



**OFFICIAL NOTICE & AGENDA**  
REGULAR MEETING

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<b>MEETING:</b> Ethics Board	<b>MEMBERS:</b>
<b>DATE/TIME:</b> Wednesday, January 21, 2026 at 4:00 PM	Calvin Dexter (C) Kay Palmer (VC)
<b>LOCATION:</b> Wausau City Hall (407 Grant Street) Council Chambers	Thomas Garver Tara Alfonso
	Christopher Filtz Jesse Kearns (Alt)

**1 Consideration of the minutes of the preceding meeting(s).**

**October 10, 2025** Regular Ethics Board Minutes

**October 15, 2025** Regular Ethics Board Minutes

**November 11, 2025** Regular Ethics Board Minutes

**December 16, 2025** Regular Ethics Board Minutes

**2 Discussion and possible action.**

a. Elections of Chair and of Vice Chair for the annual term.

**3 Discussion.**

a. Review of actions taken by the Common Council in regards to revisions to Chapter 2.03 Code of Wausau Municipal Code – Code of Ethics for Public Officials and Employees.

**4 Adjournment.**

Calvin Dexter, Chair

**NOTICE POSTED AT CITY HALL (407 GRANT STREET) AND  
TRANSMITTED TO THE OFFICIALLY DESIGNATED NEWSPAPER**

**DATE:** 01/16/2026  
**TIME:** 11:00 AM  
**POSTED BY:** Kody Hart



This meeting may be viewed on  
YouTube and Channel 981 on Cable TV

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the City of Wausau will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities. If you need assistance or reasonable accommodations in participating in this meeting or event due to a disability as defined under the ADA, please call the ADA Coordinator at (715) 261-6622 or [ADAServices@wausauwi.gov](mailto:ADAServices@wausauwi.gov) to discuss your accessibility needs. We ask your request be provided a minimum of 72 hours before the scheduled event or meeting. If a request is made less than 72 hours before the event the City of Wausau will make a good faith effort to accommodate your request.



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## **ETHICS BOARD**

Date and Time: Friday, October 10, 2025 at 10:00 a.m., Council Chambers  
Members Present: Calvin Dexter (C), Doug Hosler (VC), Robyn DeVos, Jesse Kearns  
Others Present: Eric Larson, Kody Hart, Andrew Erlandson

Noting the presence of a quorum Chairperson Dexter called the meeting to order at 10:00 p.m.

### **Status of proceedings in the matter of the pending complaint against Mayor Doug Diny.**

Discussion was held. No action taken.

### **Discussion and possible action approving minutes of 04/03/2025, 04/10/2025, 04/29/2025, 06/30/2025, 07/29/2025, 08/07/2025, 08/25/2025, 09/03/2025, 09/12/2025, 10/03/2025 meetings.**

Motion by Dexter, seconded by Hosler, to differ action on this item to a later date. Motion carried 4-0.

### **HEARING under section 2.03.080, Wausau Municipal Code of Ordinances to receive evidence in the matter of the pending complaint against Mayor Doug Diny.**

Dexter called forward Matthew Barnes to be sworn in for testimony by Hosler. Barnes was sworn in. Barnes testified, followed by questions asked and answered between the counsel for the respondent and members of the board.

Dexter called forward Garard Klein to be sworn in in for testimony by DeVos. Klein was sworn in. Klein testified, followed by questions asked and answered between the counsel for the respondent and members of the board.

Dexter called forward Eric Lindman to be sworn in in for testimony by Kearns. Lindman was sworn in. Lindman testified, followed by questions asked and answered between the counsel for the respondent and members of the board.

Counsel for the respondent requested to submit Exhibit 2. *Without objection*, Exhibit 2 was submitted.

Counsel for the respondent requested to submit Exhibit 3. *Without objection*, Exhibit 3 was submitted.

Dexter called forward Leo Gau to be sworn in in for testimony by Hosler. Gau was sworn in. Gau testified, followed by questions asked and answered between the counsel for the respondent and members of the board.

Counsel for the respondent requested to submit Exhibit 4. *Without objection*, Exhibit 4 was submitted.

Counsel for the respondent requested to submit Exhibit 5. *Without objection*, Exhibit 5 was submitted.

