST WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		DOWNTOWN GROCERY.COM	CLASS A BEER & LIQUOR	---	---	---	---
FAST FUEL MART, LLC 802 E WAUSAU AVE WAUSAU, WI 54403	2016	4/18/2016	7/01/2016	6/30/2017		FAST FUEL MART #1	CLASS A BEER & LIQUOR	---	---	---	---
FAST FUEL MART, LLC 407 N THIRD AVE WAUSAU, WI 54401	2016	4/18/2016	7/01/2016	6/30/2017		FAST FUEL MART #2	CLASS A BEER & LIQUOR	---	---	---	---
JERRY'S ENTERPRISES INC ATTN: SUE BERG 5101 VERNON AVE EDINA, MN 55436	2016	4/07/2016	7/01/2016	6/30/2017		CROSSROADS COUNTY MA	CLASS A BEER & LIQUOR	---	---	---	---
KOHLMAN'S INC 735 S 3RD AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		KOHLMAN'S INC	CLASS A BEER & LIQUOR	---	---	---	---
KRIST OIL COMPANY INC 303 SELDEN RD IRON RIVER, MI 49935	2016	4/04/2016	7/01/2016	6/30/2017		KRIST FOOD MART	CLASS A BEER & LIQUOR	---	---	---	---
KRIST OIL COMPANY INC 303 SELDEN RD IRON RIVER, MI 49935	2016	4/04/2016	7/01/2016	6/30/2017		KRIST FOOD MART #89	CLASS A BEER & LIQUOR	---	---	---	---
KWIK TRIP INC 1626 OAK ST PO BOX 2107 LA CROSSE, WI 54602-2107	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #322	CLASS A BEER & LIQUOR	---	---	---	---
KWIK TRIP INC 1626 OAK ST LA CROSSE, WI 54603	2016	4/07/2016	7/01/2016	6/30/2017		TOBACCO OUTLET PLUS	CLASS A BEER & LIQUOR	---	---	---	---
KWIK TRIP INC 1626 OAK ST LA CROSSE, WI 54603	2016	4/07/2016	7/01/2016	6/30/2017		TOBACCO OUTLET PLUS	CLASS A BEER & LIQUOR	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
KWIK TRIP INC 1626 OAK ST LA CROSSE, WI 54603	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #601	CLASS A BEER & LIQUOR	---	---	---	---
KWIK TRIP INC 1626 OAK ST LA CROSSE, WI 54603	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #728	CLASS A BEER & LIQUOR	---	---	---	---
KWIK TRIP INC 1626 OAK ST LA CROSSE, WI 54603	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #735	CLASS A BEER & LIQUOR	---	---	---	---
KWIK TRIP, INC 1626 OAK ST PO BOX 2107 LA CROSSE, WI 54601-2107	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #188	CLASS A BEER & LIQUOR	---	---	---	---
KWIK TRIP, INC. 1626 OAK ST PO BOX 2107 LA CROSSE, WI 54602-2107	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #851	CLASS A BEER & LIQUOR	---	---	---	---
RIISER OIL COMPANY INC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R STORE #7	CLASS A BEER & LIQUOR	---	---	---	---
RIISER OIL COMPANY INC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R STORE #6	CLASS A BEER & LIQUOR	---	---	---	---
RIISER OIL COMPANY INC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R STORE #5	CLASS A BEER & LIQUOR	---	---	---	---
RIISER OIL COMPANY INC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R STORE #8	CLASS A BEER & LIQUOR	---	---	---	---
RSTORE BRIDGE STREET LLC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R-STORE #31	CLASS A BEER & LIQUOR	---	---	---	---
RSTORES LLC SUBSIDIARY OF RIISER HOLDINGS LLC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R-STORE #34	CLASS A BEER & LIQUOR	---	---	---	---
SCHIERL SALES CORPORATION 2201 MADISON ST STEVENS POINT, WI 54481	2016	4/14/2016	7/01/2016	6/30/2017		THE STORE #62	CLASS A BEER & LIQUOR	---	---	---	---
TOWNLINE MARKET LLC 916 TOWNLINE RD WAUSAU, WI 54403	2016	4/04/2016	7/01/2016	6/30/2017		TOWNLINE MARKET	CLASS A BEER & LIQUOR	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
ULTRA MART FOODS LLC SUB ROUNDYS SUPERMARKETS PO BOX 473 MS 2650 MILWAUKEE, WI 53201-0473	2016	4/15/2016	7/01/2016	6/30/2017		PICK 'N SAVE #6405	CLASS A BEER & LIQUOR	---	---	---	---
WAGNER SHELL 4611 LLC 4611 STEWART AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		WAGNER SHELL 4611	CLASS A BEER & LIQUOR	---	---	---	---
WALGREEN COMPANY ATTN: AMANDA MISTRETTE PO BOX 901 DEERFIELD, IL 60015-0901	2016	4/15/2016	7/01/2016	6/30/2017		WALGREEN'S STORE #07	CLASS A BEER & LIQUOR	---	---	---	---
WALGREEN COMPANY ATTN: AMANDA MISTRETTE PO BOX 901 DEERFIELD, IL 60015	2016	4/15/2016	7/01/2016	6/30/2017		WALGREENS #13371	CLASS A BEER & LIQUOR	---	---	---	---
WAUSAU FOODS INC 730 E WAUSAU AVE WAUSAU, WI 54403	2016	4/06/2016	7/01/2016	6/30/2017		QUALITY FOODS	CLASS A BEER & LIQUOR	---	---	---	---
WISCONSIN CVS PHARMACY, L.L.C. ONE CVS DRIVE LICENSING DEPT-23062A WOONSOCKET, RI 02895	2016	4/18/2016	7/01/2016	6/30/2017		CVS/PHARMACY #10172	CLASS A BEER & LIQUOR	---	---	---	---
JUSUFI ZENEL 707 S 3RD AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		RED APPLE SOCIAL CLU	CLASS B BEER	---	---	---	---
LIL' OLE WINEMAKER SHOPPE, LLC 602 JEFFERSON ST WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		LIL' OLE WINEMAKER S	CLASS B BEER	---	---	---	---
NEW KING BUFFET AT WAUSAU INC 358 S 18TH AVE WAUSAU, WI 54401	2016	4/01/2016	7/01/2016	6/30/2017		KING BUFFET	CLASS B BEER	---	---	---	---
POLITO'S PIZZA OF WAUSAU LLC 311 N 3RD ST WAUSAU, WI 54403	2016	4/06/2016	7/01/2016	6/30/2017		POLITO'S PIZZA	CLASS B BEER	---	---	---	---
RAMIREZ GONZALO 808 3RD STREET #100 WAUSAU, WI 54403	2016	4/12/2016	7/01/2016	6/30/2017		TAQUERIA TRES HERMAN	CLASS B BEER	---	---	---	---
SAM'S PIZZA OF WAUSAU INC 5811 BUS HWY 51 S PO BOX 444 SCHOFIELD, WI 54476-0444	2016	4/13/2016	7/01/2016	6/30/2017		SAM'S PIZZA	CLASS B BEER	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
SAWADEE THAI RESTAURANT INC 1720 MERRILL AVE #500 WAUSAU, WI 54401	2016	4/18/2016	7/01/2016	6/30/2017		SAWADEE THAI RESTAUR	CLASS B BEER	---	---	---	---
WAUSAU AREA SOFTBALL ASSOC INC 1000 S 66TH AVE PO BOX 285 WAUSAU, WI 54402-0285	2016	4/15/2016	7/01/2016	6/30/2017		WAUSAU AREA SOFTBALL	CLASS B BEER	---	---	---	---
ADCH, LLC 300 3RD ST STE 103 WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		ALLISTER DEACON'S CO	CLASS B BEER & LIQUOR	---	---	---	---
ANGELO'S PIZZA VILLA INC 1206 N 6TH ST WAUSAU, WI 54403	2016	4/13/2016	7/01/2016	6/30/2017		ANGELO'S PIZZA VILLA	CLASS B BEER & LIQUOR	---	---	---	---
APPLE HOSPITALITY GROUP LLC ATTN: MARJORIE HOFFMANN 2120 PEWAUKEE RD WAUKESHA, WI 53188	2016	4/04/2016	7/01/2016	6/30/2017		APPLEBEE'S NEIGHBORH	CLASS B BEER & LIQUOR	---	---	---	---
BACK WHEN LUCCI INC 606 3RD ST WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		BACK WHEN CAFE	CLASS B BEER & LIQUOR	---	---	---	---
BAKER'S RETREAT INC 1418 LENARD ST WAUSAU, WI 54401	2016	3/29/2016	7/01/2016	6/30/2017		BAKER'S RETREAT	CLASS B BEER & LIQUOR	---	---	---	---
BLAZIN WINGS INC 5500 WAYZATA BLVD SUITE 1600 MINNEAPOLIS, MN 55416	2016	4/12/2016	7/01/2016	6/30/2017		BUFFALO WILD WINGS	CLASS B BEER & LIQUOR	---	---	---	---
BOB & RANDY'S BAR INC 1515 N 6TH ST WAUSAU, WI 54403	2016	4/13/2016	7/01/2016	6/30/2017		BOB & RANDY'S	CLASS B BEER & LIQUOR	---	---	---	---
BRANDENBURG'S WAGON WHEEL INC 3901 N 6TH ST WAUSAU, WI 54403	2016	4/12/2016	7/01/2016	6/30/2017		WAGON WHEEL SUPPER C	CLASS B BEER & LIQUOR	---	---	---	---
BURNS POST 388 VFW PO BOX 388 WAUSAU, WI 54402-0388	2016	4/14/2016	7/01/2016	6/30/2017		VFW BURNS POST 388	CLASS B BEER & LIQUOR	---	---	---	---
CALHOUN 929 S 7TH AVE WAUSAU, WI 54401	BRENDA 2016	4/15/2016	7/01/2016	6/30/2017		CABARET	CLASS B BEER & LIQUOR	---	---	---	---
CAMPUS PUB INC 1110 W CAMPUS DR WAUSAU, WI 54401-0007	2016	4/04/2016	7/01/2016	6/30/2017		CAMPUS PUB	CLASS B BEER & LIQUOR	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
CHRISTINE'S 2 LLC 2756 HAMILTON ST OSHKOSH, WI 54901	2016	4/11/2016	7/01/2016	6/30/2017		CHRISTINE'S	CLASS B BEER & LIQUOR	---	---	---	---
COP SHOPPE LTD 701 WASHINGTON ST WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		COP SHOPPE PUB	CLASS B BEER & LIQUOR	---	---	---	---
DAY'S BOWL-A-DOME INC 1715 W STEWART AVE WAUSAU, WI 54401	2016	4/01/2016	7/01/2016	6/30/2017		DAY'S BOWL-A-DOME	CLASS B BEER & LIQUOR	---	---	---	---
DOMINO BAR LLC R8457 WHITE BIRCH RD RINGLE, WI 54471	2016	4/15/2016	7/01/2016	6/30/2017		THE DOMINO BAR	CLASS B BEER & LIQUOR	---	---	---	---
ESPRESSO SENSORY PERCEPTION, L 700 GRAND AVE WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		VINO LATTE	CLASS B BEER & LIQUOR	---	---	---	---
GD4 LLC 123 E DOTY ST MADISON, WI 53703	2016	4/08/2016	7/01/2016	6/30/2017		THE GREAT DANE PUB &	CLASS B BEER & LIQUOR	---	---	---	---
GREENWOOD HILLS COUNTRY CLUB I 2002 POPLAR LN WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		GREENWOOD HILLS	CLASS B BEER & LIQUOR	---	---	---	---
HIAWATHA RESTAURANT & LOUNGE, 713 GRANT ST WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		HIAWATHA LOUNGE	CLASS B BEER & LIQUOR	---	---	---	---
HUDSON BURGER, LLC 2200 STEWART AVE WAUSAU, WI 54401	2016	4/14/2016	7/01/2016	6/30/2017		MILWAUKEE BURGER COM	CLASS B BEER & LIQUOR	---	---	---	---
INDIGER LTD 2510 STEWART AVE WAUSAU, WI 54401	2016	4/12/2016	7/01/2016	6/30/2017		2510 RESTAURANT	CLASS B BEER & LIQUOR	---	---	---	---
JALAPENOS MEXICAN RESTAURANTE 300 N 3RD ST SUITE L01 WAUSAU, WI 54403	2016	4/21/2016	7/01/2016	6/30/2017		JALAPENOS MEXICAN RE	CLASS B BEER & LIQUOR	---	---	---	---
JAMES W KRUESEL LLC 614 PLUMER ST WAUSAU, WI 54403	2016	4/12/2016	7/01/2016	6/30/2017		INTERMISSION	CLASS B BEER & LIQUOR	---	---	---	---
JIM'S CORNER PUB LLC 3102 FALCON WAY WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		JIM'S CORNER PUB	CLASS B BEER & LIQUOR	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
JK GUMBOS OF WISCONSIN LLC PO BOX 194 WESTON, WI 54476	2016	4/18/2016	7/01/2016	6/30/2017		J. GUMBO'S	CLASS B BEER & LIQUOR	---	---	---	---
JOY & KEVIN'S PROPERTIES LLC 1905 EDGEWOOD DR SCHOFIELD, WI 54476	2016	4/08/2016	7/01/2016	6/30/2017		DEN MAR TAVERN	CLASS B BEER & LIQUOR	---	---	---	---
LABOR TEMPLE COOPERATIVE ASSOC RANDY OLMSTED, AGENT 828 N 2ND AVE WAUSAU, WI 54401	2016	4/08/2016	7/01/2016	6/30/2017		WAUSAU LABOR TEMPLE	CLASS B BEER & LIQUOR	---	---	---	---
LOPPNOW'S SPORTS BAR LLC 1502 N 3RD ST WAUSAU, WI 54403	2016	4/12/2016	7/01/2016	6/30/2017		LOPPNOW'S SPORTS BAR	CLASS B BEER & LIQUOR	---	---	---	---
MAJOR PRANK-BB JACKS LLC 3829 N 14TH ST WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		BB JACK'S	CLASS B BEER & LIQUOR	---	---	---	---
MERRILL AVENUE INVESTMENTS LLC N7663 FIRST ST ELAND, WI 54427	2016	4/15/2016	7/01/2016	6/30/2017		CRUSIN 1724	CLASS B BEER & LIQUOR	---	---	---	---
MOUNTAIN LANES INC 1401 ELM ST WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		MOUNTAIN LANES	CLASS B BEER & LIQUOR	---	---	---	---
NAVIEVE FROMAGERIE, LLC 402 S 2ND AVE WAUSAU, WI 54401	2016	4/06/2016	7/01/2016	6/30/2017		NAVIEVE FROMAGERIE	CLASS B BEER & LIQUOR	---	---	---	---
NAWROCKI 718 MCCLELLAN ST WAUSAU, WI 54403	TIMOTHY 2016	4/18/2016	7/01/2016	6/30/2017		ROC'S PLACE	CLASS B BEER & LIQUOR	---	---	---	---
NEW CITY GRILL, LLC 203 JEFFERSON STREET WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		NEW CITY GRILL/JEFFE	CLASS B BEER & LIQUOR	---	---	---	---
NORTH END PUB LLC 1002 N 3RD AVE WAUSAU, WI 54401	2016	4/11/2016	7/01/2016	6/30/2017		NORTH END PUB	CLASS B BEER & LIQUOR	---	---	---	---
OPPER 1501 BEECHWOOD DR WAUSAU, WI 54401	MARY JANE 2016	4/06/2016	7/01/2016	6/30/2017		CHEER'S BAR	CLASS B BEER & LIQUOR	---	---	---	---
OZ NIGHT CLUB LLC 320 WASHINGTON ST WAUSAU, WI 54403	2016	4/01/2016	7/01/2016	6/30/2017		OZ NIGHT CLUB	CLASS B BEER & LIQUOR	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS5301  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
PEKING CORP 221 SCOTT ST WAUSAU, WI 54403	2016	4/11/2016	7/01/2016	6/30/2017		PEKING RESTAURANT	CLASS B BEER & LIQUOR	---	---	---	---
PERFORMING ARTS FOUNDATION, IN 401 N 4TH ST WAUSAU, WI 54403-5420	2016	4/13/2016	7/01/2016	6/30/2017		GRAND THEATER / GREA	CLASS B BEER & LIQUOR	---	---	---	---
PLAYER'S OF WAUSAU INC 4411 STEWART AVE WAUSAU, WI 54401	2016	4/18/2016	7/01/2016	6/30/2017		PLAYER'S	CLASS B BEER & LIQUOR	---	---	---	---
R.E.M.B.S., LLC 821 ADAMS ST WAUSAU, WI 54403	2016	3/31/2016	7/01/2016	6/30/2017		THE GLASS HAT	CLASS B BEER & LIQUOR	---	---	---	---
RED EYE BREWING CO LLC 911 STEUBEN ST WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		RED EYE BREWING COMP	CLASS B BEER & LIQUOR	---	---	---	---
RICHARD/MARY GORDON DBA M&R ST W1667 LEITZ LN RIB LAKE, WI 54470	2016	4/19/2016	7/01/2016	6/30/2017		M&R STATION	CLASS B BEER & LIQUOR	---	---	---	---
SHULTZ RYAN 1206 N 3RD STREET WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		POLACK INN	CLASS B BEER & LIQUOR	---	---	---	---
SLK LLC PO BOX 224 SCHOFIELD, WI 54476	2016	4/15/2016	7/01/2016	6/30/2017		TREMOR'S BAR	CLASS B BEER & LIQUOR	---	---	---	---
THE CHATTERBOX, INC 102 S 2ND AVE WAUSAU, WI 54401	2016	4/14/2016	7/01/2016	6/30/2017		CHATTERBOX	CLASS B BEER & LIQUOR	---	---	---	---
THE MINT CAFE INC 422 3RD ST WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		THE MINT CAFE	CLASS B BEER & LIQUOR	---	---	---	---
THE SIDEWAYS BADGER, LLC 821 STARK ST WAUSAU, WI 54403	2016	4/11/2016	7/01/2016	6/30/2017		LIMERICKS PUBLIC HOU	CLASS B BEER & LIQUOR	---	---	---	---
THRIVE FOODERY LLC 2105 NORTH 2ND ST WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		THRIVE FOODERY	CLASS B BEER & LIQUOR	---	---	---	---
TRC BAR, LLC 223 E THOMAS ST WAUSAU, WI 54401	2016	4/14/2016	7/01/2016	6/30/2017		LUMPY'S	CLASS B BEER & LIQUOR	---	---	---	---
TREU'S TIC TOC LTD 1201 W THOMAS ST WAUSAU, WI 54401	2016	4/11/2016	7/01/2016	6/30/2017		TREU'S TIC TOC	CLASS B BEER & LIQUOR	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
U PAINT & PARTY LLC 317 N 1ST ST APT 102 WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		U PAINT AND PARTY	CLASS B BEER & LIQUOR	___	___	___	___
VAL-ROC LLC 615 3RD ST WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		SWEETS ON THIRD	CLASS B BEER & LIQUOR	___	___	___	___
VOGT TYLER 408 N 3RD ST STE 100 WAUSAU, WI 54403	2016	4/01/2016	7/01/2016	6/30/2017		MALARKEY'S PUB	CLASS B BEER & LIQUOR	___	___	___	___
WAGSON ENTERPRISE LTD 3904 W STEWART AVE WAUSAU, WI 54401	2016	4/14/2016	7/01/2016	6/30/2017		WAUSAU MINE COMPANY	CLASS B BEER & LIQUOR	___	___	___	___
WAUSAU AERIE 251 FOE 1703 S 3RD AVE WAUSAU, WI 54402-0448	2016	4/15/2016	7/01/2016	6/30/2017		EAGLE'S CLUB	CLASS B BEER & LIQUOR	___	___	___	___
WAUSAU CURLING CLUB INC PO BOX 627 WAUSAU, WI 54402-0627	2016	4/15/2016	7/01/2016	6/30/2017		WAUSAU CURLING CENTE	CLASS B BEER & LIQUOR	___	___	___	___
WAUSAU ELKS LODGE #248 414 SCOTT ST WAUSAU, WI 54403	2016	4/08/2016	7/01/2016	6/30/2017		WAUSAU ELKS CLUB 248	CLASS B BEER & LIQUOR	___	___	___	___
WESTWOOD CONFERENCE CENTER LLC 1800 WEST BRIDGE ST WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		WESTWOOD CONFERENCE	CLASS B BEER & LIQUOR	___	___	___	___
WGC OPERATIONS, LLC 1001 GOLF CLUB RD WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		BUNKERS/TRIBUTE GOLF	CLASS B BEER & LIQUOR	___	___	___	___
WOLD TODD 132 N 11TH AVE WAUSAU, WI 54401	2016	4/18/2016	7/01/2016	6/30/2017		WHISKEY RIVER BAR &	CLASS B BEER & LIQUOR	___	___	___	___
WOLLER ALLEN 1009 HENRIETTA ST WAUSAU, WI 54403	2016	4/19/2016	7/01/2016	6/30/2017		6TH STREET PUB	CLASS B BEER & LIQUOR	___	___	___	___
17TH AVENUE LTD INC 201 N 17TH AVE WAUSAU, WI 54401	2016	4/14/2016	7/01/2016	6/30/2017		THE PLAZA HOTEL & SU	CLASS B BEER & LIQUOR	___	___	___	___
1709 CORPORATION 1709 MERRILL AVE WAUSAU, WI 54401	2016	3/30/2016	7/01/2016	6/30/2017		SHOWTIME	CLASS B BEER & LIQUOR	___	___	___	___
CORPORATE COVE LODGING, LLC 1000 S 22ND AVE WAUSAU, WI 54401	2016	4/07/2016	7/01/2015	6/30/2016		COURTYARD BY MARRIOT RESERVE	CLASS B BEER/LIQU	___	___	___	___

