



City of Lake Geneva, 626 Geneva St, Lake Geneva, WI 53147-262.248.3673-www.cityoflakgeneva.gov

Special Personnel Committee Agenda
Friday, May 22, 2026 - 10:00 AM
Lake Geneva City Hall; Council Chambers

Members:

Chair: JaNelle Powers

Sherri Ames, Mary Jo Fesenmaier, Joel Hoiland and Cindy Yager

1. Call to Order
2. Roll Call
3. Discussion/Action involving City of Lake Geneva Government Manual Policy 101, Section 101.10 grievances referred to and under authority of the Personnel Committee, specifically grievance 26-01 (Hoiland) and Censure of Alderperson Hoiland. Consideration/Action on Resolution 26-RP1: A resolution censuring Alderperson Joel Hoiland.
4. Discussion/Action involving City of Lake Geneva Government Manual Policy 101, Section 101.10 grievances referred to and under authority of the Personnel Committee, specifically grievances:
 - a. 26-03 (Yager)
 - b. 26-04 (Krause)
5. Comments from the public limited to 5 minutes, limited to items on this agenda
6. Adjournment

A quorum of the Council may be present; however, no official Council action will be taken.
Requests from persons with disabilities who need assistance to participate in this meeting should be made to the City Clerk's office in advance so that the appropriate accommodations can be made.



CITY OF LAKE GENEVA

626 Geneva Street, Lake Geneva, WI 53147- (262) 248-3673-www.cityoflakegeneva.gov

May 22, 2026

Ms. Lacey L. Reynolds
City Clerk
City of Lake Geneva
626 Geneva Street
Lake Geneva, WI 53147

Re: Resolution 26-RP1 and Censure of Alderperson Joel Hoiland

Dear Clerk Reynolds:

Enclosed for filing in the Personnel File of Alderperson Joel Hoiland is City of Lake Geneva Personnel Committee Resolution 26-RP1: A Resolution Censuring Alderperson Joel Hoiland and accompanying Exhibits pursuant to City of Lake Geneva Government Manual Policy 101, Section 101.10.

Thank you,

JaNelle Powers, Chairperson

cc: Alderperson Joel Hoiland

RESOLUTION OF THE PERSONNEL COMMITTEE OF THE COMMON COUNCIL			
A Resolution Censuring Alderperson Joel Hoiland			
Committee:	Personnel Committee		
File Number:	26-RP1	Date:	May 22, 2026

WHEREAS, pursuant to Wis. Stat. § 62.11(1) and (5), the common council of the City of Lake Geneva has the power to act for the government and good order of the City through necessary and convenient means, including the management and control of the city property, finances, highways, navigable waters, and the public service, and the authority to determine the rules of its own proceedings; and

WHEREAS, pursuant to Wis. Stat. § 62.11(3), the common council of the City of Lake Geneva has authority to judge the election and qualification of its members; and

WHEREAS, the Personnel Committee is authorized under City of Lake Geneva Government Manual Policy 101 Standards of Conduct for Elected Officials Section 101.10. to review matters relating to the conduct and standards of elected officials; and

WHEREAS, members of the Common Council are expected to perform their duties in a manner consistent with applicable law, adopted policies, and standards of professional and ethical conduct adopted by the Council; and

WHEREAS, concerns have been raised regarding the conduct of Alderperson Hoiland as identified in the letter dated February 26, 2026 from City Administrator David DeAngelis to Alderperson Hoiland, then-Chairperson of the Personnel Committee, a copy of which is attached and marked as **Exhibit A**; and

WHEREAS, Alderperson Hoiland serves on the Personnel Committee at all times relevant to this matter from February 26, 2026 until and through the date of adoption of this Resolution; and

WHEREAS, Alderperson Hoiland and the Personnel Committee were provided notice on May 1, 2026 that the Personnel Committee at a duly-noticed meeting on May 4, 2026 of the Personnel Committee would consider Discussion/Action involving City of Lake Geneva Government Manual Policy 101, Section 101.10 grievances referred to and under authority of the Personnel Committee, specifically grievance 26-01 (Hoiland) involving conduct alleged against Alderperson Hoiland, a copy of such notice is attached as **Exhibit B**; and