Dexter called forward Lisa Rasmussen to be sworn in in for testimony by DeVos. Rasmussen was sworn in. Rasmussen testified, followed by questions asked and answered between the counsel for the respondent and members of the board.

*Without objection*, the Ethics Board recessed for lunch.

*Without objection*, Ashley Kline and Kyle Osmitz were excluded from providing testimony as both had indicated prior to the hearing an inability to attend due to a prior commitment.

Counsel for the respondent requested to submit Exhibit 6. *Without objection*, Exhibit 6 was submitted.

Dexter called forward Kaitlyn Bernarde to be sworn in in for testimony by Kearns. Bernarde was sworn in. Bernarde testified, followed by questions asked and answered between the counsel for the respondent and members of the board.

Counsel for the respondent objected to asking a leading question by members of the board.

Counsel for the respondent objected to asking a question concluding in a legal opinion by members of the board.

Counsel for the respondent objected to asking a question concluding in a legal opinion by members of the board.

*Without objection*, the Ethics Board recessed for a break.

Counsel for the respondent requested to submit Exhibit 11 and 12. *Without objection*, Exhibit 11 and 12 was submitted.

Counsel for the respondent requested to submit Exhibit 13 and 14. *Without objection*, Exhibit 13 and 14 was submitted.

Counsel for the respondent requested to submit Exhibit 15. *Without objection*, Exhibit 15 was submitted.

Counsel for the respondent requested to submit Exhibit 16 and 17. *Without objection*, Exhibit 16 and 17 was submitted.

Counsel for the respondent requested to submit Exhibit 18. *Without objection*, Exhibit 18 was submitted.

Counsel for the respondent requested to submit Exhibit 19. *Without objection*, Exhibit 19 was submitted.

Counsel for the respondent requested to submit Exhibit 20. *Without objection*, Exhibit 20 was submitted.

Counsel for the respondent requested to submit Exhibit 21. *Without objection*, Exhibit 21 was submitted.

*Without objection*, the Ethics Board recessed for a break to make copies of the submitted exhibits.

Dexter called forward Anne Jacobson to be sworn in in for testimony by Hosler. Jacobson was sworn in. Jacobson testified, followed by questions asked and answered between the counsel for the respondent and members of the board.

Counsel for the respondent objected to asking an imprecise question by members of the board.

Counsel for the respondent objected to asking questions that are asking the witness to vouch for a matter, not providing testimony by members of the board.

*Without objection*, the Ethics Board recessed for a break.

Dexter called forward Doug Diny to be sworn in in for testimony by DeVos. Diny was sworn in. Diny testified, followed by questions asked and answered between the counsel for the respondent and members of the board.

Counsel for the respondent requested to submit Exhibit 22 and 23. *Without objection*, Exhibit 22 and 23 was submitted.

Counsel for the respondent requested to submit Exhibit 24. *Without objection*, Exhibit 24 was submitted.

**CLOSED SESSION pursuant to Wisconsin State Statute 19.85(1)(a) to deliberate concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before that governmental body; and Wisconsin Statutes Section 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved; specifically, to deliberate in the matter of the pending complaint against Mayor Doug Diny.**

Motion by Kearns, seconded by Hosler, to convene in Closed Session.

Roll Call Vote – Yes: Dexter, Holser, DeVos, Kearns; No: None. Motion carried 4-0.

***CONVENED into Closed Session.***

***RECONVENE in Open Session. The Board may further consider and act on the matters discussed in Closed Session, which may include a determination of whether a violation of the Ethics Code has occurred.***

Dexter stated the Ethics Board had scheduled a meeting for October 15, 2025 at 4:30 p.m. to finalize a decision on the matter and render written findings.

**Adjournment**

Motion by Hosler, seconded by Kearns, to adjourn. Motion carried. Meeting adjourned.

*For full meeting videos on YouTube: <https://www.youtube.com/watch?v=LL0nAQA05lw>,  
<https://www.youtube.com/watch?v=NQX4UD5PQQ>, <https://www.youtube.com/watch?v=W7IYkUZM6k8>,  
<https://www.youtube.com/watch?v=eMtEtGD8mNI>*

DRAFT

## **ETHICS BOARD**

Date and Time: Wednesday, October 15, 2025 at 4:30 a.m., Council Chambers  
Members Present: Calvin Dexter (C), Doug Hosler (VC), Robyn DeVos, Jesse Kearns  
Others Present: Eric Larson, Kody Hart, Andrew Erlandson

Noting the presence of a quorum Chairperson Dexter called the meeting to order at 4:33 p.m.