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016

REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>		<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
HERZOG 209 CALLON ST WAUSAU, WI 54401	GERALD	2016	4/01/2016	7/01/2016	6/30/2017		CALLON STREET PUB	RESERVE CLASS B BEER/LIQU	___	___	___	___
TB CHANG LLC 3820 CRYSTAL DR WAUSAU, WI 54403		2016	4/14/2016	7/01/2016	6/30/2017		CHANG GARDEN	RESERVE CLASS B BEER/LIQU	___	___	___	___
BEIDRON, CONSTANCE C 934 KRONENWETTER DR #5 KRONENWETTER , WI 54455		2015	3/15/2016		6/30/2016		SHOWTIME	OPERATOR NEW	✓	___	___	___
BURGESS, ALLISON L 128 N 5TH AVE WAUSAU, WI 54401		2015	4/06/2016		6/30/2016		APPLEBEE'S NEIGHBORH	OPERATOR NEW	✓	___	___	___
HAYES, AMANDA L 4031 TROY ST WAUSAU, WI 54403		2015	3/28/2016		6/30/2016		KRIST FOOD MART #89	OPERATOR NEW	___	X	DENIED	___
KNISS, JASON A 4611 SWAN AVE WAUSAU, WI 54401		2015	3/17/2016		6/30/2016		THE PLAZA HOTEL & SU	OPERATOR NEW	✓	___	___	___
KOPPLIN, NICOLE C 905 N 7TH ST WAUSAU, WI 54403		2015	3/17/2016		6/30/2016		TREMOR'S BAR	OPERATOR NEW	✓	___	___	___
LAKE, FAYE R 828 E WAUSAU AVE WAUSAU, WI 54403		2015	4/11/2016		6/30/2016		6TH STREET PUB	OPERATOR NEW	✓	___	___	___
MAAHS, STAR M 2701 N 7TH ST WAUSAU, WI 54403		2015	4/05/2016		6/30/2016		PINE RIDGE WAUSAU LL	OPERATOR NEW	✓	___	___	___
OLMSTED, HEATHER L 1732 MERRILL AVE WAUSAU, WI 54401		2015	3/29/2016		6/30/2016		PINE RIDGE WAUSAU LL	OPERATOR NEW	✓	___	___	___
POND, SHELBY J 4851 RACHEL LN WAUSAU, WI 54401		2016	3/17/2016		6/30/2017		MILWAUKEE BURGER COM	OPERATOR NEW	✓	___	___	___
SAHANI, SURAJ 1205 E 14TH ST MERRILL, WI 54452		2016	3/15/2016		6/30/2017		FAST FUEL MART #1	OPERATOR NEW	✓	___	___	___
SPATZ, MARISSA J 2208 9TH ST WAUSAU, WI 54403		2016	3/28/2016		6/30/2017		VARIOUS LICENSE	OPERATOR NEW	✓	___	___	___
WOLF, NICHOLAS F 105 WILSON ST MOSINEE, WI 54455		2015	3/21/2016		6/30/2016		R STORE #5	OPERATOR NEW	✓	___	___	___

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
ZASTROW, JORDAN D 213 LINCOLN DR ATHENS, WI 54411	2016	3/18/2016		6/30/2017		KWIK TRIP #851	OPERATOR NEW	✓			
KRUZAN, DENNIS W 219 GRACE ST SCHOFIELD, WI 54476	2016	3/01/2016	3/01/2016	3/02/2016		WISCONSIN VALLEY FAI	OPERATOR TEMPORARY		X		DENED
MCCARTHY, ERIN E 312 WESTON AVE WAUSAU, WI 54403	2016	3/15/2016		6/30/2018		FAST FUEL MART #1	OPERATOR - LAPSED RENEWAL	✓			
HMONG EGGROLLS, LLC 1040 S 10TH AVE WAUSAU, WI 54401	2015	4/12/2016				HMONG EGGROLLS	CHANGE OF AGENT / OFFICER	✓			
HMONG EGGROLLS, LLC 1040 S 10TH AVE WAUSAU, WI 54401	2015	4/12/2016				HMONG EGGROLLS	CHANGE OF AGENT / OFFICER	✓			
BHAGAVATI, LLC 320 W THOMAS ST WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		FAST BREAK MOBIL	CIGARETTE & TOBACCO				
BMW FUEL MART LLC 102 N 3RD AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		BMW FUEL MART	CIGARETTE & TOBACCO				
C & B SUPER MARKET, LLC 640 S 3RD AVE WAUSAU, WI 54401	2016	4/13/2016	7/01/2016	6/30/2017		C & B SUPER MARKET	CIGARETTE & TOBACCO				
DOMINO BAR LLC R8457 WHITE BIRCH RD RINGLE, WI 54471	2016	4/15/2016	7/01/2016	6/30/2017		THE DOMINO BAR	CIGARETTE & TOBACCO				
FAST FUEL MART, LLC 802 E WAUSAU AVE WAUSAU, WI 54403	2016	4/18/2016	7/01/2016	6/30/2017		FAST FUEL MART #1	CIGARETTE & TOBACCO				
FAST FUEL MART, LLC 407 N THIRD AVE WAUSAU, WI 54401	2016	4/18/2016	7/01/2016	6/30/2017		FAST FUEL MART #2	CIGARETTE & TOBACCO				
GD4 LLC 123 E DOTY ST MADISON, WI 53703	2016	4/08/2016	7/01/2016	6/30/2017		THE GREAT DANE PUB &	CIGARETTE & TOBACCO				
JAMES W KRUESEL LLC 614 PLUMER ST WAUSAU, WI 54403	2016	4/12/2016	7/01/2016	6/30/2017		INTERMISSION	CIGARETTE & TOBACCO				

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS5301  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
JERRY'S ENTERPRISES INC ATTN: SUE BERG 5101 VERNON AVE EDINA, MN 55436	2016	4/07/2016	7/01/2016	6/30/2017		CROSSROADS COUNTY MA	CIGARETTE & TOBACCO	---	---	---	---
KOHLMAN'S INC 735 S 3RD AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		KOHLMAN'S INC	CIGARETTE & TOBACCO	---	---	---	---
KRIST OIL COMPANY INC 303 SELDEN RD IRON RIVER, MI 49935	2016	4/04/2016	7/01/2016	6/30/2017		KRIST FOOD MART	CIGARETTE & TOBACCO	---	---	---	---
KRIST OIL COMPANY INC 303 SELDEN RD IRON RIVER, MI 49935	2016	4/04/2016	7/01/2016	6/30/2017		KRIST FOOD MART #89	CIGARETTE & TOBACCO	---	---	---	---
KWIK TRIP INC 1626 OAK ST PO BOX 2107 LA CROSSE, WI 54602-2107	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #322	CIGARETTE & TOBACCO	---	---	---	---
KWIK TRIP INC 1626 OAK ST LA CROSSE, WI 54603	2016	4/07/2016	7/01/2016	6/30/2017		TOBACCO OUTLET PLUS	CIGARETTE & TOBACCO	---	---	---	---
KWIK TRIP INC 1626 OAK ST LA CROSSE, WI 54603	2016	4/07/2016	7/01/2016	6/30/2017		TOBACCO OUTLET PLUS	CIGARETTE & TOBACCO	---	---	---	---
KWIK TRIP INC 1626 OAK ST LA CROSSE, WI 54603	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #601	CIGARETTE & TOBACCO	---	---	---	---
KWIK TRIP INC 1626 OAK ST LA CROSSE, WI 54603	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #728	CIGARETTE & TOBACCO	---	---	---	---
KWIK TRIP INC 1626 OAK ST LA CROSSE, WI 54603	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #735	CIGARETTE & TOBACCO	---	---	---	---
KWIK TRIP, INC 1626 OAK ST PO BOX 2107 LA CROSSE, WI 54601-2107	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #188	CIGARETTE & TOBACCO	---	---	---	---
KWIK TRIP, INC. 1626 OAK ST PO BOX 2107 LA CROSSE, WI 54602-2107	2016	4/07/2016	7/01/2016	6/30/2017		KWIK TRIP #851	CIGARETTE & TOBACCO	---	---	---	---
OPPER 1501 BEECHWOOD DR WAUSAU, WI 54401	MARY JANE 2016	4/06/2016	7/01/2016	6/30/2017		CHEER'S BAR	CIGARETTE & TOBACCO	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
PINE RIDGE WAUSAU LLC 1205 MERRILL AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		PINE RIDGE WAUSAU LL	CIGARETTE & TOBACCO	---	---	---	---
RIISER OIL COMPANY INC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R STORE #7	CIGARETTE & TOBACCO	---	---	---	---
RIISER OIL COMPANY INC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R STORE #6	CIGARETTE & TOBACCO	---	---	---	---
RIISER OIL COMPANY INC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R STORE #5	CIGARETTE & TOBACCO	---	---	---	---
RIISER OIL COMPANY INC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R STORE #8	CIGARETTE & TOBACCO	---	---	---	---
RSTORE BRIDGE STREET LLC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R-STORE #31	CIGARETTE & TOBACCO	---	---	---	---
RSTORES LLC SUBSIDIARY OF RIISER HOLDINGS LLC PO BOX 239 WAUSAU, WI 54402-0239	2016	4/15/2016	7/01/2016	6/30/2017		R-STORE #34	CIGARETTE & TOBACCO	---	---	---	---
SAVERS MILWAUKEE, INC ATTN: SUE BERG 5101 VERNON AVE SO EDINA, MN 55436	2016	4/12/2016	7/01/2016	6/30/2017		HOLIDAY GAS	CIGARETTE & TOBACCO	---	---	---	---
SCHIERL SALES CORPORATION 2201 MADISON ST STEVENS POINT, WI 54481	2016	4/14/2016	7/01/2016	6/30/2017		THE STORE #62	CIGARETTE & TOBACCO	---	---	---	---
TOWNLINE MARKET LLC 916 TOWNLINE RD WAUSAU, WI 54403	2016	4/04/2016	7/01/2016	6/30/2017		TOWNLINE MARKET	CIGARETTE & TOBACCO	---	---	---	---
ULTRA MART FOODS LLC SUB ROUNDYS SUPERMARKETS PO BOX 473 MS 2650 MILWAUKEE, WI 53201-0473	2016	4/15/2016	7/01/2016	6/30/2017		PICK 'N SAVE #6405	CIGARETTE & TOBACCO	---	---	---	---
WAGNER SHELL 4611 LLC 4611 STEWART AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		WAGNER SHELL 4611	CIGARETTE & TOBACCO	---	---	---	---
WALGREEN COMPANY ATTN: AMANDA MISTRETTE PO BOX 901 DEERFIELD, IL 60015-0901	2016	4/15/2016	7/01/2016	6/30/2017		WALGREEN'S STORE #07	CIGARETTE & TOBACCO	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
WALGREEN COMPANY ATTN: AMANDA MISTRETTA PO BOX 901 DEERFIELD, IL 60015	2016	4/15/2016	7/01/2016	6/30/2017		WALGREENS #13371	CIGARETTE & TOBACCO	---	---	---	---
WAUSAU FOODS INC 730 E WAUSAU AVE WAUSAU, WI 54403	2016	4/06/2016	7/01/2016	6/30/2017		QUALITY FOODS	CIGARETTE & TOBACCO	---	---	---	---
PATINA COFFEEHOUSE LLC 610 WASHINGTON ST WAUSAU, WI 54403	2016	4/08/2016	7/01/2016	6/30/2017		PATINA COFFEEHOUSE	SIDEWALK CAFE- RENEWAL	---	---	---	---
SWEET LOLA'S CUPCAKERY LLC 303 3RD ST WAUSAU, WI 54403	2016	4/01/2016	7/01/2016	6/30/2017		SWEET LOLA'S	SIDEWALK CAFE- RENEWAL	---	---	---	---
BURNS POST 388 VFW PO BOX 388 WAUSAU, WI 54402-0388	2016	4/14/2016	7/01/2016	6/30/2017		VFW BURNS POST 388	DANCE HALL	---	---	---	---
CALHOUN BRENDA 929 S 7TH AVE WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		CABARET	DANCE HALL	---	---	---	---
GD4 LLC 123 E DOTY ST MADISON, WI 53703	2016	4/08/2016	7/01/2016	6/30/2017		THE GREAT DANE PUB & DANCE HALL		---	---	---	---
GREENWOOD HILLS COUNTRY CLUB I 2002 POPLAR LN WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		GREENWOOD HILLS	DANCE HALL	---	---	---	---
LOPPNOW'S SPORTS BAR LLC 1502 N 3RD ST WAUSAU, WI 54403	2016	4/12/2016	7/01/2016	6/30/2017		LOPPNOW'S SPORTS BAR	DANCE HALL	---	---	---	---
NEW CITY GRILL, LLC 203 JEFFERSON STREET WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		NEW CITY GRILL/JEFPE	DANCE HALL	---	---	---	---
PERFORMING ARTS FOUNDATION, IN 401 N 4TH ST WAUSAU, WI 54403-5420	2016	4/12/2016	7/01/2016	6/30/2017		GRAND THEATER / GREA	DANCE HALL	---	---	---	---
RED EYE BREWING CO LLC 911 STEUBEN ST WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		RED EYE BREWING COMP	DANCE HALL	---	---	---	---
WAUSAU AERIE 251 POE 1703 S 3RD AVE WAUSAU, WI 54402-0448	2016	4/15/2016	7/01/2016	6/30/2017		EAGLE'S CLUB	DANCE HALL	---	---	---	---
WAUSAU ELKS LODGE #248 414 SCOTT ST WAUSAU, WI 54403	2016	4/08/2016	7/01/2016	6/30/2017		WAUSAU ELKS CLUB 248	DANCE HALL	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
WESTWOOD CONFERENCE CENTER LLC 1800 WEST BRIDGE ST WAUSAU, WI 54401	2016	4/15/2016	7/01/2016	6/30/2017		WESTWOOD CONFERENCE	DANCE HALL	---	---	---	---
17TH AVENUE LTD INC 201 N 17TH AVE WAUSAU, WI 54401	2016	4/14/2016	7/01/2016	6/30/2017		THE PLAZA HOTEL & SU	DANCE HALL	---	---	---	---
ADCH, LLC 300 3RD ST STE 103 WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		ALLISTER DEACON'S CO	TAVERN ENTERTAINMENT	---	---	---	---
BAKER'S RETREAT INC 1418 LENARD ST WAUSAU, WI 54401	2016	3/29/2016	7/01/2016	6/30/2017		BAKER'S RETREAT	TAVERN ENTERTAINMENT	---	---	---	---
BURNS POST 388 VFW PO BOX 388 WAUSAU, WI 54402-0388	2016	4/14/2016	7/01/2016	6/30/2017		VFW BURNS POST 388	TAVERN ENTERTAINMENT	---	---	---	---
CAMPUS PUB INC 1110 W CAMPUS DR WAUSAU, WI 54401-0007	2016	4/04/2016	7/01/2016	6/30/2017		CAMPUS PUB	TAVERN ENTERTAINMENT	---	---	---	---
CHRISTINE'S 2 LLC 2756 HAMILTON ST OSHKOSH, WI 54901	2016	4/11/2016	7/01/2016	6/30/2017		CHRISTINE'S	TAVERN ENTERTAINMENT	---	---	---	---
COP SHOPPE LTD 701 WASHINGTON ST WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		COP SHOPPE PUB	TAVERN ENTERTAINMENT	---	---	---	---
DAY'S BOWL-A-DOME INC 1715 W STEWART AVE WAUSAU, WI 54401	2016	4/01/2016	7/01/2016	6/30/2017		DAY'S BOWL-A-DOME	TAVERN ENTERTAINMENT	---	---	---	---
DOMINO BAR LLC R8457 WHITE BIRCH RD RINGLE, WI 54471	2016	4/15/2016	7/01/2016	6/30/2017		THE DOMINO BAR	TAVERN ENTERTAINMENT	---	---	---	---
GD4 LLC 123 E DOTY ST MADISON, WI 53703	2016	4/08/2016	7/01/2015	6/30/2016		THE GREAT DANE PUB &	TAVERN ENTERTAINMENT	---	---	---	---
GREENWOOD HILLS COUNTRY CLUB I 2002 POPLAR LN WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		GREENWOOD HILLS	TAVERN ENTERTAINMENT	---	---	---	---
HIAWATHA RESTAURANT & LOUNGE, 713 GRANT ST WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		HIAWATHA LOUNGE	TAVERN ENTERTAINMENT	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS5301  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
JALAPENOS MEXICAN RESTAURANTE 300 N 3RD ST SUITE L01 WAUSAU, WI 54403	2016	4/21/2016	7/01/2016	6/30/2017		JALAPENOS MEXICAN RE	TAVERN ENTERTAINMENT	---	---	---	---
JAMES W KRUESEL LLC 614 PLUMER ST WAUSAU, WI 54403	2016	4/12/2016	7/01/2016	6/30/2017		INTERMISSION	TAVERN ENTERTAINMENT	---	---	---	---
JK GUMBOS OF WISCONSIN LLC PO BOX 194 WESTON, WI 54476	2016	4/18/2016	7/01/2016	6/30/2017		J. GUMBO'S	TAVERN ENTERTAINMENT	---	---	---	---
JOY & KEVIN'S PROPERTIES LLC 1905 EDGEWOOD DR SCHOFIELD, WI 54476	2016	4/08/2016	7/01/2016	6/30/2017		DEN MAR TAVERN	TAVERN ENTERTAINMENT	---	---	---	---
LOPPNOW'S SPORTS BAR LLC 1502 N 3RD ST WAUSAU, WI 54403	2016	4/12/2016	7/01/2016	6/30/2017		LOPPNOW'S SPORTS BAR	TAVERN ENTERTAINMENT	---	---	---	---
MERRILL AVENUE INVESTMENTS LLC N7663 FIRST ST ELAND, WI 54427	2016	4/15/2016	7/01/2016	6/30/2017		CRUSIN 1724	TAVERN ENTERTAINMENT	---	---	---	---
NEW CITY GRILL, LLC 203 JEFFERSON STREET WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		NEW CITY GRILL/JEFPE	TAVERN ENTERTAINMENT	---	---	---	---
OZ NIGHT CLUB LLC 320 WASHINGTON ST WAUSAU, WI 54403	2016	4/01/2016	7/01/2016	6/30/2017		OZ NIGHT CLUB	TAVERN ENTERTAINMENT	---	---	---	---
PEKING CORP 221 SCOTT ST WAUSAU, WI 54403	2016	4/11/2016	7/01/2016	6/30/2017		PEKING RESTAURANT	TAVERN ENTERTAINMENT	---	---	---	---
PLAYER'S OF WAUSAU INC 4411 STEWART AVE WAUSAU, WI 54401	2016	4/18/2016	7/01/2016	6/30/2017		PLAYER'S	TAVERN ENTERTAINMENT	---	---	---	---
R.E.M.B.S., LLC 821 ADAMS ST WAUSAU, WI 54403	2016	3/31/2016	7/01/2016	6/30/2017		THE GLASS HAT	TAVERN ENTERTAINMENT	---	---	---	---
RED EYE BREWING CO LLC 911 STEUBEN ST WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		RED EYE BREWING COMP	TAVERN ENTERTAINMENT	---	---	---	---
RICHARD/MARY GORDON DBA M&R ST W1667 LEITZ LN RIB LAKE, WI 54470	2016	4/19/2016	7/01/2016	6/30/2017		M&R STATION	TAVERN ENTERTAINMENT	---	---	---	---
SHULTZ RYAN 1206 N 3RD STREET WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		POLACK INN	TAVERN ENTERTAINMENT	---	---	---	---