WHEREAS, On May 4, 2026 at a duly-noticed meeting of the Personnel Committee, the Personnel Committee discussed, afforded Alderperson Hoiland an opportunity to be heard during discussion of a Motion, and reviewed the information presented, composed of 52-pages of documents attached and marked as **Exhibit C**, thus constituting investigation by the Committee; and

WHEREAS, the Committee by 3-2 roll call vote voted to issue Censure to Alderperson Hoiland; and

WHEREAS, the Committee finds that the conduct described in the February 26, 2026 letter from Administrator DeAngelis to Alderperson Hoiland above is inconsistent with the expectations for members of the Common Council as set forth in Section 101.10 elected officials shall not have significant direct contact with City staff without clearing such contact with the appropriate Department head or the City Administrator in accordance with policy 103; Section 101.5(e) misappropriation or misuse of public funds, property, personnel, or services; Section 101.5(a) using one’s status as an elected official of the City in any way that could reasonably be perceived as an attempt to gain influence or authority for non-city business or activity, and Section 101.7 use of City resources for campaign or other political purpose; and

WHEREAS, censure by a public body like this Personnel Committee is a collective judgment of stern condemnation of one of an elected official for behaviors or actions that violate policy and a formal public act of disapproval of the elected official’s conduct.

NOW, THEREFORE, BE IT RESOLVED by the Personnel Committee of the City of the City of Lake Geneva, Wisconsin:

Section 1. Censure



CITY OF LAKE GENEVA

626 Geneva Street, Lake Geneva, WI 53147- (262) 248-3673-www.cityoflakegeneva.gov

February 26th, 2026

RE: Potential Ethics and Policy Violations

Alder Hoiland,

It has come to my attention that yesterday afternoon you went to the public works garage with the intention of filming a spot for your mayoral campaign with a videographer. It is also my understanding that you utilized public works PPE and the shops whiteboard for the purpose of props for the filming of your video. In addition, you requested a city employee to assist you and be part of your filming. It is my understanding that you did make clear to them you were filming for a political purpose and at the end of the video recording you requested the employee to sign a release for this video and he complied.

After being alerted to this situation I have been in consultation with the City Attorney to determine the proper way to proceed with these actions and issues.

In light of your actions and after review of our policies and rules I present the following summary:

1. You did not seek permission from either the department head or the city administrator prior to your arrival to film in a city facility and use city assets. I believe this is a violation of 101.5(e) **Misappropriation or misuse of public funds, property, personnel, or services** and 101.5(a) **Using one's status as an elected official of the City in any way that could reasonably be perceived as an attempt to gain influence or authority for non-city business or activity.**
2. You engaged a city employee during working hours without prior approval or notice from either the department head or the city administrator for the purpose of using them for your video. I believe this is a violation of 101.10 **Elected Officials shall NOT have significant, direct contact with City staff without clearing such contact with the appropriate Department Head, or the City Administrator. Such behavior is a violation of Section 103 (Organizational Chain of Command) of the City of Lake Geneva Employee Handbook**
3. You had a city employee participate in a political activity while on duty which is a specific violation of our employee handbook section 901.4.1, and city policy 102.4.8 and have subjected that employee to a review for disciplinary action.

4. You utilized city property that is not available for public use and used it for the purpose of political activity. I believe this is a violation of 101.7 **Use city resources for campaign or other political purposes.**

I have cited the full policies below for your reference.

Based on my understanding of the above facts, I believe I have no choice but to forward this to the Personnel Committee for review per the City's Policy Manual 101.10. Therefore I am hereby submitting this to you as chair of the Personnel Committee to have this placed on the next agenda.

Sincerely,

David De Angelis
City Administrator

Cc: City Attorney

101.3 UNLAWFUL DIRECTIVES

Elected officials should not knowingly direct action or inaction that, if carried out, would result in a violation of any law or city policy.

101.5 ETHICS

Elected officials should avoid engaging in the following conduct:

Using one's status as an elected official of the City in any way that could reasonably be perceived as an attempt to gain influence or authority for non-city business or activity.

The wrong or unlawful exercise of authority for malicious purpose, personal gain, willful deceit, or any other improper purpose.

Acceptance of fees, gifts, money, tangible or intangible personal property, or any service, gratuity, favor, entertainment, hospitality, loan, promise, or any other thing of value from any person, business, or organization that is doing business with, or seeking to do business with, the City, or contrary to the rules of this city and/or laws of the state.