### **Discussion and possible action approving minutes of 04/03/2025, 04/10/2025, 04/29/2025, 06/30/2025, 07/29/2025, 08/07/2025, 08/25/2025, 09/03/2025, 09/12/2025, 10/03/2025 meetings.**

*Without objection*, the minutes were considered together as part of one package to vote on to approve the minutes.

Dexter requested a correction to the minutes from the 07/29/2025 meeting to indicate that the Ethics Board adopted a change to the word pre-trial to pre-hearing in the scheduling order.

Dexter requested a correction to the minutes from the 09/12/2025 meeting to correct the spelling of Kearns.

Motion by DeVos, seconded by Hosler, to approve the packet of minutes identified in the agenda with the changes noted. Motion carried 4-0.

### **Status of proceedings in the matter of the pending complaint against Mayor Doug Diny.**

Discussion was held. No action taken.

### **CLOSED SESSION pursuant to Wisconsin State Statute 19.85(1)(a) to deliberate concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before that governmental body; and Wisconsin Statutes Section 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved; specifically, to deliberate in the matter of the pending complaint against Mayor Doug Diny.**

Motion by Kearns, seconded by Hosler, to convene in Closed Session.

Roll Call Vote – Yes: Dexter, Hosler, DeVos, Kearns; No: None. Motion carried 4-0.

### ***CONVENED into Closed Session.***

### ***RECONVENE in Open Session. The Board may further consider and act on the matters discussed in Closed Session, which may include a determination of whether a violation of the Ethics Code has occurred.***

Motion by Dexter, seconded by Kearns, to move that the City of Wausau Ethics Board hereby adopt the decision in this matter as discussed and developed in Closed Session, in its entirety, and as stated therein, the Ethics Board determines upon clear and convincing evidence presented in this matter that Mayor Doug Diny violated section 2.03.030(J) of the City of Wausau Municipal Code and Mayor Diny is ordered to conform his conduct to the requirements of the City of Wausau Ethics Code and directs the Ethics Board Chair to execute the decision on behalf of the Ethics Board to be attested by the Ethics Board secretary as copy of which shall be delivered by the secretary to the respondent. Motion carried 4-0.

### **Scheduling and topics for next Board meeting.**

Dexter stated when the ethics complaint now closed was received the board was working on improvements to the ethics code and stated a desire to continue that work. Dexter requested a meeting to be scheduled on November 10, 11, 12, or 13.

Kearns requested future meetings approve the minutes of the previous meetings.

Dexter stated the next meeting would occur on November 11, 2025 at 4:30 p.m.

### **Adjournment**

Motion by Hosler, seconded by Kearns, to adjourn. Motion carried. Meeting adjourned.

*For full meeting videos on YouTube: <https://www.youtube.com/watch?v=66IraBrGYCs> and <https://www.youtube.com/watch?v=TX4tnTErIOE>*



**OFFICIAL MINUTES**  
REGULAR MEETING

**MEETING:** Ethics Board  
**DATE/TIME:** Tuesday, November 11, 2025 at 4:30 PM  
**LOCATION:** Wausau City Hall (407 Grant Street)  
Council Chambers

**MEMBERS:**  
Calvin Dexter (C) Kay Palmer  
Douglas Hosler (VC) Thomas Garver  
Robyn Devos Jesse Kearns (Alt)

Members Present: Calvin Dexter, Doug Hosler, Robyn Devos, Kay Palmer, Thomas Garver  
Members Not Present:  
Members Excused:  
Present 5, Not Present 0, Excused 0

Noting the presence of a quorum, the Chairperson called the meeting to order at 04:30 PM.

**1 Welcome to New Ethics Board Members**

- a. Thomas Garver

Discussion was held. No action taken.

**2 Discussion.**

- a. Review status of the Board's efforts to develop recommendations to the Common Council for revisions to Chapter 2.03 Code of Wausau Municipal Code – Code of Ethics for Public Officials and Employees.

Discussion was held. No action taken.