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS530I  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCAION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
THE CHATTERBOX, INC 102 S 2ND AVE WAUSAU, WI 54401	2016	4/14/2016	7/01/2016	6/30/2017		CHATTERBOX	TAVERN ENTERTAINMENT	___	___	___	___
THE SIDEWAYS BADGER, LLC 821 STARK ST WAUSAU, WI 54403	2016	4/11/2016	7/01/2016	6/30/2017		LIMERICKS PUBLIC HOU	TAVERN ENTERTAINMENT	___	___	___	___
TREU'S TIC TOC LTD 1201 W THOMAS ST WAUSAU, WI 54401	2016	4/11/2016	7/01/2016	6/30/2017		TREU'S TIC TOC	TAVERN ENTERTAINMENT	___	___	___	___
VOGT TYLER 408 N 3RD ST STE 100 WAUSAU, WI 54403	2016	4/01/2016	7/01/2016	6/30/2017		MALARKEY'S PUB	TAVERN ENTERTAINMENT	___	___	___	___
WAUSAU ELKS LODGE #248 414 SCOTT ST WAUSAU, WI 54403	2016	4/08/2016	7/01/2016	6/30/2017		WAUSAU ELKS CLUB 248	TAVERN ENTERTAINMENT	___	___	___	___
WGC OPERATIONS, LLC 1001 GOLF CLUB RD WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		BUNKERS/TRIBUTE GOLF	TAVERN ENTERTAINMENT	___	___	___	___
WOLD TODD 132 N 11TH AVE WAUSAU, WI 54401	2016	4/18/2016	7/01/2016	6/30/2017		WHISKEY RIVER BAR &	TAVERN ENTERTAINMENT	___	___	___	___
WOLLER ALLEN 1009 HENRIETTA ST WAUSAU, WI 54403	2016	4/19/2016	7/01/2016	6/30/2017		6TH STREET PUB	TAVERN ENTERTAINMENT	___	___	___	___
1709 CORPORATION 1709 MERRILL AVE WAUSAU, WI 54401	2016	3/30/2016	7/01/2016	6/30/2017		SHOWTIME	TAVERN ENTERTAINMENT	___	___	___	___
BISHOP, KRISTALYN S 206 FRENZEL STREET WAUSAU, WI 54403	2016	3/29/2016	1/01/2016	12/31/2016		KRYSTALYN BISHOP	PET FANCIER PERMIT	___	___	___	___
BROPHY, WENDY K 108 MAPLE ST WAUSAU, WI 54401	2016	3/18/2016	1/01/2016	12/31/2016		WENDY BROPHY	PET FANCIER PERMIT	___	___	___	___
HOLZEM, ANN M 709 FRANKLIN ST WAUSAU, WI 54403	2016	3/29/2016	1/01/2016	12/31/2017		ANN HOLZEM	PET FANCIER PERMIT	___	___	___	___
KORNEGAY, DAVID L 522 MCINDOE ST WAUSAU, WI 54403	2016	3/31/2016	1/01/2016	12/31/2017		DAVID KORNEGAY	PET FANCIER PERMIT	___	___	___	___
KURTH, ROBIN 2405 GOWEN ST WAUSAU, WI 54403	2016	4/04/2016	1/01/2016	12/31/2017		ROBIN KURTH	PET FANCIER PERMIT	___	___	___	___

HEALTH AND SAFETY LIST  
ALL LICENSES  
APRIL 18, 2016REPORT ID: LRS5301  
RUN DATE: 4/22/16  
RUN TIME: 16:39:04

<u>NAME</u> <u>ADDRESS</u>	<u>RECORD</u> <u>YEAR</u>	<u>APPLICATION</u> <u>DATE</u>	<u>EVENT START</u> <u>DATE</u>	<u>EXPIRATION</u> <u>DATE</u>	<u>REVOCATION</u> <u>DATE</u>	<u>BUSINESS NAME</u>	<u>LICENSE TYPE</u>	<u>APR</u>	<u>DEN</u>	<u>PEN</u>	<u>OWES</u> <u>DEBT</u>
SPITZER, JEFFREY L 1312 BROWN ST WAUSAU, WI 54403	2016	3/22/2016	1/01/2016	12/31/2017		JEFFREY SPITZER	PET FANCIER PERMIT	___	___	___	___
SWARICK, LAURA 522 WEST ST WAUSAU, WI 54401	2015	4/01/2016	1/01/2015	12/31/2016		LAURA SWARICK	PET FANCIER PERMIT	___	___	___	___
ADCH, LLC 300 3RD ST STE 103 WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		ALLISTER DEACON'S CO	SIDEWALK CAFE (ALCOHOL)	___	___	___	___
JALAPENOS MEXICAN RESTAURANTE 300 N 3RD ST SUITE L01 WAUSAU, WI 54403	2016	4/21/2016	7/01/2016	6/30/2017		JALAPENOS MEXICAN RE	SIDEWALK CAFE - RENEWAL	___	___	___	___
JK GUMBOS OF WISCONSIN LLC PO BOX 194 WESTON, WI 54476	2016	4/18/2016	7/01/2016	6/30/2017		J. GUMBO'S	SIDEWALK CAFE - RENEWAL	___	___	___	___
NEW CITY GRILL, LLC 203 JEFFERSON STREET WAUSAU, WI 54403	2016	4/14/2016	7/01/2016	6/30/2017		NEW CITY GRILL/JEFFE	SIDEWALK CAFE - RENEWAL	___	___	___	___
VAL-ROC LLC 615 3RD ST WAUSAU, WI 54403	2016	4/15/2016	7/01/2016	6/30/2017		SWEETS ON THIRD	SIDEWALK CAFE - RENEWAL	___	___	___	___
VOGT TYLER 408 N 3RD ST STE 100 WAUSAU, WI 54403	2016	4/01/2016	7/01/2016	6/30/2017		MALARKEY'S PUB	SIDEWALK CAFE - RENEWAL	___	___	___	___
WAUSAU CROP PLANNING COMMITTEE 3403 SPRINGDALE AVE WAUSAU, WI 54401	2016	3/28/2016	10/02/2016	10/02/2016		WAUSAU AREA 2016 CRO	SPECIAL EVENT CLASS II	___	___	___	___
BOWAN, GREGORY C 206 N 7TH ST WAUSAU, WI 54403	2016	3/28/2016	7/01/2016	6/30/2017		A-1 CAB & DELIVERY	PUBLIC TRANS DRIVER-NEW	___	X	___	___
BURNETT, TAMMY L 610 W THOMAS ST WAUSAU, WI 54401	2015	4/04/2016	7/01/2015	6/30/2016		ALL AMERICAN TAXI	PUBLIC TRANS DRIVER-NEW	___	___	___	___
SAINDON, PAUL A 1217 KICKBUSCH ST WAUSAU, WI 54403	2015	3/22/2016	7/01/2015	6/30/2016		NORTHWOODS CAB	PUBLIC TRANS DRIVER-NEW	___	___	___	___

TOTAL LICENSES

278



TRUB

pepsi

pepsi

TYPE

TRUB



ST  
M

Pro-Max

ini - keep at 6

PATENT NUMBER 5,257,126

WARNING

WARNING

ITEM # 6

**Mary Goede**

---

**From:** Mark Macdonald <mark@woodchucks.com>  
**Sent:** Thursday, April 14, 2016 4:31 PM  
**To:** Mary Goede  
**Subject:** Band Permits for Neighborhood Park.

Mary,

We are doing significantly fewer bands in the neighborhood park. I only have three that need approval.

Wednesday June 29th. Jamaican Steel Drum Band. Band will finish before the start of game at 6:35pm.

Thursday July 14th. Bucket Ruckus. Group will play prior to, and after game. We will not allow them to perform after 10pm.

Sunday August 7th. Christian Folk Group. This is a 3:00pm game and the group will perform before, and after game. The latest they would still be playing is 7pm.

Please tell me what steps I need to take to receive approval.

--

Mark Macdonald  
Wisconsin Woodchucks  
300 N. 3rd Street Suite #305  
P. O. Box 6157  
Wausau, WI 54402  
715-845-5055

ITEM  
#7



### Eagles Aerie & Auxiliary FOE 251

To whom it may concern:

The Wausau Eagles Club (Aerie & Auxiliary FOE 251) plans to hold its 1<sup>st</sup> Annual Corn Roast Fundraiser on Saturday August 13<sup>th</sup> starting at 2pm.

The Wausau Eagles Club is a Fraternal organization founded August 19, 1902. We are a 501(3)c non-profit organization. Our efforts to establish a stronger sense of community include developing great partnerships with organizations dedicated to the same ideals and beliefs as the FOE Eagles. Our motto is "People Helping People".

We contribute to many local charities including but not limited to The Randlin House, Ronald McDonald House, Rainbows End Camp, Hospice House, North Central Health Care, along with many others.

This 1<sup>st</sup> Annual Corn Roast Fundraiser will be distributing part of the proceeds to 2 of our main charities which will be named in our April 13<sup>th</sup> meeting of the board and members.

The general scope of this fundraiser is a corn roast held in our fenced in ball diamond area. Music, food and beer, a tent for seating and a bounce house for the kids. I have attached a drawing of the general layout of the event on our property, including additional parking needs being addressed which is also on our property. We anticipate additional boat traffic utilizing our docks for this event.

Aside from the members and families of the Wausau Eagles Club, we will also have volunteers from other local organizations assisting us the day of the event. Boy Scout Troops, Man Of Honor volunteers, Lake Wausau Association volunteers along with other volunteers from the community whom align with our Motto of People Helping People.

Please see the attached drawing of the property and lay-out of the event.

Feel free to contact either Tim Schertz 715-340-1465 who as a non-member has volunteered to Co-Chair this event along with Eagles Club member Jim Huber 715-302-0332 Eagles Club Trustee/Secretary.

Thank you,



Parking

Walk Path fenced

Inflatables

TENT w/ Seating

FOOD & BEV

Eagles PL

HALL

Eagles Club Park Lot

DINING

STAFF



City of Wausau Fire Department

# City of Wausau Fire Department 2016 – 2020 Strategic Plan

2016 - 2020

Tracey Kujawa

2016



606 E Thomas Street, Wausau, WI 54403



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

This page intentionally left blank.



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

## Introduction

Just over a year ago the Wausau Fire Department (WFD) embarked upon the creation of its first strategic plan. We are all aware of the cliché, “if we aren’t moving forward we are moving backwards.” Fire departments today can’t afford to waste time standing still; we need to know where we are now, where we want to be in the future and how to intentionally fill the gap between the two. I think Jack Welch said it best, “Strategic planning helps an organization avoid waste and misdirection.”

This strategic planning process purposefully involved not only members of our Department but also members of our community. We wanted this process to involve both internal and external stakeholders; that it be community-driven so there would be a meaningful focus on the needs and concerns of our customers. We desired to closely scrutinize what we really believe, how and why we do what we do and explore our attitudes so ultimately we could create the image of what we wanted to become. We want to be able to predict our future not react to our future.

This strategic planning document is the culmination of over a year’s worth of effort and sets forth the WFD’s Mission, Values and Vision with a blueprint for continuous improvement. The development of this dynamic plan is long overdue and the members of our Department are confident that it will stimulate a future that is justifiable and sustainable.



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

## CITY OF WAUSAU STRATEGIC PLAN

### Table of Contents

Organizational Background.....	4
Organizational Structure.....	5
The Strategic Planning Process.....	6
Acknowledgments.....	8
Community Group Findings.....	9
Internal Stakeholder Group.....	13
Mission.....	14
Values.....	14
Vision.....	16
Slogan.....	16
S.W.O.C. Analysis.....	17
Challenges.....	17
Opportunities.....	18
Weaknesses.....	20
Strengths.....	20
Programs and Services.....	22
Strategic Initiatives.....	24
Goals and Objectives.....	24
Strategic Initiative 1: Recruitment and Retention.....	25
Strategic Initiative 2: Community/Relationship.....	29
Strategic Initiative 3: Maintenance of Equipment, Software and Facilities.....	32
Strategic Initiative 4: Financial.....	35
Strategic Initiative 5: Organizational – City.....	37
Strategic Initiative 6: Organizational – Department.....	39
Strategic Initiative 7: Operational.....	44
Strategic Initiative 8: Training and Development.....	48
The Success of the Strategic Plan.....	51
Glossary of Terms.....	52
Works Cited.....	53



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

### Organizational Background

It was the Wisconsin River that first drew settlers to this area originally known as “Big Bull Falls”, either named by the Native Americans or the early fur traders. Lumber and sawmill work were the main industries of early Wausau. The dangers of fire were always present and these industries suffered most because of the flammable qualities of their products and the lack of proper firefighting equipment. Until 1869, there was no organized force or firefighting equipment to combat fires. If a structure did start on fire, it was usually doomed and perished in a hurry.

At a meeting of the Village Board, held in May, 1869, provisions were made that the total of money collected from fines and license fees were to be used for the purchase of firefighting equipment. Shortly after, provisions were also made for the construction of water reservoirs for fire protection. It was finally agreed upon to purchase a fire engine, which arrived in Wausau on December 28, 1869. In 1869, the Volunteer Fire Company No. 1 was organized, and a hand pump was secured. This was the first of Wausau's Fire Departments, and the company remained in existence for twenty years.

On February 8, 1869, the contract was let for the building of the first Fire Engine House of Wausau at a cost of \$980. On May 16, 1869, the Village Board ordered the purchase of a fire engine and same was placed in the charge of Fire Company No. 1. On June 8, 1869, the Village Board ordered a levy to be made to raise funds to construct another reservoir for fire protection. The efficiency of the improvement was soon felt, for in October of this same year, the mill of J.C. Clark caught fire in the night and in spite of the large amount of flammable material around it, it was confined to the mill. This was made possible through the use of the new pump and of course the efforts of all the citizens that turned out to help quench the blaze. Mr. B.G. Plumer, whose mill was close by and endangered, gave the Wausau Fire Company a silver speaking tube as a memorial for their good service.

In 1880, a steam engine was purchased and a team of horses was used in drawing it to the fires. In the year 1885, the water works was finished and was able to furnish enough water pressure to assist in putting out fires.

The first paid fire department was organized the 15<sup>th</sup> day of May, 1893 under Chief William Waterhouse. By August of that year there were two stations located strategically on both sides of the river and a paid force of eighteen men and five well trained horses. Since those foundational years, the Department has grown to 60 members and three strategically placed stations serving a population of approximately 40,000. Today's Wausau Fire Department provides not only fire suppression but emergency medical services, extrication, Wisconsin State Level II hazardous materials team, technical rescue, fire safety inspections, fire/EMS public education and fire investigation.



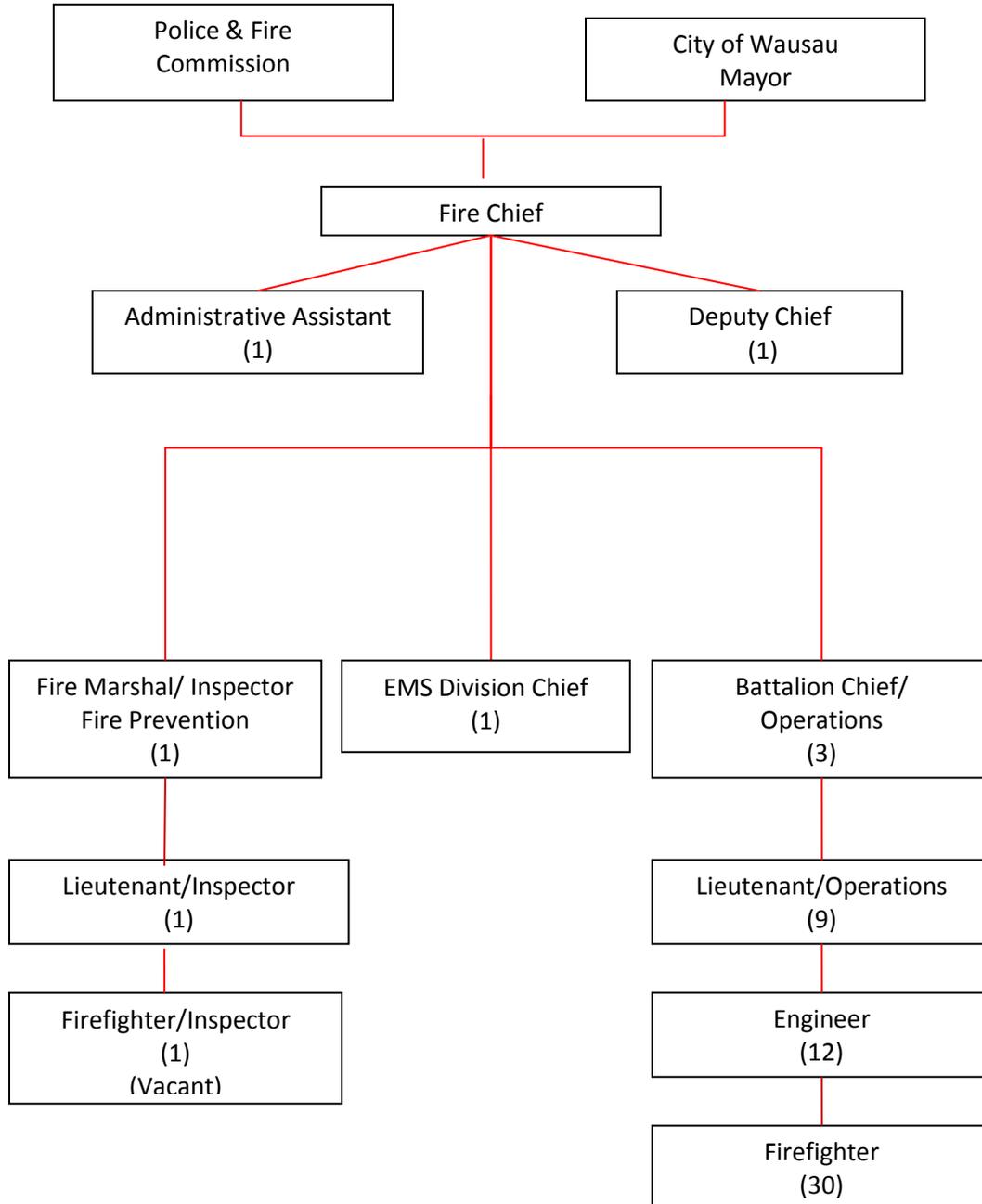
# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

## Organizational Structure

January, 2016

### Wausau Fire Department Organizational Chart





# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

## The Strategic Planning Process

Every day the pace of the fire service continues to intensify. We are tasked with doing more with less and often with no additional resources. Public expectations continue to increase, while dollars and other resources continue to decline. These trends place increased pressure on the modern fire service manager, policymakers and staff to develop and implement means to be more effective and efficient. Often times, the public expects the fire service to enhance services with fewer resources. WFD is committed to work more efficiently with available resources, while constantly reviewing programs that will best serve the community.

In accord with the City of Wausau Mission Statement, the WFD is focused on serving our customers, the citizens of Wausau. The strategic planning process did involve input from Wausau community members. This approach was taken so we had assurance that the needs of our community were being considered and incorporated. To acquire input from our community members we had six participatory community members who attended the regularly scheduled Strategic Planning Group meeting. We also elicited information through a random questionnaire which was sent to members of the community.

### Role of a Strategic Plan

It is a living document:

- Helps us define why we exist
- Where we want to be in the future
- How to get there
- And how to know we have arrived

***“Strategic planning is a disciplined creative process for determining how to take your organization from where it is today to where you wish it to be in the future.”***

***~Terry J. van der Werff***

Any organization, large or small, will benefit from strategic planning. Sometimes strategic planning can be met with frustration or an unwillingness to participate. This attitude will surface if strategic planning is viewed as a program not a process and when it remains idle and not referenced until it is time to plan again. The WFD approached strategic planning with the end in mind because we intended to be proactive in creating our ideal future. Our first goal was to develop the strategic plan and the second goal is ensuring its implementation. This strategic plan could very well be the most important venture ever embarked upon by this Department. The following are the steps which our team intentionally incorporated to ensure success:

- 1.) Create our ideal future vision statement
- 2.) Review/confirm/modify the City and Department Mission Statement and Core Values
- 3.) Identify the Department’s formal and informal mandates
- 4.) Assess the challenges and opportunities of the external environment
- 5.) Assess the weaknesses and strengths of the internal environment
- 6.) Identify the strategic issues of the department for the above SWOC analysis in 4 and 5



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

- 7.) Create strategies for the strategic issues identified above
- 8.) Develop an operational plan as a means of implementing the strategic plan
- 9.) Create a Strategic Change Leadership Steering Committee and a Core Steering Group
- 10.) Summarize these efforts in a Strategic Planning Document

Our strategic planning process involved three phases; the planning phase, the working phase and the vision and planning phase. The planning phase, referenced as the Strategic Planning Team, involved eight individuals from the Department who were tasked with identifying how we would structure the strategic planning process to ensure success. The working phase, which brought together both our external and internal customers, cultivated and advanced the substance of the strategic plan encompassing the first five steps listed above. We had 6 external stakeholders and 20 internal stakeholders who participated in 5 – 90 minutes sessions. In the vision and planning phase, this group was again downsized to eight individuals, who were tasked with analyzing the information generated by the working group and completing steps six through 10.

During this strategic planning process we made every effort to focus specifically on “strategic” planning not “operational” planning. In order to accomplish this we generated strategic issues or statements of need so the plan would focus on the issues we are faced with, their relevance and corresponding ramifications.