Offer or acceptance of a bribe or gratuity.

Misappropriation or misuse of public funds, property, personnel, or services.

Any other failure to abide by the standards of ethical conduct.

101.7 UNAUTHORIZED ACCESS, DISCLOSURE, OR USE

Elected officials should not:

Release of confidential or protected information, materials, data, forms, or reports obtained as a result of the elected official's position with this city.

Use any information, photograph, video, or other recording obtained or accessed as a result of the elected official's position with this city for personal or financial gain.

Using city resources in association with any portion of an independent civil action. These resources include but are not limited to personnel, vehicles, equipment, and non-subpoenaed records.

Loan, sell, or allow unauthorized use, give away, or appropriate any city badge, uniform, identification card, or property for personal use, personal gain, or any other improper or unauthorized use or purpose.

Use city resources for campaign or other political purposes.

101.10 101.10 CONDUCT AND BEHAVIOR

- **It is absolutely inappropriate for Elected Officials to call, mail or otherwise contact City Staff via use of employee's private phone, personal email address or home mailing address.**
- **Emergency contact with City staff will only be undertaken via the Lake Geneva Police Dispatch who will, in turn contact the employee.**
- **It is inappropriate for elected officials to leave "anonymous" messages (written or verbal) for any City employee.**
- **It is inappropriate for elected officials to have possession of original documents which are the property of the City.**
- **Elected Officials shall NOT have significant, direct contact with City staff without clearing such contact with the appropriate Department Head, or the City Administrator. Such behavior is a violation of Section 103 (Organizational Chain of Command) of the City of Lake Geneva Employee Handbook.**

- **Elected officials have no authority to direct City staff to undertake anything without the expressed motion and approval of the Common Council or its related committees.**
- **Any such violations (or similar inappropriate behavior) will be reported to the City Administrator, who will forward any grievance received to the City's Personnel Committee for review/possible action.**
- **The Personnel Committee or designees will investigate grievances and, if deemed appropriate; issue a written public or private censure which will be placed in a personnel file created for the person who has violated the "norms and protocols" for elected officials.**
- **Depending on the circumstances, such violations may be cause for removing an elected official from office and prohibited from seeking elected office within the City of Lake Geneva government in the future.**
- **Any attempt at contacting a staff member who has filed a grievance (to discuss the matter) will be considered retaliation under Federal law concerning the protection of organizational whistleblower and will be reported to the US Department of Labor.**
- **A Council member shall maintain decorum and set an example for appropriate conduct when the Council member represents the City, including at City meetings. Council members shall conduct themselves so as not to bring embarrassment upon the City; refraining from rude, critical or otherwise disrespectful verbal or written comments, facial expressions or gestures directed at fellow Alderpersons, City Staff, City Commission and Committee members or members of the public.**

Meeting Notices Week of May 4th



City Clerk
To City Clerk

☺ Reply ↶ Reply All → Forward 👤 ⋮

Fri 5/1/2026 4:24 PM

Bcc Mayor; Sherri Ames; JaNelle Powers; Mary Jo Fesenmaier; Linda Frame; Brian Smith; Joel Hoiland; Cathy Stoodley; Cynthia Yager; Dan Draper; City Administrator; Ed Gritzner; 'Emily Kornak'; Harbormaster; John Peters; 'Josh Gajewski'; Laura Pisarcik; Neil Waswo; Parking Manager; Seth Keller; Tom Earle; 'Naomi Rauch'; 'Jackie Mich'; Renee Hanlon; 'Dennis Hines'; David Winger; 'taj.simmons@tmj4.com'; Chris Bennett MSM, CPM

Hello,

The agendas and packets for next week's meetings are available through the links below.