**3 Discussion and possible action.**

- a. Discussion of and possible action on how to proceed with possible recommendations to the Common Council for revisions to Chapter 2.03 Code of Wausau Municipal Code – Code of Ethics for Public Officials and Employees.

Palmer stated a preference for time to review the updates to the ethics code and to allow new members of the Ethics Board to review the codes for possible recommendations.

Dexter stated there is more discussion to be held on changes to the ethics code.

Hosler stated there are issues with the restaggering of terms for members appointed to the board that need to be discussed.

Dexter stated a preference of meeting in December to discuss recommending changes to the code to the Common Council that would look at the proposed changes that were already brought forward and additional changes to section J of the Ethics Code.

Palmer recommended making changes at one time as opposed to making continuous changes to the code every few months. It was further stated that discussion of the changes could be done with new and current members and as the membership of the board changes.

b. Schedule a December meeting.

Dexter stated the next meeting would be on December 16, 2025 at 4:30 pm.

DeVos requested that any proposed changes to the code be sent in advance to the board in the packet for consideration.

Motion by Dexter, seconded by Holser, for the next meeting of the board to meet on December 16, 2025, at 4:30 p.m. in a room other than the Council Chambers. Motion carried 5-0.

c. Schedule the Annual Meeting on January 21, 2026

4 Adjourment.

Motion by Hosler, seconded by Devos, to adjourn. Motion carried. Meeting adjourned at 06:00 PM .

The recording of this meeting may be viewed on  
YouTube [@CityofWausauMeetings](https://www.youtube.com/@CityofWausauMeetings)



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**OFFICIAL MINUTES**  
REGULAR MEETING

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<b>MEETING:</b>	Ethics Board	<b>MEMBERS:</b>	
<b>DATE/TIME:</b>	Tuesday, December 16, 2025 at 4:30 PM	Calvin Dexter (C)	Thomas Garver
<b>LOCATION:</b>	Wausau City Hall – Maple Room 407 Grant Street, Wausau WI, 54403	Robyn Devos	Christopher Filz
		Kay Palmer	Jesse Kearns (Alt)

Members Present: Calvin Dexter, Robyn Devos, Kay Palmer, Thomas Garver, Christopher Filtz  
Members Not Present:  
Members Excused:  
Present 5, Not Present 0, Excused 0

Noting the presence of a quorum, the Chairperson called the meeting to order at 04:31 PM.

**2 Election of a Vice Chair.**

*Without objection*, this item was taken out of order.

Motion by Garver, seconded by Devos, to bring this agenda item to the front of the agenda. Motion Passed 5-0.

**Nominations for Vice Chair were opened.**

**Garver nominated Kay Palmer. Palmer accepted the nomination.**

**Nominations were closed without any other nomination.**

**Without objection, a unanimous ballot was cast for Kay Palmer to be the Vice Chair for the remainder of the 2025 term.**

**1 Discussion.**

- a. Welcome to any new Ethics Board Members.

Discussion was held. No action was taken.

- b. Review status of the Board's efforts to develop recommendations to the Common Council for revisions to Chapter 2.03 Code of Wausau Municipal Code – Code of Ethics for Public Officials and Employees.

Discussion was held. No action was taken.

**3 Discussion and possible action.**

- a. Proposals for recommendations to the Common Council for revisions to Chapter 2.03 Code of Wausau Municipal Code – Code of Ethics for Public Officials and Employees.

Motion by Devos, seconded by Filtz, to propose a change to Wausau Municipal Code 2.03.030 Standards of Conduct, paragraph (j) to say "No official/employee shall, in his or her official capacity, while using his or her official title or while otherwise purporting to act in his or her official capacity, commit any unlawful act or any act which he or she could reasonably be expected to know is in excess of his or her lawful authority." Motion Passed 5-0.

*Without objection*, the proposed change to Wausau Municipal Code 2.03.040 Organization,

composition and authority of the board, paragraph (c) will not be recommended to the Common Council.

Motion by Dexter, seconded by Garver, to approve the proposed changes to Wausau Municipal Code 2.03 as amended. Motion Passed 5-0.

- b. Schedule time and place for the Annual Meeting on January 21, 2026.

*Without objection*, the Annual Meeting of the Ethics Board will be January 21, 2025.

#### 4 Adjournment.

Motion by Filtz, seconded by Garver, to adjourn. Motion carried. Meeting adjourned at 05:58 PM.

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