Picture 1: Extrication Training



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

## Acknowledgements

The Wausau Fire Department would like to acknowledge both our internal and external stakeholders and our facilitator, Don Ryder, for their committed participation and input into the Strategic Planning Process. The Wausau Fire Department ventured into the Strategic Planning Process on January 4, 2015 with the Planning Team and the final session of the Vision and Planning Team was on December 11, 2015. This document is an effort to capture and assemble all of the collaborative input and decision making which transpired during the year-long process. Our external stakeholders were diligent in assisting us in understanding community expectations, concerns and were participatory in all aspects of the Process and we thank them for that effort. Those present at Strategic Planning Group Meetings were:

Table 1: Wausau Fire Department External Stakeholders

Brian Gumness, Executive Director <i>B.A. &amp; Esther Greenheck Foundation</i>	Kathy Kelsey Foley, Director <i>Leigh Yawkey Woodson Art Museum, Wausau</i>
Lisa Rasmussen, Alderperson <i>Wausau City Common Council</i>	Ben Bliven, Captain <i>Wausau Police Department</i>
Jane Graham-Jennings, Executive Director <i>The Women's Community</i>	Jean Tehan, Executive Director <i>Community Foundation of North Central WI</i>
Tony Patterson, Chair <i>Police and Fire Commission Chair</i>	Don Ryder, Facilitator



Picture 2: Internal and External Stakeholders



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

## Community Group Findings

It is the WFD’s mission to “enhance and protect” our community and therefore we need to have a high level of commitment to what our community needs and expects, in addition to how satisfied they are with the services we provide. Therefore we conducted a 15 question survey, which was sent to approximately 40 key stakeholders in our community.

Some of the questions within the survey focused on communication and public education outreach. It is essential we incorporate ourselves into and become part of our community and communication and education is vital for success in this effort. The majority of our respondents (95%) were satisfied with how Wausau Fire Department currently communicates with our community. It is important to note that 48% of those who responded wanted to receive communications via email, while social media and the use of our website accounted for 20% each, mail accounted for 8% and telephone was 4%. Of those who responded to the survey, 31% felt that the Wausau Fire Department should provide additional fire and life safety outreach to community groups, schools were second at 29%, senior center and housing communities were 19%, businesses were 14% and 9% felt community outreach was not needed. Other suggestions were neighborhood groups and City government.

Strategic planning has many purposes and certainly is expected to address the challenges faced by the Organization. The following is what our community views as the challenges facing the Wausau Fire Department in the next five years:

Table 2: Community Response to Challenges Facing the Wausau Fire Department  
(comments are written verbatim)

1. Cost to provide service
2. Staffing
3. The fire station on 32 <sup>nd</sup> Avenue
4. Budget
5. Cost of service
6. Budget dollars impacting increased services
7. Replacement of existing fire stations
8. Money from city
9. Tough budgets
10. Costs
11. Increasing call volume
12. Budgets
13. Continued budget issues caused by a governing body that does not understand or appreciate and value and competence of the fire and police departments.
14. Revenue



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

15. Services needed within the community
16. Abuse of 911
17. Updating equipment
18. Consolidation
19. Safer cost and service level
20. Merger discussions with area fire services
21. Additional fire station for a total of four
22. More regulation
23. Doing more with less
24. Employee turnover
25. Upgrade equipment, clothing, etc.
26. Technology
27. Aging population, declining incomes, declining neighborhoods, drug culture. Tax revenues will suffer due to these factors causing continued budget constraints.
28. Support from City Council

Core values are very important to the Wausau Fire Department because it is these values that we build our foundation upon specific to how we perform our work and conduct ourselves whether on or off duty. The following are the values which our community feels we should adhere to:

Table 3: Community Response of Essential Values  
(comments are written verbatim)

1. Moral	2. Well-trained	3. Personable
4. Integrity	5. Professionalism	6. Respect
7. Ethical	8. Professionalism	9. Safety
10. Professionalism	11. Training	12. Community Relations
13. Integrity	14. Honesty	15. Efficiency
16. Compassion	17. Integrity	18. Professionalism
19. Safety	20. Team	21. Duty
22. Courage	23. Integrity	24. Dedication
25. Competency	26. Professionalism	27. Problem Solving
28. Reliability	29. Cooperation	
30. Professionalism	31. Respect	32. Compassion
33. Professionalism	34. Service	35. Safety
36. Honesty	37. Customer focused	38. Professionalism
39. Friendly	40. Kind	41. Helpful
42. Honesty	43. Teamwork	44. Continuous improvement
45. Integrity	46. Compassion	47. Pride
48. Professionalism	49. Quality	50. Cost effectiveness



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

It is vital to know “how” our community perceives our Department. We may know how good we are through our internal evaluation processes but if the community doesn’t have that same opinion it would lead us to believe that our community doesn’t know us and maybe hasn’t had the appropriate exposure essential to materialize the perception we would desire. When we asked our community members what their general impression was of the Wausau Fire Department, 79% rated us excellent while 21% responded with good. We also surveyed other important matters where our Department felt our community deserved exceptional services and the results are as follows:

Table 4: Community Response to Ratings of the Wausau Fire Department

Behavior	Excellent	Good	Average	Poor
1. Quality of Service	75%	25%	0%	0%
2. Ability to Respond Quickly	73%	27%	0%	0%
3. Professionalism (grooming, uniforms, etc.)	78%	22%	0%	0%
4. Cost Effectiveness	59%	33%	8%	0%
5. Customer Service (friendliness, thoroughness, etc.)	77%	18%	6%	0%

The Wausau Fire Department is always looking at ways to progress and it is important that we know what areas our community feels we might fall short. The following is a list of how our community feels we can improve:

Table 5: Community Comments of ways Wausau Fire Department Can Improve  
(comments are written verbatim)

1. More diversity in services provided.
2. I have never heard anything bad about the employees, response time, community involvement, education to the schools, or what they have offered the city of Wausau. I only heard that our charges are too high which has been raised in the past few years for ambulance service. I would like to see as a city of the whole to sell or have a calendar available with all of our depts. That list numbers, show safety pictures, members of those departments, special award received, ice bucket challenge, polar plunge, etc. promoting our fine city and those that provided that service to our community.
3. Make community aware of services provided and the value of services. The Wausau fire department has higher cost than SAFER. They will need to justify the difference to community or change the way they operate. They may need to organize like safer but I don’t see that happening in the near future. However be prepared to make case.
4. Increase line leadership, grow leadership capacity and improve pride and ownership.
5. When community services are compared, residents are not made aware that all fire departments and medical services are not equal. I would like the Wausau FD to increase



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

awareness of their training, skill and responsiveness. The Wausau FD performs above and beyond other FDs. Communicate this loud and clear.

6. I do not have sufficient experience of the dept to respond. The once I have called they came fast and were really good!
7. More space would probably be ideal, but given their location on Thomas Street, they are doing a terrific job.
8. More public events. Maybe weekly tv spot in AM.
9. If money were no object, then both the Bridge Street and 32<sup>nd</sup> Avenue Fire Stations could use improvements.



Picture 3: Strategic Planning Group Session



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

## Internal Stakeholder Group

The work sessions for the creation of our strategic plan were conducted over approximately one-year. These sessions served to discuss the agency’s approach to Community-Driven Strategic Planning, with focus on WFD’s Vision, Mission, Core Values, Programs and Support Services, as well as the agency’s perceived Strengths, Weaknesses, Opportunities and Challenges (S.W.O.C.). The work sessions had representation from all segments of our Department and those individual participants are listed here:

Table 6: Wausau Fire Department Internal Stakeholders

Allan Antolik <i>Battalion Chief</i>	Andrew Adrian <i>Engineer</i>	Clifford Heiser <i>Firefighter/Paramedic</i>
David DeSantis <i>Fire Marshall</i>	Hyden Prausa <i>Firefighter/Paramedic</i>	Jared Thompson <i>Firefighter/Paramedic</i>
Jeremy Kopp <i>Battalion Chief</i>	Joshua Finke <i>EMS Division Chief</i>	Kraig Kruzan <i>Lieutenant</i>
Matthew Brockman <i>Firefighter/Paramedic</i>	Michael Tulisari <i>Lieutenant</i>	Mindy Walker <i>Administrative Assistant</i>
Nicholas Gehring <i>Firefighter/Paramedic</i>	Patrick Moucha <i>Lieutenant</i>	Quinn Ambrosius <i>Firefighter/Paramedic</i>
Robert Rode <i>Engineer</i>	Tracey Kujawa <i>Chief</i>	Theodore Tautges <i>Lieutenant</i>
Steve Robers <i>Lieutenant</i>		



Picture 4: Strategic Planning Group Meeting



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

## Mission

The purpose of the Mission is to answer the questions:

- Who are we?
- Why do we exist?
- What do we do?
- Why do we do it?
- For whom?

The strategic planning work group met to review the existing Mission and collectively agreed to the following:

Table 7: Mission, Wausau Fire Department

*The Wausau Fire Department exists to provide rapid, professional emergency services to protect and enhance our community.*

## Values – Operating Philosophy

Establishing values and associated statements embraced by all members of an organization is extremely important. They recognize those features and considerations that make up the personality of the organization. The WFD internal stakeholders agree to the following values and supporting statements:

Table 8: Values, Wausau Fire Department

### *Professionalism*

We choose to take pride in our work, communicate effectively, project a positive image, and deliver service at the highest standards every time, in every situation.

### *Accountability*

We accept responsibility and take ownership of our actions.

### *Integrity*

We act ethically, honestly and lead by having our actions reflect our word.

### *Respect*

We choose to treat everyone the way we would like to be treated.

### *Compassion*

We recognize individuals stricken by misfortune and take actions to alleviate their pain as we serve them with kindness and understanding.

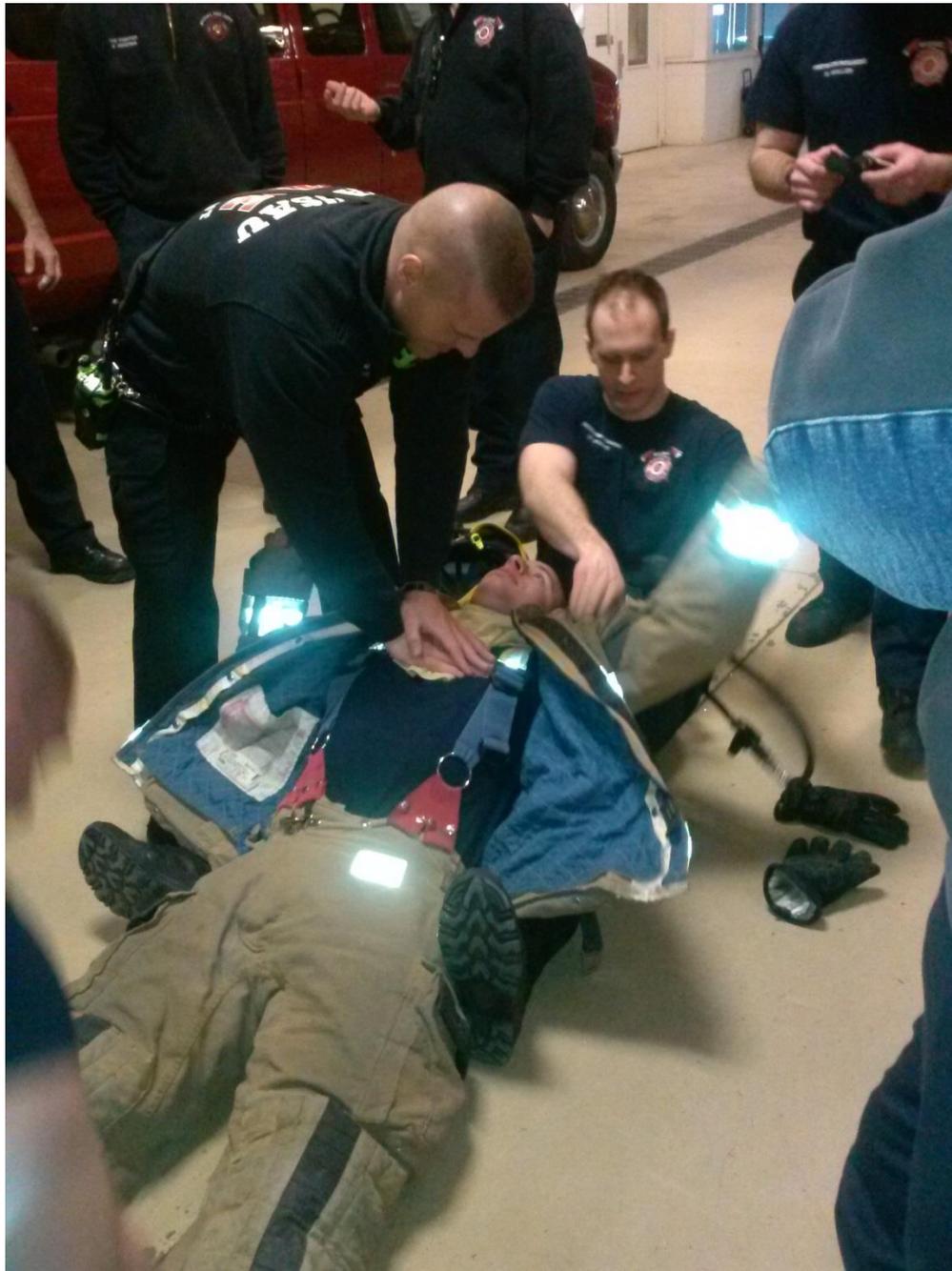


## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

The Mission and Values are the foundation of this agency. Thus, every effort will be made to keep these current and meaningful so that the individuals who make up the WFD are well guided by them in the accomplishment of the goals, objectives and day-to-day tasks.



Picture 5: Fireground Cardiac Arrest Training



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

## Vision

The vision of the Wausau Fire Department was created to outline the purpose of the Wausau Fire Department and where we envisioned being in the future. It is important that we created a Vision Statement that had clarity, was realistic and achievable, memorable and engaging and aligned with our mission and core values. The following is the created vision statement for the Wausau Fire Department

Table 9: Vision, Wausau Fire Department

Excellence in service to our community through best practices, innovation, and a positive attitude, the Wausau Fire Department strives to operate under these guiding principles:

- ❖ *Our philosophy is excellence in every aspect of our work. We strive to be a positive role model and leader in the fire service as well as maintaining community involvement.*
- ❖ *Our employees are inspired to cultivate a lasting and rewarding career. This is accomplished through recognition of outstanding contributions made by employees. In addition, every employee has the opportunity to develop and thrive professionally and personally.*
- ❖ *Community partnerships are vital to short and long term success. We will nurture and develop constructive relationships with business owners, residents, and officials, as well as our public safety partners.*
- ❖ *Every day, and at every opportunity, we will be THE positive influence in the lives of others.*
- ❖ *We are a highly effective, efficient, and adaptive organization. We are responsible, make a difference, and will contribute our efforts toward building a sustainable community.*
- ❖ *We will serve our community with pride, which is reflected in our high quality service and commitment to excellence.*

## Slogan

Table 10: Slogan Wausau Fire Department

*"Above and Beyond"*



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

## S.W.O.C. Analysis

S.W.O.C. is a concept used in the strategic planning process to analyze different environments in light of the four components: strengths, weaknesses, opportunities and challenges. During this part of the strategic planning process we incorporated an approach a bit more specific to the fire service. Unlike the private sector, there are some things that can be controlled by the fire department and some things that can't; therefore, we needed to look at the S.W.O.C analysis specific to internal and external environments. We looked at opportunities and challenges through the lens of the external environment while weaknesses and strengths were viewed more internally. We are a community-based agency so it was most important to commence with the external components first because it is in our best interest to be sensitive to what our community expects. Challenges could be defined as possible situations or conditions outside the Department that may occur and that may have a negative impact on the performance of the Department while opportunities are external situations or conditions on which our Department might be able to capitalize to create positive change and to achieve goals and objectives. We then moved to the internal environment which involved the weaknesses and strengths. Weaknesses and strengths involve internal organizational characteristics and attributes. Weaknesses will limit the Department's ability to fulfill its mission and achieve its vision whereas strengths contribute toward achieving our mission. The results of the S.W.O.C. analysis are as follows:

Table11: Challenges to the Wausau Fire Department

(comments are verbatim and in no particular order)

1. Labor relations with Human Resources
2. Perceived dysfunction at City Hall
3. Diminishing tax base and tax payer attitude and perception of public employees
4. Fear of political unknown
5. Dwelling on the past based on historical experiences
6. Changing demographics of the population
7. Telling our stories; get the message out of how important our work is
8. Diminishing grant funding
9. Increasing call volume and change in payer base
10. Competition for outside service contracts
11. Continue to show value to the community
12. Perception by other local department specific to the WFD
13. Nurturing interest in the profession of firefighting/EMS
14. Public vs private sector as far as seeking employment
15. Mandates



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

16. Technological advancement in the fire/EMS service: meeting the demand through technology; cost; best practice or research based; what the public wants vs what the Department is able to provide
17. Knowing what the public wants from us
18. Getting monies to provide for safety equipment for fire/EMS services
19. Potential annexation in the future and how to provide services; staffing and infrastructure
20. Changes in building construction; resulting in buildings burning faster and becoming more dangerous more quickly
21. Tax base to afford the equipment and technologies needed to advance the Department
22. Characteristics of the upcoming generations; addressing those needs
23. Maintaining a high image – marketing the Department/communication plan that is appropriately managed
24. Time and expertise of writing grants
25. Run volume vs staffing
26. Being taken advantage of as a Department (value not being appreciated)
27. Young Department
28. Retention of quality employees
29. Telling our stories; getting the message out of how important our work is
30. Nurturing interest in the profession of firefighting/EMS

Table 12: Opportunities for the Wausau Fire Department

(comments are verbatim and in no particular order)

1. Cooperation with outside departments; MABAS
2. NTC relationship; training opportunities
3. Utilize our own capable instructors to teach
4. One full time department
5. Public relations
6. Relationship with outside agencies/municipalities
7. Specialized knowledge that we can share with other entities; extension of our expertise
8. Positive use of social media
9. Relationship with Aspirus and developing a Community Paramedic Program
10. Find/research and take advantage of grant opportunities
11. Pursue a grant writer at the City level
12. Purchasing consortium i.e. equipment, supplies
13. Building bridges with City Hall and Common Council
14. Consider Fire Ops 101 to educate members of Common Council
15. Invite members of Common Council to training burns
16. Review completed Strategic Plan with Common Council and area funders



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

- 
- |   |
|---|
| 17. Integration and relationships with our City departments   |
| 18. Having an ask WFD weekly editorial like the WPD has to ask burning permit questions, EMS or fire related inquires |
| 19. Exploring more townships to contract with and how we can win them over to accomplish this (Stettin)               |
| 20. Increase service fees   |
| 21. Station locations   |
| 22. Evaluate methods to encourage employee recruitment and retention  |



Picture 6: Roof Ventilation Training



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

**Table 13: Weaknesses of the Wausau Fire Department**

(comments are verbatim and in no particular order)

1. Doing more with less
2. Availability of training hours
3. Succession planning
4. Willingness to empower people/leadership
5. Punishing all for an individual's error
6. Taking accountability for actions/errors
7. Being able to agree; type A personalities coming together
8. Facilities updated/remodeled/replaced
9. SOP/SOGs
10. Preplans
11. "Squeaky wheel get the grease"
12. Young work force (less work experience)
13. Different generations requiring different management/leadership techniques
14. Working ourselves out of a job or performing ourselves into a corner (similar to doing less with more)
15. Staffing needs
16. Employee evaluations
17. Data collection and appropriate use to communicate needs
18. Not getting employee input prior to change implementation
19. Our capabilities may be to diverse (jack-of-all-trades, master of none)

**Table 14: Strengths of the Wausau Fire Department**

(comments are verbatim and in no particular order)

1. Type A personalities
2. Doing more with less
3. Recruitment of personnel
4. Response times
5. EMS saves
6. Fire saves
7. Cardiac arrest survival rates
8. Diverse skills/skill sets
9. Young work force (core group of people which will foster continuity and commitment)
10. Current leadership
11. Team oriented mentality and approach
12. Willingness to entertain alternatives
13. Positive work environment



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

14. Knowledgeable staff
15. Great in-house training
16. State contract for hazmat response
17. Communication between labor and management i.e. Peer Focus, Risk Management
18. Continue to foster pride in the Department and our employees
19. Our personnel being able to adjust and adapt to changing conditions within our job
20. Professionalism
21. New Chief
22. Employees who are taking continuing education and other classes
23. Job knowledge
24. EMS capabilities
25. Reputation
26. Diverse capabilities



Picture 7: Honor Guard Swearing- In Ceremony



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

## Programs and Services

The Wausau Fire Department provides the following core programs to our community.

Table 15: Core Programs of the Wausau Fire Department

➤ Emergency Medical Services	➤ Fire Suppression
➤ Rescue – Basic and Technical	➤ Hazardous Material – State Level 2 Team
➤ Fire Prevention	➤ Fire Investigation
➤ Public Safety Education – EMS/Fire	➤ Water Rescue/Ice Rescue
➤ Extrication	➤ Domestic Preparedness Planning



Picture 8: Ice Rescue Training



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

Table 16: Support Services of the Wausau Fire Department

➤ Health and Wellness	➤ Education
➤ Dispatch	➤ Public Health
➤ Training	➤ Inspections
➤ Law Enforcement	➤ Emergency Management
➤ Public Works	➤ Police and Fire Commission
➤ EMS Medical Billing	➤ Gas Utility
➤ Water Utility	➤ Human Resources
➤ Legal	➤ Vendors
➤ Medical Director	➤ MABAS (Mutual Aid Box Alarm System)
➤ City Council	➤ Social Services
➤ School District	➤ Information Technology (CCITC)
➤ American Red Cross	➤ Technical College
➤ Alcohol, Tobacco and Firearms (ATF)	➤ Department of Criminal Investigation (DCI)
➤ Railroad	➤ Electrical Utility
➤ City Building Department	➤ Department of Natural Resources
➤ Finance Department	➤ American Heart Association
➤ Hospitals	➤ Private Industry
➤ County Board	➤ Civic Organizations
➤ State EMS	➤ County Fire Chief's Association
➤ Business Support	➤ Homeland Security



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

## Strategic Initiatives

Having reviewed the agency's critical issues and service gaps, the following strategic initiatives were identified to guide the agency in establishing goals, objectives and statements of need.