Monday, May 4, 2026

- [4:30 pm Personnel](#) (please note time change)
- [6:00 pm Committee of the Whole](#)

Thursday, May 7, 2026

- 4:00 pm PFC

Thank you,

Lacey L. Reynolds

City Clerk
City of Lake Geneva
626 Geneva St
Lake Geneva, WI 53147
p.262-248-3673
f.262-248-4715
Population: 8,941



2026 Election Dates

~~February 17, 2026~~—Spring Primary (not required)

April 7, 2026 - Spring Election

August 11, 2026 - Partisan Primary

November 3, 2026 - General Election



City of Lake Geneva, 626 Geneva St, Lake Geneva, WI 53147-262.248.3673-www.cityoflakgeneva.gov

Personnel Committee Agenda
Monday, May 4, 2026 - 4:30 PM
Lake Geneva City Hall; Council Chambers

Members:

Chair: Janelle Powers

Sherri Ames, Mary Jo Fesenmaier, Joel Hoiland and Cindy Yager

1. Call to Order
2. Roll Call
3. Approval of the minutes from January 5, 2026
4. Discussion/Action involving City of Lake Geneva Government Manual Policy 101, Section 101.10 grievances referred to and under authority of the Personnel Committee, specifically grievances:
 - a. 26-01 (Hoiland)
 - b. 26-02 (Ames)
 - c. 26-03 (Yager)
 - d. 26-04 (Krause)
5. Comments from the public limited to 5 minutes, limited to items on this agenda
6. Adjournment

A quorum of the Council may be present; however, no official Council action will be taken.
Requests from persons with disabilities who need assistance to participate in this meeting should be made to the City Clerk's office in advance so that the appropriate accommodations can be made.

Dan Draper

From: City Administrator
Sent: Thursday, February 26, 2026 1:17 PM
To: Joel Hoiland
Cc: Dan Draper
Subject: Referral to Personnel Committee
Attachments: Hoiland Ethics and Policy Complaint 2-26-26 .doc

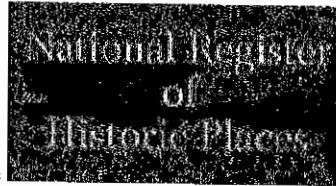
Alder Hoiland,

As we discussed please find attached a letter of complaint regarding policy and rule violations. As we also discussed I anticipate that you will be providing a response and then scheduling this issue at a future Personnel Committee meeting.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



**Distinctive
Destinations**
National Trust for Historic Preservation





CITY OF LAKE GENEVA

626 Geneva Street, Lake Geneva, WI 53147- (262) 248-3673-www.cityoflakegeneva.gov

February 26th, 2026

RE: Potential Ethics and Policy Violations

Alder Hoiland,

It has come to my attention that yesterday afternoon you went to the public works garage with the intention of filming a spot for your mayoral campaign with a videographer. It is also my understanding that you utilized public works PPE and the shops whiteboard for the purpose of props for the filming of your video. In addition, you requested a city employee to assist you and be part of your filming. It is my understanding that you did make clear to them you were filming for a political purpose and at the end of the video recording you requested the employee to sign a release for this video and he complied.

After being alerted to this situation I have been in consultation with the City Attorney to determine the proper way to proceed with these actions and issues.

In light of your actions and after review of our policies and rules I present the following summary:

1. You did not seek permission from either the department head or the city administrator prior to your arrival to film in a city facility and use city assets. I believe this is a violation of 101.5(e) **Misappropriation or misuse of public funds, property, personnel, or services** and 101.5(a) **Using one's status as an elected official of the City in any way that could reasonably be perceived as an attempt to gain influence or authority for non-city business or activity.**
2. You engaged a city employee during working hours without prior approval or notice from either the department head or the city administrator for the purpose of using them for your video. I believe this is a violation of 101.10 **Elected Officials shall NOT have significant, direct contact with City staff without clearing such contact with the appropriate Department Head, or the City Administrator. Such behavior is a violation of Section 103 (Organizational Chain of Command) of the City of Lake Geneva Employee Handbook**
3. You had a city employee participate in a political activity while on duty which is a specific violation of our employee handbook section 901.4.1, and city policy 102.4.8 and have subjected that employee to a review for disciplinary action.

4. You utilized city property that is not available for public use and used it for the purpose of political activity. I believe this is a violation of 101.7 **Use city resources for campaign or other political purposes.**

I have cited the full policies below for your reference.

Based on my understanding of the above facts, I believe I have no choice but to forward this to the Personnel Committee for review per the City's Policy Manual 101.10. Therefore I am hereby submitting this to you as chair of the Personnel Committee to have this placed on the next agenda.

Sincerely,

David De Angelis
City Administrator

Cc: City Attorney

101.3 UNLAWFUL DIRECTIVES

Elected officials should not knowingly direct action or inaction that, if carried out, would result in a violation of any law or city policy.