Table 17: Strategic Initiatives of the Wausau Fire Department

1.) Recruitment and Retention	5.) Organizational - City
2.) Community/Relationship	6.) Organizational - Department
3.) Maintenance of Equipment, Software and Facilities	7.) Operational
4.) Financial	8.) Training and Development

## Goals and Objectives

To this point the Strategic Planning Process has reviewed and/or created the Vision, Mission, Values and Slogan, formed the S.W.O.C analysis, and determined the Strategic Initiatives for the WFD. In order to achieve the mission of the WFD, realistic goals and objectives must be established to enhance our strengths, address our weaknesses, provide the membership with clear direction and address the concerns of the community. The Vision and Planning Committee met, at minimum, twice per month for seven months to complete this critical phase of the planning process. From the strategic initiatives the Vision and Planning Committee authored the Statements of Need, established Department-wide goals and developed objectives. The Statement of Need defines in detail the issue being addressed with the corresponding goal created to define what outcome was desired and to set the priority. The objectives generate the pathway for successful completion of the goals. We used the SMART (specific, measurable, achievable, realistic and timely) acronym as criteria to guide us while creating the objectives.



Picture 9: Fire Safety with Sparky



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

## Strategic Initiative 1: Recruitment and Retention

### Statement of Need

Recruitment and retention of a well trained workforce is a critical factor in our ability to provide emergency services at the highest possible level to meet public expectations. While there is a cost to the city to conduct a recruitment process seeking qualified candidates, the greater cost lies in the investment of staff time used in field training and personal protective equipment (PPE) which is fitted to the individual. When a department has difficulty recruiting and retaining employees, there are negative impacts to staffing levels, overtime budgets and workplace morale which are easily identifiable.

Analysis of the current training process reveals that before a new member of the department is assigned to a crew, they must complete a vast array of training and education in classroom and live exercises. The new member is then assigned to an ambulance with two senior paramedics because at some point, they will be required to make life altering decisions on their own. Training is also conducted in firefighting, hazardous materials, high angle rescues, water rescue, confined space rescues and extrication. Many hours of staff time are invested in preparing a new member to be a contributing part of our team. A vacant position being filled means relief to a crew in terms of overtime needs and staffing pressures. If the investment of time, resources and energy into this process ends with the candidate leaving to accept employment with another department, the impact is negative in both cost and morale.

Thirty years ago, firefighters were hired by a department and spent their entire career with the same department. Most accepted their positions based primarily on retirement and employee benefit packages. Today's workforce seeks positions based upon many differing factors, including salary, retirement and benefit plans, quality of equipment and technology, updated facilities, quality of life in the community, overall team and work environment.

A key component of recruitment and retention is marketing the department's strengths, while setting realistic expectations in the minds of those prospective new hires. Success is not achieved when a department portrays itself in a way that does not reflect its reality. The Wausau Fire Department has made significant advances in this regard in recent years. In many instances, it has had to work to overcome attitudes and thought processes that were holding the department back in terms of attracting, hiring and training a generation of firefighters who think, learn and retain knowledge by using different methods and tools than their predecessors. Integration of multiple generations and learning styles presents both challenges and opportunities.

Applicants for open positions today are often members of Generation X or Millennials. This demographic seeks, processes and uses information differently than other generations do. They are proficient at multi-tasking, adaptable to change and seek knowledge through hands on experience, delivered at a faster pace. They are eager to learn but are less effective in a classroom lecture type setting, since most of their lives have been deeply connected to technology that



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

delivers fast results and information on demand at any time. To find success, Wausau Fire Department must acknowledge that different age groups can learn the same material using different methods and speeds. Training must be archived and provided in traditional formats to meet the needs of parts of the group, but be easily accessible in an alternative format that is more useful to a generation that desires a faster and more interactive delivery style to meet the needs of the others.

Training programs within the Wausau Fire Department must be redesigned with a focus on consistency. Repetitive skills training conducted in the current system must evolve to include live training opportunities using portable smoke generators, training burns, regional technical training facilities or hands-on Emergency Medical Services training. With current applicants being highly educated and trained, it is unnecessary for the Wausau Fire Department to repeat core certification knowledge, skills and abilities. Time could be better spent on department specific training, fitness, or simulation based training to assist with team building and keeping workgroups mentally and physically prepared for the demands of the job.

Recruitment methods must also evolve, as the old method was heavily dependent on print media to create awareness of job opportunities. Digital communication, effective web site use and social media are creating new, low cost ways to attract applicants. These communication methods continue to outpace paper, print media and traditional mail, and are expected to render these methods largely extinct by 2050 according to data released by the Pew Research Center. Most applicants hired since 2011 indicated they had used digital tools in their job search. Outreach programs in the community would generate interest in a career with the Wausau Fire Department and the field of emergency services, i.e. Wausau Firefighter Academy, Explorer Post, and career day programs.

Recruitment and retention is also a key element in creating a climate where existing employees are inspired to seek advancement opportunities to leadership roles. Good leadership should be promoted throughout the organization, but leadership attributes recognized in employees should be identified, encouraged and channeled in a positive direction to create an upcoming generation of future leaders. Succession planning will enable employees exhibiting leadership skills to be prepared for advancement.

While the Wausau Fire Department has made some excellent strides in these realms, there is still work to do. A combination of state of the art equipment and facilities, streamlined and updated training, internal peer focus group and clearly defined goals will be needed to recruit and retain quality employees. Failure to evolve in terms of recruitment and training may result in a systematic loss of time, resources and talent. A proactive approach to this process will ensure continued and future success.



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

**Goal 1:** The Wausau Fire Department seeks to recruit and retain quality employees and maintain an environment that is attractive to new hires and creates a climate where existing employees are motivated to stay with the department and seek advancement opportunities within it.

<b>Update current practices and establish guidelines with set goals for all Wausau Fire Department social media accounts</b>		
Timeframe		Target Date
Objective 1A Implementation Tasks	<ul style="list-style-type: none"> <li>Chief sends department wide invitation for department members who are interested in being a member of the Social Media Group</li> </ul>	
	<ul style="list-style-type: none"> <li>Form Social Media Group with a member of each crew, with a group leader being appointed by the chief</li> </ul>	
	<ul style="list-style-type: none"> <li>Create practices and guidelines</li> </ul>	
	<ul style="list-style-type: none"> <li>Authorize WIFI access for Social Media Group Members and begin daily postings</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Quality data look of “Likes, Comments, and Membership Growth”</li> </ul>	
	<ul style="list-style-type: none"> <li>Ask the public to comment on what they want to see, and if need for any improvement quarterly</li> </ul>	
	<ul style="list-style-type: none"> <li>Accounts are established</li> </ul>	
Funding Estimate	N/A	

<b>Develop a recruitment video for Wausau Fire Department</b>		
Timeframe		Target Date
Objective 1B Implementation Tasks	<ul style="list-style-type: none"> <li>Chief sends department wide invitation for department members who are interested in forming a department recruitment video</li> </ul>	
	<ul style="list-style-type: none"> <li>Form Recruitment Video Group with management selected members from invitations</li> </ul>	
	<ul style="list-style-type: none"> <li>Research video editing options (NTC, high school, UWMC, Public Access, etc)</li> </ul>	
	<ul style="list-style-type: none"> <li>Recruitment Video Group invited to meet with management to discuss what ideas and direction the project should be projected towards</li> </ul>	
	<ul style="list-style-type: none"> <li>Allow Recruitment Video Group to meet and film on available time within department hours, If needed off-duty time to be determined between management and group leader</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Recruitment Video is filmed, edited, and published for completion</li> </ul>	
	<ul style="list-style-type: none"> <li>(Likes, Comments, Shares) thought social media accounts recorded</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>Possible Overtime costs, Possible professional editing costs</li> </ul>	



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

<b>Review and possibly update Wausau Fire Department city website</b>		
Timeframe		Target Date
Objective 1C Implementation Tasks	<ul style="list-style-type: none"> <li>Chief sends department wide invitation for department members who are interested in updating and modernizing the website towards recruitment besides just informational</li> </ul>	
	<ul style="list-style-type: none"> <li>Management selects applied members to gather information and meet on-duty to discuss possible changes and updates</li> </ul>	
	<ul style="list-style-type: none"> <li>Members gather information and ideas for updated changes to website</li> </ul>	
	<ul style="list-style-type: none"> <li>Any changes to be sent to proper department individuals (Mindy, City-County Information Technology)</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Website is updated for a more friendly updated look</li> <li>During recruitment interviews, candidates are asked what tools were used to inform them of department structure and practices</li> </ul>	
Funding Estimate	N/A	

<b>Review and modernize Firefighter/Paramedic recruit academy and probationary period.</b>		
Timeframe		Target Date
Objective 1D Implementation Tasks	<ul style="list-style-type: none"> <li>Establish a steering committee which will review current process and research best practices</li> </ul>	
	<ul style="list-style-type: none"> <li>Develop academy based on best practices to ensure consistency in delivery through learning objectives</li> </ul>	
	<ul style="list-style-type: none"> <li>Evaluate best methods for training delivery</li> </ul>	
	<ul style="list-style-type: none"> <li>Identify most logical instructional approach</li> </ul>	
	<ul style="list-style-type: none"> <li>Obtain feedback from participants and instructors to modify if necessary for continuous improvement</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Consistently meets learning objectives through testing and application</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>Possible overtime costs based on instructional approach</li> </ul>	

<b>Analyze Recruitment and Retention</b>		
Timeframe		Target Date
Objective 1E Implementation Tasks	<ul style="list-style-type: none"> <li>Analyze hiring process to ensure validity</li> </ul>	
	<ul style="list-style-type: none"> <li>Analyze early departure data</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Sufficient number of recruits during recruitment process</li> </ul>	
	<ul style="list-style-type: none"> <li>Analyze early departure trends</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>None</li> </ul>	



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

## Strategic Initiative 2: Community/Relationships

### Statement of Need

The Wausau Fire Department has a great story to tell; we have many outstanding things that occur within the Department on a daily basis and it is important that we relay this information to our community. Currently, the Wausau Fire Department is average, at best, in marketing ourselves and telling our story. What is the longevity of a company that doesn't look at marketing themselves? It is important that the Department engages in public relations and marketing strategies. This will help cultivate a positive reputation, assist the Department in securing funding and establish a rapport with our community to create a positive public opinion and image for our Department. To do this we should concentrate on being involved with our community, particularly our political and business leaders, reach out to the media and build a solid relationship and engage in strong customer service practices. To encourage growth in public relations we can develop and host events such as community CPR programs, Explorer Post, community paramedic, citizen's fire academy; utilize our website and Facebook page in an effective manner and keep it current and updated; establish a standard for formal press releases for such events as fires and fire prevention tips; and take advantage of public speaking engagements.

It is also imperative that Wausau Fire Department create strong relationships with our metro partners. This consolidated partnership will benefit not only the Wausau Fire Department but the City of Wausau as a whole, both fiscally and in the provision of safety. Outcomes that would result from this would include trustworthy Mutual Aid Box Alarm System (MABAS) and mutual aid agreements, purchasing consortiums, standardization of metro Standard Operating Procedures (SOPs) and Standard Operating Guidelines (SOGs), development of tactical rescue teams, regional code enforcement and public education programs, consistent pre-incident planning processes and uniform training.

The Wausau Fire Department needs to communicate our successes as an organization as well. We need to demonstrate our value through data and decisions should be driven by the same outcome data. An excellent example of this would be our cardiac arrest save rate. Nationally, the average percentage of cardiac arrest saves is 9.6%. In 2014, the Wausau Fire Department cardiac arrest save rate was 85.7%. There are many additional outcome indicators which Wausau Fire Department needs to embrace and begin reporting, and if data is not currently achievable, determine a process or manner to obtain the appropriate data.



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

**Goal 2:** The Wausau Fire Department seeks to enhance public relations with both the community as well as partnering agencies. This can be accomplished by increasing our presence in the community and social media.

<b>Promote a customer-focused culture that prizes accessible, consistent and predictable delivery of services.</b>		
Timeframe		Target Date
Objective 2A Implementation Tasks	<ul style="list-style-type: none"> <li>Train all employees on the expectations of the Department and customer service</li> </ul>	
	<ul style="list-style-type: none"> <li>Secure funding for a third party satisfaction survey</li> </ul>	
	<ul style="list-style-type: none"> <li>Obtain a minimum score of good or excellent on satisfaction survey</li> </ul>	
	<ul style="list-style-type: none"> <li>Develop a Standard Operating Procedure (SOP) that clearly designates activities in which Department personnel will participate</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Customer satisfaction survey results</li> </ul>	
	<ul style="list-style-type: none"> <li>Create SOP</li> </ul>	
	<ul style="list-style-type: none"> <li>Complete customer service training</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>Third party satisfactory survey - \$3,000 - \$5,000 annually</li> </ul>	

<b>Improve relationships with partner organizations.</b>		
Timeframe		Target Date
Objective 2B Implementation Tasks	<ul style="list-style-type: none"> <li>Schedule quarterly joint trainings with our partner organizations</li> </ul>	
	<ul style="list-style-type: none"> <li>Standardize response SOPs</li> </ul>	
	<ul style="list-style-type: none"> <li>Take a leadership role in MABAS and County Fire Meetings</li> </ul>	
	<ul style="list-style-type: none"> <li>Establish beneficial automatic aid agreements</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Completion of standardized SOPs</li> </ul>	
	<ul style="list-style-type: none"> <li>Create an annual calendar that identifies quarterly trainings with partner organizations</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>Possible overtime for attendance at trainings - \$1,000 to \$1,500</li> </ul>	



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

<b>Maintain a focus on media partners to promote the Wausau Fire Department.</b>		
Timeframe		Target Date
Objective 2C Implementation Tasks	<ul style="list-style-type: none"> <li>Focus on developing and nurturing relationships with all media partners</li> </ul>	
	<ul style="list-style-type: none"> <li>Develop a Standard Operating Procedure (SOP) which identifies the parameters surrounding a press release</li> </ul>	
	<ul style="list-style-type: none"> <li>Keep our web page current and accurate</li> </ul>	
	<ul style="list-style-type: none"> <li>Continually place information that is interesting and pertinent on our social media pages and research ways to make our social media pages successful</li> </ul>	
	<ul style="list-style-type: none"> <li>Consider enrollment in PIO (Public Information Officer) training for those in a position to interact with the media</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Interaction on social media pages</li> </ul>	
	<ul style="list-style-type: none"> <li>SOP on press releases</li> </ul>	
	<ul style="list-style-type: none"> <li>Completion of PIO Training</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>\$1,000</li> </ul>	

<b>Explore public relation opportunities within the community.</b>		
Timeframe		Target Date
Objective 2D Implementation Tasks	<ul style="list-style-type: none"> <li>Evaluate current programs</li> </ul>	
	<ul style="list-style-type: none"> <li>Brainstorm promotional ideas and create list</li> </ul>	
	<ul style="list-style-type: none"> <li>Coordinate events and presentations</li> </ul>	
	<ul style="list-style-type: none"> <li>Create process to obtain feedback from participants</li> </ul>	
	<ul style="list-style-type: none"> <li>Adjust or improve based upon feedback</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Results of satisfaction surveys</li> </ul>	
	<ul style="list-style-type: none"> <li>Number of completed surveys</li> </ul>	
	<ul style="list-style-type: none"> <li>Increased interest in public relation opportunities</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>To be determined</li> </ul>	



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

### **Strategic Initiative 3: Maintenance of Equipment, Software and Facilities**

#### Statement of Need

Planning for the future needs of a fire department is one of the most important responsibilities of fire department management. Inadequate planning increases the potential for crisis and compromises safety. Adequate facilities, equipment and software are critical to the everyday efficient operation of any fire/EMS department. Wausau Fire has found itself in a crisis situation by not planning appropriately for the future of this Department. Not only are facilities lacking but we have just begun to address safety issues with the replacement of out dated and failing equipment. Technologically Wausau Fire Department is, at minimum, 10 to 15 years behind when compared to average fire departments throughout Wisconsin.

Station 1 (Central) was built in the 1960's and aside from minor updates, has not had any improvements. In its day, it was referred to as 'state of the art;' however, time has taken its toll and the building actually requires many improvements, most of which address the safety of our personnel. The fire service as a profession has a higher cancer rate caused by the carcinogens that we are exposed to in our work environment. This type of risk, although unfortunate, is not a secret to those moving into the fire service and is an expectation of the profession. However, it is unfortunate that our living space also puts our personnel at risk. Wausau Fire Department is the only career Department in the State of Wisconsin that doesn't provide for direct exterior dispersion of diesel exhaust created by the vehicles. For years, studies have revealed that diesel exhaust contains carcinogens. We also store turnout gear in our hallways; the same turnout gear that we wear into fires and that is exposed to all of the cancer causing agents present within the smoke of that fire. Over time, firefighting vehicles have grown in cost and size and are far less maneuverable than they were when the station was built. Vehicle positioning requires drivers to back large, expensive apparatus in from Grand Avenue instead of being able to have a drive through bay. This exposes apparatus to risk of damage on a daily basis. Efficiency is compromised with the layout of office space where four individuals are attempting to work in a shared space. Other structural issues are certainly in question as well; Heating Ventilation Air Conditioning system, plumbing and garage doors that are failing. Esthetically, the Department fails to provide a visible entrance for visitors, the front of the building lacks identity. The layout of the interior is inefficient and lacks storage space. Station 2 needs the most attention. It is located in the midst of a neighborhood and most often we need to travel emergently several blocks to get to a main thoroughfare. We don't have adequate facilities for our female employees which compromises our ability to flex staffing because currently we can't assign our female employees at Station 2. In the event of severe weather there is no place for our employees to seek shelter. We have our fitness equipment in the apparatus bay and members of the Department have to work-out in an environment laden with carcinogens from vehicle exhaust and turnout gear which is not directly dissipated to the outside.

With increasing demands, the fire service must utilize the best tools, techniques and training methods for effective response and delivery of services. Incorporating technology into the fire service will certainly assist in helping ensure an overall effective and positive response. Wausau Fire Department has a great need for software and additional electronic devices. Currently, we do



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

not own the EMS reporting software that we are using; we rent our software through our billing company. This type of arrangement provides for minimal report writing capabilities and therefore compromises our ability to obtain data. Our EMS reporting software is not compatible with what we currently utilize for fire reporting; they are two different software products. This inconsistency again results in a disadvantage in obtaining data. Fire and EMS work very closely with each other in the fire service and we need the ability to be able to obtain data specific to the concurrent response of these two entities. Preparedness is a keystone of fire service mentality; preparation is not only reliant upon aggressively training our personnel in state-of-the-art tactics and procedures, but also our ability to obtain vital information in an expedient manner. We can't continue to apply traditional tactics, procedures and technologies to the modern fire service and expect that the results will be adequate. Presently, Wausau Fire Department has no ability to deliver training to the other stations and therefore, when there is training all companies need to travel to Central. There are definite concessions that result from this need, such as, longer response times, wear-and-tear on vehicles and higher fuels costs. This requirement could be minimized by adding training software and/or equipment that would allow stations to train remotely from their location. To maximize our preparedness, Wausau Fire Department would benefit immensely from 'first response' software providing rapid access to information. This type of software provides fingertip access to critical response information by having tablet computers located on emergency vehicles, allows for interoperability among responding companies and the sharing and synchronization of data. Features such as notification alerts, mapping, navigation and routing, 'live' unit locations, hydrant data for water supply, pre-incident plans and 360 degree photos and satellite photos will improve situational awareness.

**Goal 3:** The Wausau Fire Department seeks to improve the method by which equipment replacements and maintenance are planned and implemented.

<b>Develop a capital improvement schedule for Fire Department facilities.</b>			
<b>Objective 3A</b>	Timeframe	Target Date	
	Implementation Tasks	<ul style="list-style-type: none"> <li>Evaluate current conditions</li> </ul>	
		<ul style="list-style-type: none"> <li>Make appropriate committee presentations (PFC, PH&amp;S)</li> </ul>	
		<ul style="list-style-type: none"> <li>Develop a capital improvement plan for all facilities</li> </ul>	
		<ul style="list-style-type: none"> <li>Develop annual CIP requests and presentations</li> </ul>	
		<ul style="list-style-type: none"> <li>Explore other funding options where available</li> </ul>	
	Success Indicators	<ul style="list-style-type: none"> <li>Completed schedule for capital improvements specific to facilities</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>To be determined</li> </ul>		



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

<b>Determine the software required to obtain outcome based data.</b>			
<b>Objective 3B</b>	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Determine the outcome data desired</li> </ul>	
		<ul style="list-style-type: none"> <li>Train all personnel in documenting effectively based upon outcome data selected</li> </ul>	
		<ul style="list-style-type: none"> <li>Educate all personnel in what outcome data is being collected and what measures could be implemented for improvement</li> </ul>	
		<ul style="list-style-type: none"> <li>Research best software to collect and measure outcome based data</li> </ul>	
		<ul style="list-style-type: none"> <li>Develop RFP, if required for the purchase of software</li> </ul>	
		<ul style="list-style-type: none"> <li>Training and implementation of software</li> </ul>	
		<ul style="list-style-type: none"> <li>QA process to assess compliance</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Compliance QA</li> <li>Achieving the outcome based data desired</li> </ul>		
Funding Estimate	<ul style="list-style-type: none"> <li>Purchase of software - \$15,000 to \$30,000</li> </ul>		

<b>Develop preventative maintenance schedule for facilities and standardized reporting system for repairs</b>			
<b>Objective 3C</b>	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Establish committee to develop preventative maintenance schedule (to include Facilities Manager)</li> </ul>	
		<ul style="list-style-type: none"> <li>Develop standardized reporting system for repairs</li> </ul>	
		<ul style="list-style-type: none"> <li>Develop and implement preventative maintenance schedule</li> </ul>	
	Success Indicators	<ul style="list-style-type: none"> <li>Functional equipment and repairs completed according to target date</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>TBD</li> </ul>		

<b>Develop preventative maintenance schedule for equipment</b>			
<b>Objective 3D</b>	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Establish committee to develop preventative maintenance schedule (to include Maintenance Manager)</li> </ul>	
		<ul style="list-style-type: none"> <li>Develop standardized reporting system for repairs</li> </ul>	
		<ul style="list-style-type: none"> <li>Develop and implement preventative maintenance schedule</li> </ul>	
	Success Indicators	<ul style="list-style-type: none"> <li>Functional equipment and repairs completed according to target date</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>TBD</li> </ul>		



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

## Strategic Initiative 4: Financial

### Statement of Need

Fire departments provide critical services in their communities; however the current climate of financial uncertainty and instability is an issue that necessitates great contemplation and planning. Budget development, implementation and management are some of the most challenging tasks facing today's fire service leaders. Department administrators need to make certain the Department is capable of delivering the desired emergency response services to the community in an effective manner within an environment advocating for reduced funding and decreasing revenues. The Wausau Fire Department understands this issue and it is important that we work toward establishing revenue and expenditure strategies, and accountability processes, so we can be good stewards of public resources and meet current and future financial obligations.

It is important that the Wausau Fire Department develop a financial strategic plan that integrates innovative delivery strategies, future service expansion and infrastructure replacement needs to proactively address the fiscal sustainability of the Department. Decisions and allocation of resources need to be consistent with the mission and vision of the Wausau Fire Department and are highly dependent on comprehensive strategic planning. The 2015 Operational Budget for the Wausau Fire Department is \$6,423,468 with approximately 2.3% of the budget representing funds available for management priorities. This percentage includes such items as purchase and/or replacement of equipment, training expenses and operational capital. Within the General Fund, the City of Wausau experienced revenues from EMS which amounted to \$1,377,200 in 2014. Although this might be considered significant it is actually about a 9% decrease when compared to the revenue earned in 2013. This difference can be attributed to a change in payer mix.

To create a safe work environment, meet public expectations, and deliver high level services, a capital improvement schedule for maintenance and/or replacement of department facilities must be established and adhered to. Currently, the Wausau Fire Department is experiencing the culmination of decades of deferred maintenance being addressed with minimal solutions. This has created an environment that in some areas is unsafe, and in others is completely inefficient.

Failure to address these issues in a proactive manner will continue to expose employees to unsafe and counterproductive working environments and will directly impact our ability to provide services to the community to meet public expectations. Without adequate replacement planning for safety and emergency equipment and maintenance, our budget and contingency funds will continue to be unnecessarily stressed and critical equipment replacements will continue to compete with other capital projects, many of which are not directly linked to public safety.

**Goal 4:** The Wausau Fire Department seeks to stabilize impacts to its budgets and operations resulting from financial uncertainty and unexpected expenses.



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

<b>Objective 4A</b>	<b>Follow a budgetary process that is based upon Departmental initiatives, Key Intended Outcomes (KIOs) and Department Performance Indicators (DPI) to achieve desired or expected fire department outcomes.</b>		
	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Research and establish department policies on reporting and documentation</li> </ul>	
		<ul style="list-style-type: none"> <li>Educate Department members on the importance of outcome based reporting, KIOs and DPIs</li> </ul>	
		<ul style="list-style-type: none"> <li>Educate City staff on the importance of outcome based reporting, KIOs and DPIs</li> </ul>	
	Success Indicators	<ul style="list-style-type: none"> <li>Department policy established</li> <li>Achievement of desired outcomes</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>TBD</li> </ul>		

<b>Objective 4B</b>	<b>Identify grant opportunities.</b>		
	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Research available grant opportunities</li> </ul>	
		<ul style="list-style-type: none"> <li>Train department staff on grant writing</li> </ul>	
		<ul style="list-style-type: none"> <li>Parallel Fire Department need with grant priorities</li> </ul>	
		<ul style="list-style-type: none"> <li>Write and submit grant</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Receiving of monies through grant submissions</li> </ul>		
Funding Estimate	<ul style="list-style-type: none"> <li>Staff time and cost of training staff (TBD)</li> </ul>		

<b>Objective 4C</b>	<b>Critically and continuously examine the way in which we allocate financial resources and explore new sources of funding.</b>		
	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Define, develop and follow policies, guidelines and processes for the annual budget.</li> </ul>	
		<ul style="list-style-type: none"> <li>Evaluate programs and activities based upon current and anticipated revenues to adequately maintain adopted levels of service</li> </ul>	
		<ul style="list-style-type: none"> <li>Research additional methods to enhance the revenues collected by the Fire Department</li> </ul>	
		<ul style="list-style-type: none"> <li>Take measures to decrease cost such as purchasing consortiums and sharing of resources</li> </ul>	
		<ul style="list-style-type: none"> <li>Determine depreciation schedule in reference to equipment replacement plan and educate City Council of upcoming needs</li> </ul>	
		<ul style="list-style-type: none"> <li>Conduct independent financial audits on the prior fiscal years funding and note deficiencies and plan to resolve audit exceptions</li> </ul>	



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

	Success Indicators	<ul style="list-style-type: none"> <li>• Increase in revenue</li> <li>• Status quo of operating budget when measuring costs against revenue and a clear justification for an increase in operating costs based on KIOs and DPIS.</li> </ul>
	Funding Estimate	<ul style="list-style-type: none"> <li>• TBD</li> </ul>

## Strategic Initiative 5: Organizational – City

### Statement of Need

Positive relationships within the organization including various departments and the common council are critical to our effectiveness and success in providing emergency services at the highest possible level.

Based on local survey results obtained in 2012 by Cobalt Community Research and a recent stakeholder survey conducted by the department, the overall public perception of the department and the services we provide are positive. Results of the survey indicate that residents not only value emergency services in terms of priorities, but also indicated Fire and EMS services as one of the core services most would be willing to pay more toward if necessary to maintain service levels.

While the Wausau Fire Department maintains a good working relationship with other departments and workgroups within the city, in recent years the relationship and communication between the common council and the Wausau Fire Department has at times been a challenge. Part of the challenge is rooted in the fact that council members have varied levels of understanding of the operational, training, equipment and staffing demands of emergency services and mandates. Many are largely unaware of the successes the Wausau Fire Department has achieved in terms of response times and cardiac arrest save rates. Similarly, some are also unaware of the internal struggles faced by the department in terms of facilities and staffing. These issues if left to accumulate will impact service levels, safety and morale. Effective communication will be necessary to address current issues and prevent additional ones.

In the past, the amount of statistical data provided to the council in the context of budgets and capital projects was limited and inconsistent in type and format. To promote successful partnerships within the organization, data illustrating the impact of the department on the community and the impact of the expectations and needs of the community on the department must be clearly captured, communicated and summarized. This articulation will assist the department and the council in creating mutually valuable goals and outcomes.

To increase the council's understanding of how emergency services operate, the needs associated therewith and the success the Wausau Fire Department continues to create in the community, the Wausau Fire Department will seek to identify opportunities where council members and others can experience the fire service and EMS in a controlled setting. Depending on the opportunity, there may also be possibilities to include the public and other community partner organizations in these outreach efforts.



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

**Goal 5:** To create positive relationships and develop mutual understanding of needs and challenges between the WFD and the Common Council.

<b>Objective 5A</b>	<b>Facilitate a deeper understanding of Fire and EMS operations among council members.</b>		
	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Guided Facilities/Station Tours for entire council after swear-in. (Bus the participants between facilities and provide info and background while enroute.</li> </ul>	
		<ul style="list-style-type: none"> <li>Plan participative simulation for Fire/EMS</li> </ul>	
		<ul style="list-style-type: none"> <li>Invite and encourage participation for media, public officials, etc.</li> </ul>	
		<ul style="list-style-type: none"> <li>Conduct real-time simulation</li> </ul>	
<ul style="list-style-type: none"> <li>Debrief after event and analyze survey results</li> </ul>			
Success Indicators	<ul style="list-style-type: none"> <li>Positive feedback generated from participants</li> </ul>		
	<ul style="list-style-type: none"> <li>Heightened understanding of services evident through interaction between organization and department</li> </ul>		
Funding Estimate	<ul style="list-style-type: none"> <li>TBD (Check council training and travel budget for \$\$)</li> </ul>		

<b>Objective 5B</b>	<b>Communicate effectively with common council related to needs of the WFD and the community relative to budget planning.</b>		
	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Identify data needed</li> </ul>	
		<ul style="list-style-type: none"> <li>Gather and analyze data to align with vision, mission and values of the department</li> </ul>	
		<ul style="list-style-type: none"> <li>Begin preparing capital and budget requests</li> </ul>	
		<ul style="list-style-type: none"> <li>CIP Process/Presentations</li> </ul>	
		<ul style="list-style-type: none"> <li>Budget workshops</li> </ul>	
		<ul style="list-style-type: none"> <li>Budget Approval</li> </ul>	
<ul style="list-style-type: none"> <li>Receive written feedback from Council members on CIP presentations and budget narrative in terms of relevant data and communications for possible improvement strategies</li> </ul>			
Success Indicators	<ul style="list-style-type: none"> <li>Phased implementation plan for facilities updates and replacements developed and funded</li> </ul>		
	<ul style="list-style-type: none"> <li>Equipment and training needs met or planned in phases</li> </ul>		
	<ul style="list-style-type: none"> <li>Staffing levels addressed or planned in stages</li> </ul>		
Funding Estimate	<ul style="list-style-type: none"> <li>TBD</li> </ul>		



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

### **Strategic Initiative 6: Organizational Departmental**

#### Statement of Need

In order for the department to continue to strengthen as an organization, we have identified key opportunities for development. These opportunities include accountability, maintaining and strengthening our team unity, addressing generational differences, continued positive labor-management relationships, and creating an atmosphere in which our employees have a shared investment in the outcomes of our organization.

Accountability can be described as taking self-responsibility for one's own actions, or lack thereof. Self-responsibility can be achieved by asking ourselves "what needs to be done to get the results that I want?" (Gaston & Harvill, 2005). Often, people are quick to abdicate responsibility, and place blame on others for the problems within an organization. In some cases, instead of holding the responsible people accountable, it is just easier to punish the entire organization. Goetsch & Davis (2013) assert that "the best teams consist of members who know the teams' goals and expect to be held accountable for achieving them" (p. 148). Accountability is one of the department's five core values, and as such, must be addressed; otherwise the remaining core values will serve as nothing more than words on a plaque.

Team oriented mentality was identified as a strength in the department, and it is vital that we continue along that path. In order to satisfy the department's mission efficiently and effectively, members within the department must be able to work within a team. Teams within the department are often required to work under dangerous and stressful situations, and often with a successful outcome. This helps to build and strengthen team unity. Any breakdown of the team would also lead to a breakdown in the fabric necessary to achieve success. The private sector often uses "quality circles", associated with total quality management, in order to identify areas within teams that could use improvement. The department utilizes a similar approach through the use of its "Peer Focus Group", which identifies possible areas of concern in the department and attempts to reconcile those differences before they become larger issues.

Fire departments throughout the country are experiencing tremendous changes in their generational demographic as Baby Boomers retire and leave the workforce in high numbers. Those Baby Boomers are being replaced in the work force by the Millennial generation. Between the Boomers and the Millennials are the Generation X'rs. As of early 2016, the Wausau Fire Department will have the following generational distribution: 11 Baby Boomers, 28 Gen X'rs, and 19 Millennials. Recognizing the different needs of each generation can help to avoid conflict and misunderstandings. "We don't have to agree with the values of different generations, but we can strive to understand the mindsets of different generations and how each group sees the world based on their experiences," (Gaston & Harvil, 2005, p. 266). If we



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

continue to fail to acknowledge these differences, we may begin to build barriers between the different generations.

Table 18: Generational Distribution of Personnel

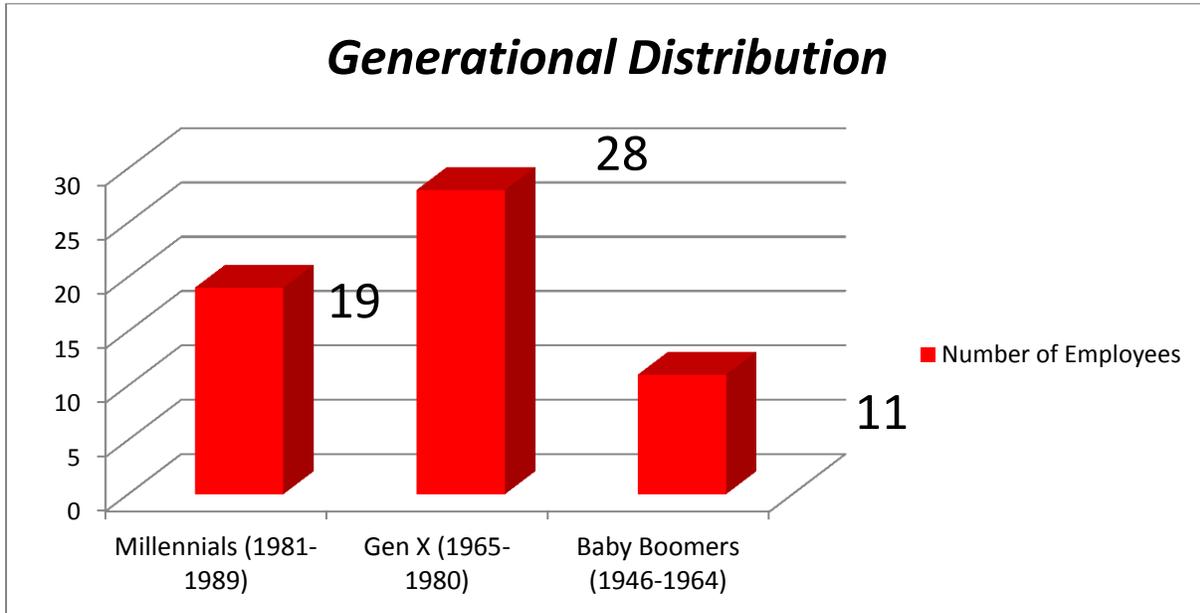
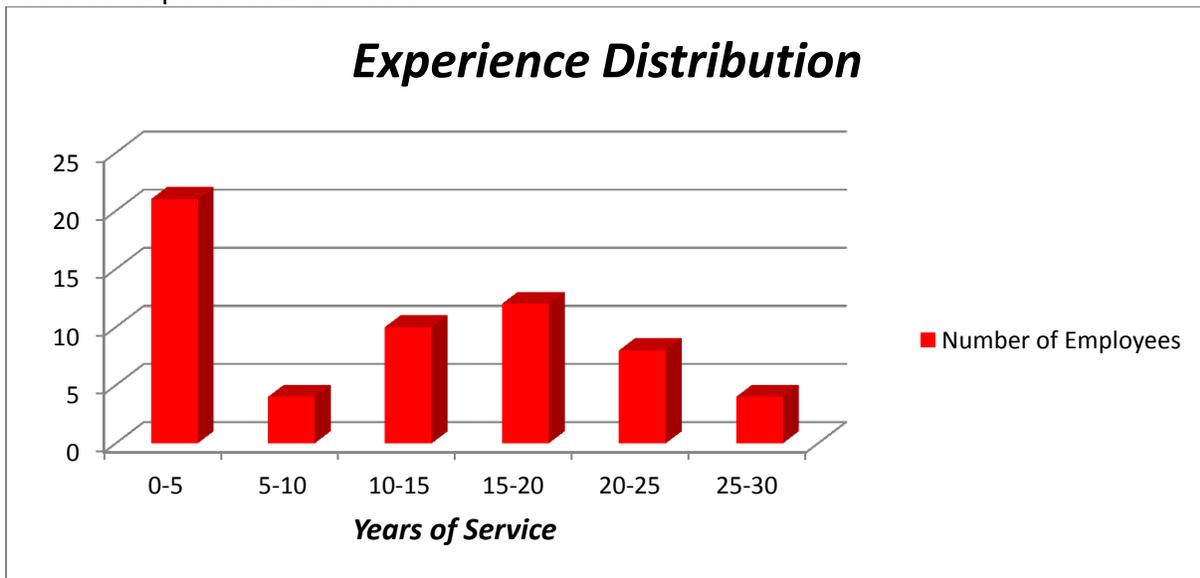


Table 19: Experience Distribution



Relationships between labor and management were listed as strengths in the department SWOC analysis. This is due largely in part to the success of the Peer Focus Group and the Risk Management Committee. Both groups provide an opportunity for labor and management to



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

collaborate in order to create a more synergistic work environment; one which everyone shares common core values and goals. Another pivotal factor regarding improved labor relations is the recent changeover in leadership and resulting cultural shift in management style. A failure to continue down this path may result in a regression to the former “my way or the highway” style of management.

Employees also want to have the ability to offer their input prior to a change implementation. Historically, the fire service consists of a hierarchal structure in which orders are filtered from the top down, with subordinates having little or no say in the process. Today, Millennials want to feel part of that process. “The more a person feels she’s contributing substantially to an endeavor, the more personally invested in it she’ll become. It’s this personal investment that leads people to work at ever higher levels of performance and effectiveness,” (Salka, 2004, p. 181). By empowering employees to have a say in some of the decisions in the department, the department can begin to move away from the traditional hierarchal, mechanistic structure to one that is more organic in nature. Certainly, the mechanistic style of hierarchy is necessary on the scene of an emergency where orders need to be carried out quickly and without question. The challenge for managers is to find the right mixture of both systems; of authoritative structure, and empowered work groups. “Managers should use bureaucratic principles to build a mechanistic structure, and they should enhance the organizations ability to act in an organic way by empowering employees and making teams a principal way of increasing the level of integration in an organization,” (Jones, 2013, p. 142). It is the responsibility of leadership to help the organization develop and manage the change that it seeks by giving employees a choice to contribute, and as a result, transitioning ownership of the change to its members. “Providing opportunities for involvement and participation does not necessarily mean that all organizational members will be enthusiastic about the outcome, but it does mean that they will have had an opportunity to express an opinion and potentially to shape it,” (Anderson, 2012, p. 41). If a member of the organization is not allowed to have a say in the workplace, the organization risks disengagement of that employee.



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

**Goal 6:** To strengthen as an organization through improved accountability practices, identifying generational differences, and improved employee engagement, while maintaining our positive labor relations and team oriented atmosphere.

<b>Create and sustain a culture of accountability.</b>		
Timeframe		Target Date
Objective 6A Implementation Tasks	<ul style="list-style-type: none"> <li>Write, communicate, and keep current all department policies and standard operating procedures</li> </ul>	
	<ul style="list-style-type: none"> <li>Enroll leadership staff and company officers in effective meetings strategies (i.e. "How to Conduct Effective Meetings" training offered by CVMIC)</li> </ul>	
	<ul style="list-style-type: none"> <li>Implement the use of action plans at all meetings, and follow up on deadlines</li> </ul>	
	<ul style="list-style-type: none"> <li>Sustain a culture of accountability with both internal and external customers</li> </ul>	
	<ul style="list-style-type: none"> <li>Create appropriate graphs, charts or surveys based upon improvement indicators</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Achievement of deadlines</li> </ul>	
	<ul style="list-style-type: none"> <li>Observed advances based upon set improvement indicators</li> </ul>	
	<ul style="list-style-type: none"> <li>Conduct effective meetings</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>TBD</li> </ul>	

<b>Build upon and strengthen our existing foundation of teamwork.</b>		
Timeframe		Target Date
Objective 6B Implementation Tasks	<ul style="list-style-type: none"> <li>Utilize the Peer Focus Group (PFG) to continue to create stronger cross-functional relationships among crews and individuals</li> </ul>	
	<ul style="list-style-type: none"> <li>Create and promote a culture of leadership</li> </ul>	
	<ul style="list-style-type: none"> <li>Conduct team diagnostic meetings as a means of self-assessment</li> </ul>	
	<ul style="list-style-type: none"> <li>Incorporate programs to promote positive feedback, and acknowledge positive behavior and attitudes.</li> </ul>	
	<ul style="list-style-type: none"> <li>Create survey and distribute to appropriate personnel</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Receive positive feedback</li> </ul>	
	<ul style="list-style-type: none"> <li>Identify potential weaknesses and develop improvement plan</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>TBD</li> </ul>	



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

<b>Objective 6C</b>	<b>Bridge the generation gap.</b>		
	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Recognize and address generational differences among members of the department and capitalize upon those strengths</li> </ul>	
		<ul style="list-style-type: none"> <li>Continue to develop the mentoring/apprenticeship program</li> </ul>	
		<ul style="list-style-type: none"> <li>Provide opportunities for different generations to come together to build relationships and exchange knowledge</li> </ul>	
	Success Indicators	<ul style="list-style-type: none"> <li>Increased participation level in mentoring/apprenticeship program</li> </ul>	
		<ul style="list-style-type: none"> <li>Visible evidence of workplace cooperation and cross-training</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>None</li> </ul>		



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

## Strategic Initiative 7: Operational

### Statement of Need

An adequate supply of properly trained and equipped staff coupled with controlled growth is key to meeting the service demands presented by the community. While the Wausau Fire Department has experienced increased call volume, it has experienced no growth in staffing levels and minimal upgrades to facilities to accommodate equipment that continues to increase in cost and size. The city has a substantial investment in fire and EMS equipment that it must maintain and protect. This equipment keeps firefighters and community members safe, and protects the assets of the community from loss by fire. It ensures safe and rapid medical transport to members of the community in need of services, and has helped the Wausau Fire Department achieve milestone success in cardiac save rates. In 2005, the Wausau Fire Department responded to 3,734 EMS calls and 1,478 Fire calls. By 2014, that number had increased to 4,491 EMS calls and 2,117 Fire calls, which equates to a 26% increase overall.

Since 2008, Marathon County fire departments have been working toward a cooperative mutual aid agreement known as the Mutual Aid Box Alarm System (MABAS). While this program has worked successfully in Illinois since the 1960's, implementation in Wisconsin has been slow. Marathon County has identified many roadblocks to full implementation, including lack of participation from some fire departments in the region and dispatch software currently in use that does not easily allow implementation of automatic aid. The system allows for a more rapid coordination of efforts between departments, however the Wausau Fire Department is among the departments working toward this goal. While this system could alleviate some challenges for participating communities and increase the volume of resources available through collaboration in times of need, the rollout and practical application has presented its own opportunities and challenges to be resolved.

While increased call volume should bring increase revenue, the Wausau Fire Department finds itself suffering from a challenging payer mix. Payer mix is a depiction of how insurers pay patients' transport bills; higher numbers of patients covered by commercial insurance results in greater revenue, while higher numbers in Medicaid and Medicare patients tend to reduce revenue. Wausau Fire Department obtained data from its billing agency to discern whether our payer mix was average in comparison to other communities they serve. This research returned the following results, indicating the payer mix is lower than average:

Table 20: Payer Mix (2015)

Wausau Fire Department Payer Mix		Average Payer Mix
Commercial	12.6%	15.8%
Medicaid	19.2%	13.8%
Medicare	49.0%	35.6%
Private	19.1%	34.7%

Wausau Fire Department should focus on the development of fire pre-plans, which are plans intended to manage an incident in a high risk structure to aid in speed, efficiency and safety. The Insurance Services Office (ISO) rates fire departments based on response times and many other factors. Most property insurers use the ratings developed by ISO as a contributor to the cost of property insurance for



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

residents and businesses in the community. ISO has recommended that fire departments have a pre-plan for each commercial and multi-family structure in a community, and update it annually. At present, the Wausau Fire Department has 1,643 properties that meet the criteria for needing a pre-plan, however, most plans on file are out of date or need to be completed.

The main challenge to advancing and expediting the process of pre-planning is staffing levels. Based on staffing at minimum levels, which has been the practice for a number of years, the Line personnel spend their days responding to service calls and maintaining the training requirements set forth by the State of Wisconsin and the National Registry of Emergency Medical Technicians. The Fire Marshal and Lieutenant of Inspections are tasked with inspecting each commercial and multi-family residential building in the City and the Town of Wausau. In 2014, this task included 4,193 inspections. The pre-plan effort to this point has been worked by assigning the task to staff that are placed on light duty if they are able to accomplish this work within their medical restrictions.

While a lengthy task needing ongoing maintenance, pre plans have the ability to reduce property insurance costs in a community and have been shown to reduce property loss, protect the lives of citizens and reduce the risk to firefighters working within the structures. Continued urban growth will increase the volume of and need for these pre plans in the future.

Based on current trends and natural aging in our population, urban development growth and aging of structures, call volume is expected to continue to increase. In spite of stagnant staffing levels, Wausau Fire Department continues to provide a quality response to meet the public's needs and demands; however, there is a top end to what can be achieved and sustained if call volumes continue upward.

Failure to address increasing call volume in terms of staffing and equipment will impact response times, resulting in greater property loss and a potential for loss of life or reduced save rates. Proactive attention to these challenges will ensure that Wausau Fire Department is able to provide excellent service to meet the expectations of residents and business owners, and will ensure that our workforce is operating in a safe environment. While the Wausau Fire Department performs at a high level in terms of service and quality, its unwillingness to sacrifice the standard of care provided to the community has caused the Department to adapt to a "do more with less" environment and we have done so effectively. However, this cultivated a perception that no growth in the department was necessary as budgets became difficult. In the near future, a decision will need to be made about the staffing needs of the department in relation to its ability to sustain the increasing workload.



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

**Goal 7:** The Wausau Fire Department seeks to address operational challenges that are creating a hindrance to growth despite an increase in call volume.

<b>Evaluate staffing levels and make recommendations</b>			
<b>Objective 7A</b>	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Investigate methods to evaluate staffing levels</li> <li>Establish methods to be used</li> <li>Implement a structure to capture appropriate data</li> </ul>	
		<ul style="list-style-type: none"> <li>Make appropriate recommendations</li> </ul>	
		<ul style="list-style-type: none"> <li>Develop plan to implement appropriate recommendations</li> </ul>	
	Success Indicators	<ul style="list-style-type: none"> <li>The data established through the evaluation process</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>Unknown at this time due to unknown increase in staffing</li> </ul>		

<b>Creatively look at methods to increase revenue for the department</b>			
<b>Objective 7B</b>	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Evaluate current practices that generate revenue, and determine if current practices are being optimized to maximum potential</li> </ul>	
		<ul style="list-style-type: none"> <li>Identify additional potential avenues of increasing revenue</li> </ul>	
		<ul style="list-style-type: none"> <li>Take appropriate steps to increase overall revenue</li> </ul>	
	Success Indicators	<ul style="list-style-type: none"> <li>Increase in revenue</li> </ul>	
Funding Estimate	None		

<b>Seek an increase in municipal ISO rating</b>			
<b>Objective 7C</b>	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Obtain knowledge on changes to the current ISO evaluation process</li> </ul>	
		<ul style="list-style-type: none"> <li>Rectify current weakness within the department specific to the ISO evaluation process</li> </ul>	
		<ul style="list-style-type: none"> <li>Address outside entity's that negatively impact an increase in ISO ratings</li> </ul>	
		<ul style="list-style-type: none"> <li>Request a re-evaluation from ISO</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Increase in rating</li> </ul>		
Funding Estimate	None – potential decrease in property insurance costs within service area		



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

<b>Objective 7D</b>	<b>Establish and implement consistent and accurate data collections and analysis systems and/or processes to drive performance.</b>		
	Timeframe		Target Date
	Implementation Tasks	<ul style="list-style-type: none"> <li>Establish Department Performance Indicators (DPIs) and Key Intended Outcomes (KIOs).</li> </ul>	
		<ul style="list-style-type: none"> <li>Train all personnel in proper documentation specific to DPIs and KIOs</li> </ul>	
		<ul style="list-style-type: none"> <li>Implement data collection initiative</li> </ul>	
		<ul style="list-style-type: none"> <li>Review data and improve process as necessary</li> </ul>	
	Success Indicators	<ul style="list-style-type: none"> <li>Successful completion of DPIs and KIOs</li> </ul>	
<ul style="list-style-type: none"> <li>Statistical data available and easily interpreted</li> </ul>			
Funding Estimate	<ul style="list-style-type: none"> <li>TBD</li> </ul>		



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

### **Strategic Initiative 8: Training and Development**

#### Statement of Need

Wausau Fire Department needs highly skilled team members to perform necessary services in a vast array of emergency and non-emergency responses. This need can only be attained through a comprehensive training program that is standards based, customized by rank and position, and uses the newest and best technology.

Wausau Fire Department has always been an organization which prides itself on getting the job done right in a timely matter. This continues, and the pride and dedication in our organization remains strong. What has changed is our experience levels. Since 2012, the Wausau Fire Department has had 13 retirements (328.75 Combined years of service) of emergency response employees, which equals nearly 25% of our total response staff. Thousands of emergency responses and hundreds of “lessons learned” moments along with a career’s worth of training went with them.

Although, we are not as seasoned as before, we understand things have changed in our arena of expertise. More is demanded of us in Emergency Medical Services; advances in pre-hospital care continue to change exponentially. Fire response specific to tactics and strategies differ as construction design and materials inside homes and businesses are much more volatile and dangerous to occupants and our members. Wausau Fire Department is a State of Wisconsin Regional Hazardous Materials team. Response priority has changed since the former 1990’s when a “wait it out” approach for a hazardous materials incident was the standard. We now work multiple strategies, using parallel plans in case the initial action is unsuccessful. The public expects competence and the environment demands it. These are the challenges we face in addition to public education, specialized rescue, water rescue, and response to large events.

In 2014, the Wausau Fire Department logged 13,839 training hours. We are committed to training as we maintain current certifications and work with existing training plans. Training is largely conducted by senior members of the department in a manner which is comfortable for the instructor. This can lead to training inconsistencies and differences among crews. There is no consistent procedure to document or conduct training. Nor is there a general area for one to find these lessons, which limits team members’ ability to self-study how the Wausau Fire Department responds or operates in a particular situation.

The Wausau Fire Department needs to establish a training program that is highly structured yet easy to follow. It must include a training syllabus outlining learning expectations for team members, how the standard meets current best practices in our industry, and how we attain this education.

A formal training program is only part of the solution; we also need to implement technologies to conduct training. Stations 2 and 3 are not equipped for video conferencing nor do they meet the minimum need for an instructor to train the station crews using a basic PowerPoint or Prezi presentation.



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

Along with a training strategy, the Wausau Fire Department must have a succession plan in place to ensure the continued success of our members and department. This can be achieved through designing a comprehensive training plan for all ranks and positions within the department.

Wausau Fire Department currently provides training to its members; however we need to do it more effective, detailed and consistent manner to ensure we are not only training for today. We must train for current needs with implementation of best practices. Training must be accomplished through a mix of internal and external mechanisms.

Failure to adjust our training methods will result in stagnation and negative outcomes. Successful organizations self-analyze and make necessary changes to continue to thrive. Without improvements to training, we could become disassociated with our primary focus of life safety and property conservation.

**Goal 8:** To have highly trained personnel to respond efficiently and effectively to the vast variety of emergency services in which it is responsible.

Update technologies to all stations to facilitate training needs of the Wausau Fire Department.		
Timeframe		Target Date
Implementation Tasks	<ul style="list-style-type: none"> <li>Research what types of system would be best to conduct AV and ITV interactive training with all 3 stations simultaneously.</li> </ul>	
	<ul style="list-style-type: none"> <li>Include City County IT in our vision and write system requirements; price out by IT or put out for request for proposals.</li> </ul>	
	<ul style="list-style-type: none"> <li>Submit capital request for approval</li> </ul>	
	<ul style="list-style-type: none"> <li>Have systems installed in all 3 stations with potential of expansion to outside agencies.</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Increased training hours due to efficiency of more available training hours without having to travel.</li> </ul>	
	<ul style="list-style-type: none"> <li>More consistent training due to one centralized delivery system all 3 stations can be involved in</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>Unknown</li> </ul>	



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

<b>Succession planning in place to better prepare employees to fill future vacancies of vital positions within the department</b>		
Timeframe		Target Date
Objective 8B Implementation Tasks	<ul style="list-style-type: none"> <li>Form a committee to review current job descriptions to see if they meet current and future knowledge, skills and abilities.</li> </ul>	
	<ul style="list-style-type: none"> <li>Research 3 other Fire departments that are similar in size and currently have a succession plan in place. Review plans and extract what we feel is applicable for the Wausau Fire Department.</li> </ul>	
	<ul style="list-style-type: none"> <li>Write our plan covering the basic knowledge one would need for Chief, Deputy Chief, EMS Chief, Battalion Chief, Lieutenant, and Engineer. Have a way for department members to obtain this training. Send it out for department review.</li> </ul>	
	<ul style="list-style-type: none"> <li>Put succession training plan into place.</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>Staff feels more confident and willing to step into more advanced roles within the Wausau Fire Department.</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>Unknown</li> </ul>	

<b>Wausau comprehensive training program development</b>		
Timeframe		Target Date
Objective 8C Implementation Tasks	<ul style="list-style-type: none"> <li>Define recognized standards of operation for EMS, Fire, technical rescue, and HazMat applicable to the Wausau Fire Department.</li> </ul>	
	<ul style="list-style-type: none"> <li>Develop and or purchase universal and repeatable training platforms to obtain the standards recognized.</li> </ul>	
	<ul style="list-style-type: none"> <li>Archive all training for future use and make it where it can be accessed 24/7 by an individual.</li> </ul>	
	<ul style="list-style-type: none"> <li>Set up Quality Assurance and Quality Improvement devices to test our training programs to see if they are effective with employees of Wausau Fire Department.</li> </ul>	
Success Indicators	<ul style="list-style-type: none"> <li>We have one standard way of training and training content becomes universal throughout the organization</li> </ul>	
	<ul style="list-style-type: none"> <li>We see improved outcomes in retaining of knowledge and better adherence to applicable standards.</li> </ul>	
Funding Estimate	<ul style="list-style-type: none"> <li>Unknown</li> </ul>	



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

### The Success of the Strategic Plan

In order for our first strategic plan to be successful and to continue down the pathway of victory we need to consider it a journey not a destination; constantly changing and evolving. We will strive to achieve excellent outcomes through this strategic plan but we will certainly need to continually reevaluate and adjust before we will achieve the goals which are before us. Circumstances and situations are always changing and therefore our plan for our future needs to be dynamic as well.

The WFD has established the Strategic Change Leadership Steering Committee, which is essential to the successful implementation of the strategic plan and the Core Steering Group, which will manage the implementation process on a weekly and day-to-day level.

*“The significant problems we face today cannot be solved at the same level of thinking we were at when they were created”*

~Albert Einstein



## CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

### Glossary of Terms

**DNR:** Department of Natural Services

**Efficiency:** A performance indication where inputs are measured per unit of output (or vice versa)

**EMS:** Emergency Medical Services

**FEMA:** Federal Emergency Management Agency

**ISO:** Insurance Services Office

**Mission:** An enduring statement of purpose; the organization's reason for existence. Describes what the organization does, for whom it does it, and how it does it.

**NFPA:** National Fire Protection Association

**OSHA:** Occupational Safety and Health Administration

**Outcome:** A performance indication where qualitative consequences are associated with a program/service; i.e., the ultimate benefit to the customer.

**Output:** A performance indication where a quality or number of units produced is identified.

**Stakeholder:** Any person, group, or organization that can place a claim on, or influence the organization's resources or outputs, is affected by those outputs, or has an interest in our expectation of the organization.

**Strategic Goal:** A broad target that defines how the agency will carry out its mission over a specific period of time. An aim; the final results of action. Something to accomplish in assisting the agency to move forward.

**Strategic Plan:** A long-range planning document that defines the mission of the agency and broadly identifies how it will be accomplished and that provides the framework for more detailed annual and operational plans.

**Strategic Planning:** The continuous and systematic process whereby guiding members of an organization make decisions about its future, develop the necessary procedures and operations to achieve that future, and determine how success is to be measured.

**Vision:** An idealized view of a desirable and potentially achievable future state – where or what an organization would like to be in the future.



# CITY OF WAUSAU FIRE DEPARTMENT

Strategic Plan 2016 - 2020

---

## References

Anderson, D. (2012). *Organizational development: The process of leading organizational change*. (2nd ed.). Thousand Oaks, CA: Sage.

Gaston, J. & Harvill, R. (2005). *Fire officer coaching*. Stillwater, OK: Fire Protection Publications.

Goetsch, D. & Davis, S. (2013). *Quality management for organizational excellence: Introduction to total quality*. (7th ed.). New York, NY: Pearson.

Haneberg, L. (2010). *Coaching up and down the generations*. Peoria, IL: Versa Press.

Jones, G. (2013). *Organizational theory, design, and change*. (7<sup>th</sup> ed.). Upper Saddle River, NJ: Pearson.

Salka, J. (2004). *First in, last out: Leadership lessons from the new york fire department*. New York, NY: Penguin Books.

Wallace, Mark (2006). *Fire department strategic planning: Creating future excellence*. (2<sup>nd</sup> ed.). Tulsa, OK: PennWell Corporation.

**CITY OF WAUSAU, 407 Grant Street, Wausau, WI 54403**

**RESOLUTION OF THE PUBLIC HEALTH AND SAFETY COMMITTEE**

A resolution of the Public Health and Safety Committee to recognize the Wausau Fire Department's 2016-2020 Strategic Plan as a viable framework within which to enhance the safety, health, and economic viability of the Wausau community, and to support the implementation of the plan's goals and objectives.

Committee Action:

Fiscal Impact:

**File Number:**

**Date Introduced:**

**RESOLUTION**

**WHEREAS**, the Wausau Fire Department has authored its first-ever community-driven strategic plan;

**WHEREAS**, the strategic planning document is the culmination of over a year's worth of effort and sets forth the Wausau Fire Department's Mission, Values, and Vision with a blueprint for continuous improvement;

**WHEREAS**, in recognition of the challenges presented by the public's high expectations and the very limited dollars and other resources available, the Wausau Fire Department has taken a proactive approach in determining the most effective and efficient ways to ensure the public safety needs of our community are met;

**WHEREAS**, the strategic plan identifies eight areas of need with corresponding goals to define the intended outcome and SMART objectives to generate the pathway for successful achievement of the goals;

**WHEREAS**, the Wausau Fire Department recognizes that the true value of the strategic plan to the community arises from its implementation, which requires a substantial commitment of time, money and resources;

**WHEREAS**, the members of the Wausau Fire Department understand that the strategic plan is dynamic and are confident that its implementation will stimulate a safe, healthy, and economically viable environment for our community that is sustainable and justifiable;

**WHEREAS**, the Wausau Fire Department believes that achieving the desired future requires all stakeholders to view and treat the strategy's development and implementation as a constantly changing and evolving journey rather than as a destination;

**NOW THEREFORE BE IT RESOLVED** by the Public Health and Safety Committee that we fully support and adopt the strategic plan set forth by the Wausau Fire Department and will consider this a non-static, viable template for future deliberative processes and actions.

Approved:

---

Robert Mielke, Mayor

## Summary of Fire and EMS Events For March 2016

### 1. Significant City Fire Events:

Date	Address	Type
03/14/16	121 Broadway Avenue (436)	Building Fire
03/26/16	716 Kickbusch Street (491)	Building Fire
03/26/16	715 Forest Street (491 – exposure)	Building Fire
03/26/16	1210 S. 50 <sup>th</sup> Avenue (489)	Dumpster or other outside trash receptacle fire

### 2. Township Fire Calls:

Date	Township	Address	Type
03/16/16	Mosinee	MM 175 on I39 (449)	Motor vehicle accident with injuries
03/16/16	Mosinee	Int. of Hwy 52 & Junction Rd (450)	Rescue, EMS incident
03/27/16	Wausau	2309 E. Wausau Ave. (493)	Extrication of victim from vehicle
03/28/16	SAFER	4701 Rib Mountain Dr. (504)	Gas or other flammable liquid spill
<b>Total Mutual Aid Given</b>			<b>4</b>
<b>Tanker Response Only</b>			<b>0</b>

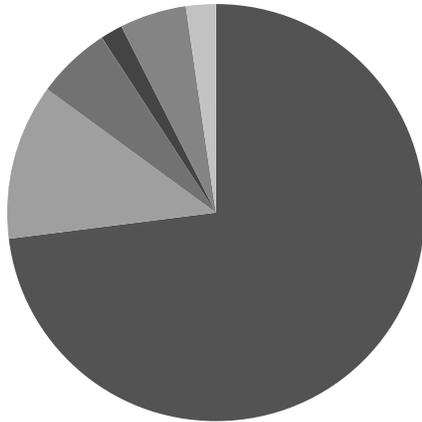
### 3. Significant EMS Events:

City	# of Runs	% of Runs	# of Runs - YTD
Berlin (Town of)	3	.63%	5
Brokaw (Village of)	0	.00%	1
Hewitt (Town of)	3	.63%	4
Maine (Town of)	12	2.51%	28
Texas (Town of)	5	1.04%	11
Schofield (City of)	0	.00%	0
Stettin (Town of)	0	.00%	0
Wausau (City of)	449	93.74%	1,340
Wausau (Town of)	2	0.42%	15
Weston (Village of)	2	.42%	6
Other	1	.21%	4
Interfacility	2	.42%	3
<b>Total</b>	<b>479</b>	<b>100.00%</b>	<b>1,417</b>

### 4. Fire Department Activities

NFIRS Incidents (Engine)	335.90 Hours
WARDS Incidents (Ambulance)	664.25 Hours
Non-Incident Activities (Station Maintenance/Wellness, Vehicle Check-off/Fire Pre-plan, Hazmat Outreach, Administration duties, Public Education, Committee and Staff Meetings)	1,312.89 Hours
Training	529.08 Hours

## 5. Other Fire Incident Responses:



- Rescue & Emergency Medical Service Incident (127)
- False Alarm & False Call (21)
- Good Intent Call (10)
- Service Call (3)
- Hazardous Condition (No Fire) (9)
- Fire (4)

CODE	DESCRIPTION	FREQ.	FREQ. %	EXPs	TOTAL MAN HOURS	AVERAGE RESPONSE TIME (min)
111	Building fires	2	1.18 %	1	35.20	4.00
154	Dumpster or other outside trash receptacle fire	1	0.59 %	0	1.08	5.00
311	Medical assist, assist EMS crew	110	65.09 %	0	90.60	3.72
322	Vehicle accident with injuries	5	2.96 %	0	20.27	6.80
323	Motor vehicle/pedestrian accident (MV Ped)	1	0.59 %	0	2.90	2.00
324	Motor vehicle accident with no injuries	5	2.96 %	0	8.48	2.60
352	Extrication of victim(s) from vehicle	1	0.59 %	0	2.60	23.00
353	Removal of victim(s) from stalled elevator	1	0.59 %	0	1.27	6.00
381	Rescue or EMS standby	1	0.59 %	0	0.77	0.00
411	Gasoline or other flammable liquid spill	1	0.59 %	0	0.47	4.00
412	Gas leak (natural gas or LPG)	1	0.59 %	0	1.30	5.00
424	Carbon monoxide incident	2	1.18 %	0	3.80	5.00
440	Electrical wiring/equipment problem, other	1	0.59 %	0	0.33	8.00
442	Overheated motor	1	0.59 %	0	3.58	2.00
443	Light ballast breakdown	1	0.59 %	0	8.50	4.00
445	Arcing, shorted electrical equipment	1	0.59 %	0	0.80	1.00
531	Smoke or odor removal	2	1.18 %	0	2.83	4.50
555	Defective elevator, no occupants	1	0.59 %	0	2.40	6.00
611	Dispatched & canceled en route	7	4.14 %	0	1.47	
622	No incident found at dispatch address	1	0.59 %	0	0.53	16.00
651	Smoke scare, odor of smoke	2	1.18 %	0	3.67	4.50
733	Smoke detector activation due to malfunction	2	1.18 %	0	1.62	5.00
735	Alarm system sounded due to malfunction	3	1.78 %	0	10.23	5.33
736	CO detector activation due to malfunction	2	1.18 %	0	1.03	6.00
740	Unintentional transmission of alarm, other	1	0.59 %	0	3.40	7.00
743	Smoke detector activation, no fire - unintentional	3	1.78 %	0	7.92	3.67
744	Detector activation, no fire - unintentional	5	2.96 %	0	9.25	6.00
745	Alarm system sounded, no fire - unintentional	3	1.78 %	0	6.32	6.00
746	Carbon monoxide detector activation, no CO	2	1.18 %	0	1.33	4.50

<b>Totals</b>	169	100.00%	1	233.95	4.24
<b>Total Mutual Aid Received - Fire</b>	0				
<b>Total Mutual Aid Received - EMS</b>	1				

## 6. Personnel Hours off due to:

Catastrophic	0.00 Hours
Family Leave	24 Hours (1 day)
Medical Leave	0.00 Hours
Sick Leave	156.25 Hours (6.51 days)
Worker's Compensation	0.00 Hours

## 7. Fire Inspection Events

<b>Inspections Completed</b>	<b>Monthly</b>	<b>Year to Date</b>
Inspections w/ no violations	497	841
<b>Re-inspections Completed</b>		
1 <sup>st</sup> Re-inspection	79	142
2 <sup>nd</sup> Re-inspection	16	37
3 <sup>rd</sup> Re-inspection	3	17
4 <sup>th</sup> Re-inspection	1	6
5 <sup>th</sup> Re-inspection	2	4
6 <sup>th</sup> Re-inspection	0	1
7 <sup>th</sup> Re-inspection	0	1
<b>Varied Inspections</b>		
Plan Review – General	0	0
Plan Review – Site	0	0
Plan Review – Sprinkler System	0	0
Plan Review - Architectural	0	1
Inspection – General	0	0
Inspection – Site	0	0
Inspection – Fire Protection	2	2
Inspection – Fire Alarm	1	1
Inspection – Sprinkler System	0	2
Inspection – Permit	1	1
Inspection – Hazardous Operations	0	0
Inspection – License	0	0
Inspection – Electrical	0	0
Inspection – Special Event	3	3
Inspection – Tank	0	1
Investigation – Other	1	2
Investigation – General	0	1
Referral/Complaint – Citizen	0	0
Referral/Complain – Building	0	0
Consultation – Assembly	0	0
Consultation – Site	0	0
Consultation – Building	0	0
Consultation – General	0	0
Consultation – Fire Protection	2	2
Consultation – Fire Alarm	2	2
Consultation – Hazardous Operations	0	0
Consultation – Sprinkler System	0	0
Consultation – Permit	0	0
Consultation – License	0	0
Consultation – Knox Box	1	4
Consultation – Other	0	0

Legal Preparation	0	0
Property Evaluation Reviews	4	4
<b>Total Inspections</b>	<b>543</b>	<b>1,075</b>
<b>Fire Investigations</b>	<b>0</b>	<b>0</b>
<b>Inspection Department Activities</b>	<b>Staff Count</b>	<b>YTD Staff</b>
Elderly Fire Safety Programs	0	0
Parade	0	0
School Programs	0	0
Smoke Detector/CO Programs	5	8
Public Education (tours, lectures, etc.)	13	20
Open Burn Complaints	0	0
Fire/EMS Presentation	5	5
Fire Drills/Pool Drills	4	8
Job Fairs	0	0
Inspections 1 & 2 Family Dwellings	0	2
CPR Training for Outside Agency	76	92
Special Event Inspections or Plan Meetings	6	16
Juvenile Fire Setter Intervention	4	7

## 8. Agenda Topics

- a.
- b.
- c.
- d.



James E. Tipple  
Mayor

Jeffrey G. Hardel  
Chief of Police

Wausau Police Department

**Date**           **04/07/16**  
**To**               **Chief Hardel**  
**From**           **Lt. Mike Felder**  
**Subject**       **TAVERN REPORT March 15, 2016 through April 5, 2016**

**ROUTINE TAVERN INSPECTIONS (No violations unless noted)**

---

**101 Pub**, 101 N. 3rd Ave.

**6th Street Pub**, 2002 N. 6th St.

**Baker's Retreat**, 1418 Lenard St.

**The Bar**, 1025 S. 3<sup>rd</sup> Ave.

**Bob & Randy's Bar**, 1515 N. 6th St.

**Cabaret**, 204 E. Rib Mountain Dr.

**Callon Street Pub**, 209 Callon St.

**Campus Pub**, 1110 W. Campus Drive

**The Chatterbox Bar**, 102 S. 2nd Ave.

**Cheers Bar**, 101 E. Thomas St.

**Cop Shoppe Pub**, 701 Washington St.

**Day's Bowl-A-Dome**, 1715 Stewart Ave



---

---

**CONVENIENCE/GROCERY STORE INSPECTIONS (No violations unless noted)**

---

---

None.

---

---

**RESTAURANT INSPECTIONS (No violations unless noted)**

---

---

None.

---

---

**NOTABLE INCIDENTS THAT OCCURRED AT TAVERNS TO WHICH POLICE WERE DISPATCHED.**

---

---

**Coppe Shoppe Pub, 701 Washington Street**

- (1) *Event #160035961, 03/24/16 at 7:32 PM:* Anonymous caller reported seeing a male that was “very intoxicated” and had fallen into a snowbank. Officers arrived and made contact with a male who was uncooperative with them. He refused to identify himself, and was intoxicated, but not incapacitated. The male was released on his own accord.

**Loppnow’s Bar, 1502 N 3<sup>rd</sup> Street**

- (1) *Event #160033809, 03/20/2016:* Officer driving past the tavern witnessed a female patron push a male patron outside the bar. Officer stopped both and they asserted that it was a verbal argument only, and that their relationship did not fit a domestic abuse category. Both the patrons were released on their own recognizance.

**Malarkey’s Pub, 412 N. 3<sup>rd</sup> Street**

- (1) *Event #160033838, 03/20/16 at 2:14 AM:* Officer driving by observed several people outside the bar, near the parking area, arguing loudly. It turned out that a cab was backing out of a parking stall next to another vehicle whose occupants were exiting. One male kicked the door of the cab because he thought it was going to hit some of the people getting out of the adjacent vehicle. Yelling ensued between all involved. In the end, no one wanted any charges pressed and there were no arrests. This did not have anything else to do with the bar other than they likely had been patrons or were about to be patrons of the bar.



Wausau Police Department

James E. Tipple  
Mayor

Jeffrey G. Hardel  
Chief of Police

**Cabaret Bar**, 204 E Rib Mountain Drive

- (1) *Case #16-3011, 03/29/16 at 2:03 AM:* Officers stopped at the bar to conduct a bar check. They discover the bartender and one patron smoking inside the business. Both were issued written warnings.
- (2) *Event #160039805, 04/03/16 at 2:48 AM:* Officers were at the bar for a bar check, and a patron pointed out some used hypodermic needles that someone had thrown down in the parking lot. The Officer collected the needles and disposed of them properly.

**Denmar Tavern**, 601 W. Thomas Street

- (1) *Case #16-2613, 03/17/16 at 2:06 PM:* Patron called to report criminal damage to her vehicle that had occurred the previous night while her vehicle was parked in the bar parking lot. Tavern management provided surveillance video and a suspect was observed committing the crime, however attempts to identify the suspect were not fruitful. No arrest was made in this incident.
- (2) *Case #16-2803, 03/22/16 at 12:10 AM:* Anonymous caller reported that there was a customer in the bar that was threatening to kill other patrons. The male left the bar prior to Officers' arrival, but was located a short distance away. The male was arrested and taken to Jail for a Probation Violation and Resisting an Officer.

**Roc's Place**, 810 S. 3<sup>rd</sup> Avenue

**\*\*NOTE:** Management at Roc's Place has asked Officers to conduct regular walk-throughs of the business in an attempt to prevent problems. This heightened awareness has led to Officers contacting people without the bar calling. There were also several walk-throughs conducted in which there were no problems at all.

- (1) *Event #160032864, 03/18/16 at 1:47 AM:* Officer driving by heard loud shouting coming from a crowd outside the bar. The Officer drove into the parking lot, and the crowd quickly went into the bar. The Officer stayed in the area, and the crowd came back outside at bar time. Officer walked into the parking lot, and the crowd dispersed quickly. The Officer reported smelling the odor of marijuana in the air (while in the parking lot). There was a single bartender working and the Officer had a conversation with him about the possibility of having a second person working at bar time.



Wausau Police Department

James E. Tipple  
Mayor

Jeffrey G. Hardel  
Chief of Police

**M&R Station, 818 S. 3<sup>rd</sup> Avenue**

- (1) *Case #16-3036, 03/30/16 at 1:13 AM:* Officers had been at a nearby tavern conducting a walk-through, when they heard yelling coming from behind M&R Station. Officer walked over to investigate the yelling. Officers attempted to make contact with the male that was yelling (he was yelling at the Officers, saying something similar to “Do it right!”), however he started walking into the bar. Bar owner, Richard Gordon, attempted to stop Officers from following the male into the bar. Mr. Gordon actually grabbed the uniform of one of the Officers in an attempt to stop her. Officers went past Mr. Gordon, and made contact with the male that had been yelling. He calmed down and apologized for yelling. No further action was taken against that male. While there, Officers encountered another male for which there was an arrest warrant. While taking the second male into custody, Mr. Gordon continued to badger Officers and was threatened with being arrested for obstructing an Officer. Officers described Mr. Gordon as extremely intoxicated, however he was not tending bar at the time. The only arrest made from this incident was for the warrant. Officers made a point to advise me of Mr. Gordon’s behavior so as to note it in this forum.

**Day’s Bowl A Dome, 1715 Stewart Avenue**

- (1) *Event #160039665, 04/07/16 at 7:57 PM:* A caller reported seeing a male and female involved in a dispute. The caller reported seeing the male “take a swing” at the female. Officers eventually made contact with the male and female, who only admitted to having a verbal argument. The couple was allowed to leave the scene.

**Callon Street Pub, 209 Callon Street**

- (1) *Case #16-2922, 03/25/16 at 9:16 PM:* **Bar employee** called to report criminal damage to the business. Suspect(s) unknown smashed out the front window. They were not sure how it happened, or who could have done it. No arrests have been made in this incident.

**Campus Pub, 1110 W. Campus Drive**

- (1) *Event #160033366, 03/19/16 at 2:29 AM:* An Officer stopped a vehicle for a field interview in the bar parking lot. While there, Officers heard yelling coming from the opposite side of the building. They discovered a male and female who claimed not to know each other, arguing. They were sent on their separate ways. Another male was observed to be intoxicated and getting into the driver’s seat of a vehicle. Officer contacted that male and discovered he had lost his keys, so he wasn’t going to be driving anyway. He took a cab from the tavern. Officer noted that there were other minor verbal “squabbles,” however everyone seemed to calm down and left without any further problems.

Wausau Police Department



James E. Tipple  
Mayor

Jeffrey G. Hardel  
Chief of Police

## **ALCOHOL BEVERAGE DEMERIT POINTS ASSESSED**

- There were no compliance checks in the month of March.
- There were no other changes in the Demerit Point list this month, however several establishments will be having Points fall off during the next month.
- (See attached report)

Respectfully submitted,  
Lt. Michael Felder

ALCOHOL BEVERAGE DEMERIT POINTS ASSESSED TO TAVERNS/STORES

Establishment	Defendant/Relationship	Date of Violation	Ord. Section/Statute Number	Type of Violation	Point Value*	Case #
101 Pub	Stephanie LNU/Bartender	09/08/2015		Fail to Summon Police	50	15-7863
101 Pub	Stephanie Hale/Bartender	10/28/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-9452
					Total	75
Baker's Retreat	Greg Atchinson/Bartender	01/20/2016	5.64.010/125.07(1)	Sell to Underage Person	25	16-692
					Total	25
Applebee's Restaurant	Brenna Spoehr/Bartender	09/30/2015	5.64.010/125.07(1)	Sell to Underage Person	25	
					Total	25
Buffalo Wild Wings	Deanna Kielman/Operator	10/28/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-9443
					Total	25
Bunker's	Sheila Koth/Waitress	12/10/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-10729
					Total	25
Campus Pub	Nicole Anderson/Bartender	08/05/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-6784
					Total	25
Cheers Bar	Brian Felhaber/Bartender	06/11/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-4950
					Total	25
Christine's Bar	Mai Xiong/Bartender	12/10/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-10734
					Total	25
Crossroad's County Market	Matthew Vehlow/Operator	05/20/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-4209
					Total	25
Cruisin 1724	Jeffrey Otto/Bartender	05/20/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-4210
					Total	25
Days' Bowl-a-Dome	Sara Huber/Bartender	09/30/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-8581
					Total	25
Eagle's Club	Rebecca Volm/Bartender	08/05/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-6778
					Total	25
Glass Hat	Donna L. Meyer/Bartender	04/22/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-3382
Glass Hat	Donna L. Meyer/Bartender	06/13/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-5054
					Total	50
Intermission Bar	Joshua Dirks/Bartender	09/30/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-8586
					Total	25
It's Our Clubhouse and Yours	Mai Moua/Bartender	06/11/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-4948
It's Our Clubhouse and Yours	Brian Morel/Owner	07/08/2015	941.30(1)	Recklessly Endangering Safety	100	15-5881
					Total	125
Jim's Corner Pub	Christine Weber/Bartender	05/20/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-4216
					Total	25
Kohlman and Lee's IGA	Kionchee Xiong/Operator	04/22/2015	5.64.010/125.07(1)	Sell to Underage Person	25	15-3377

					Total	25	15-3383
Limmerick's	Jody L. Cunningham/Bartender	04/22/2015	5.64.010/125.07(1)	Sell to Underage Person	Total	25	15-3383
					Total	25	15-3383
Loppnow's Bar	Nicholas Meurett/Patron	07/18/2015	9.04.025	Liquor on Street		25	15-6180
Loppnow's Bar	Paul Loppnow/Bartender	08/05/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-6782
					Total	50	
Lumpy's	Jennifer Kniess/Bartender	01/20/2016	5.64.010/125.07(1)	Sell to Underage Person		25	16-694
					Total	25	
M & R Station	Nerissa Baumann/Bartender	09/30/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-8584
					Total	25	
Malarky's Pub	Todd Link/Bartender	08/05/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-6779
					Total	25	
Milwaukee Burger Company	Jeremiah Burns/Bartender	06/11/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-4943
Milwaukee Burger Company	Andrew Sorenson	07/31/2015	5.64.010/125.68(4)(c)(3)	Sell Intoxicating Liquor After Hours		25	15-6584
					Total	50	
North End Pub	Michael Woller/Bartender	05/20/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-4213
					Total	25	
Pick N' Save #6405	Alex Mumford/Manager	09/30/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-8577
					Total	25	
Pine Ridge Mobil	Kaleb Rice/Operator	05/20/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-4207
Pine Ridge Mobil	Jamie Duginski/Operator	12/10/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-10732
					Total	50	
Player's	Michael J Pliskie/Bartender	10/28/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-9448
					Total	25	
R Store #34	Lisa Babock/Operator	06/11/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-4939
					Total	25	
Red Eye Brewing Company	Leng Vue/Operator	12/10/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-10727
					Total	25	
Thrive Foodery	Chomeng Xiong/Bartender	05/20/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-4205
					Total	25	
Tobacco Outlet Plus #501	Raquel Springfield/Operator	05/20/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-4206
					Total	25	
Trig's Wausau	Halsey M. Henkins/Operator	04/22/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-3378
	Melissa Denfeld/Operator	01/20/2016	5.64.010/125.07(1)	Sell to Underage Person		25	16-691
					Total	50	
Wausau BP	Nicholas Saindon/Operator	09/30/2015	5.64.010/125.07(1)	Sell To Underage Person		25	15-8574
					Total	25	
Walgreen's #07009	Joshua J. Woller/Operator	04/22/2015	5.64.010/125.07(1)	Sell to Underage Person		25	15-3379

					Total	25	15-4944
Wausau Labor Temple	Darlene Marlow/Operator	06/11/2015	5.64.010/125.07(1)	Sell to Underage Person	Total	25	15-4944
Wausau Mine Company	Jocelyn Gaboury/Operator	06/11/2015	5.64.010/125.07(1)	Sell to Underage Person	Total	25	15-4941

4-1-16

To: The Public Health and Safety Committee of Wausau, WI

From: Martin Stolzman and Pearl Wallner

Re: The Bull Falls Brewery Event on March 18 and 19, 2016

We are writing a formal complaint to the Public Health and Safety Committee of Wausau to share what had occurred on March 18-19, 2016, at the Bull Falls Brewery in Wausau, WI. My name is Martin Stolzman and my home address is 830 East Thomas St, right next to the parking lot and Bull Falls Brewery. My disabled mother, Pearl, lives here as well.

There was a very loud and disturbing concert and cookout in the Bull Falls Brewery parking lot right on my property fence line with the Bull Falls Brewery parking lot. This event started the morning of March 18<sup>th</sup> and continued through March 19, 2016. My home, living room, kitchen and bedroom are 20-25 feet from the parking lot, the staging area, masses of people and the grills. Imagine how close we were to the stage, amplified deafening sound, crowd noise/nuisance and smoke/beer stench all day during the event.

The crazy loud band music was deeply disturbing as it pulsed into my home and anyone in it. There was no place in the home to hide from it. This is terribly unhealthy and stressful as you might imagine and even more a serious danger to the health of my elderly mother Pearl. She has PTSD, an extensive cardiac history and does not need or invite the immense stress, stench, garbage pollution and noise pollution from this drink-athon 20 feet from her personal living space.

I am deeply concerned that this site, sound, and smell pollution will occur again and again invading my living space and causing great harm to me and my mother. I understand that special permits are granted for these events. I believe that all future events in this residential neighborhood that cause such harm to residents in the area should not be allowed. This is a residential neighborhood and the space above my property line should not be violently polluted in any way to our detriment.

There must be a process of discovery for all outdoor events and some metric of health and human safety applied in the process of granting special permits in Wausau. I need to speak with the leader of your committee to hear a reasonable solution to his serious issue.

Please call me at 715-549-6397 after reviewing these details. I look forward to hearing from you.

Martin Stolzman