101.5 ETHICS

Elected officials should avoid engaging in the following conduct:

Using one's status as an elected official of the City in any way that could reasonably be perceived as an attempt to gain influence or authority for non-city business or activity.

The wrong or unlawful exercise of authority for malicious purpose, personal gain, willful deceit, or any other improper purpose.

Acceptance of fees, gifts, money, tangible or intangible personal property, or any service, gratuity, favor, entertainment, hospitality, loan, promise, or any other thing of value from any person, business, or organization that is doing business with, or seeking to do business with, the City, or contrary to the rules of this city and/or laws of the state.

Offer or acceptance of a bribe or gratuity.

Misappropriation or misuse of public funds, property, personnel, or services.

Any other failure to abide by the standards of ethical conduct.

101.7 UNAUTHORIZED ACCESS, DISCLOSURE, OR USE

Elected officials should not:

Release of confidential or protected information, materials, data, forms, or reports obtained as a result of the elected official's position with this city.

Use any information, photograph, video, or other recording obtained or accessed as a result of the elected official's position with this city for personal or financial gain.

Using city resources in association with any portion of an independent civil action. These resources include but are not limited to personnel, vehicles, equipment, and non-subpoenaed records.

Loan, sell, or allow unauthorized use, give away, or appropriate any city badge, uniform, identification card, or property for personal use, personal gain, or any other improper or unauthorized use or purpose.

Use city resources for campaign or other political purposes.

101.10 101.10 CONDUCT AND BEHAVIOR

- **It is absolutely inappropriate for Elected Officials to call, mail or otherwise contact City Staff via use of employee's private phone, personal email address or home mailing address.**
- **Emergency contact with City staff will only be undertaken via the Lake Geneva Police Dispatch who will, in turn contact the employee.**
- **It is inappropriate for elected officials to leave "anonymous" messages (written or verbal) for any City employee.**
- **It is inappropriate for elected officials to have possession of original documents which are the property of the City.**
- **Elected Officials shall NOT have significant, direct contact with City staff without clearing such contact with the appropriate Department Head, or the City Administrator. Such behavior is a violation of Section 103 (Organizational Chain of Command) of the City of Lake Geneva Employee Handbook.**

- Elected officials have no authority to direct City staff to undertake anything without the expressed motion and approval of the Common Council or its related committees.
- Any such violations (or similar inappropriate behavior) will be reported to the City Administrator, who will forward any grievance received to the City's Personnel Committee for review/possible action.
- The Personnel Committee or designees will investigate grievances and, if deemed appropriate; issue a written public or private censure which will be placed in a personnel file created for the person who has violated the "norms and protocols" for elected officials.
- Depending on the circumstances, such violations may be cause for removing an elected official from office and prohibited from seeking elected office within the City of Lake Geneva government in the future.
- Any attempt at contacting a staff member who has filed a grievance (to discuss the matter) will be considered retaliation under Federal law concerning the protection of organizational whistleblower and will be reported to the US Department of Labor.
- A Council member shall maintain decorum and set an example for appropriate conduct when the Council member represents the City, including at City meetings. Council members shall conduct themselves so as not to bring embarrassment upon the City; refraining from rude, critical or otherwise disrespectful verbal or written comments, facial expressions or gestures directed at fellow Alderpersons, City Staff, City Commission and Committee members or members of the public.

Dan Draper

From: Joel Hoiland
Sent: Thursday, February 26, 2026 2:23 PM
To: City Administrator
Cc: Dan Draper
Subject: Re: Referral to Personnel Committee

Dave,

Thank you for your February 26 letter regarding my brief visit to the Public Works facility.

After reviewing the policies cited, I respectfully disagree that this matter constitutes a violation of state law, local ordinance, or a clear breach of city policy. There was no unlawful directive, no misuse of public funds, and no exercise of authority for personal gain. The visit lasted approximately ten minutes, no audio was recorded, and operations were not disrupted.

That said, I understand that the perception of political activity in a city facility can raise questions. I was not aware that this brief filming would be interpreted as problematic. To remove any ambiguity and to prevent further distraction, I will not use the video footage in any campaign materials.

It is important to state clearly that [REDACTED] should not be reprimanded or subjected to disciplinary review. He did not initiate the filming, nor was he directed to engage in political advocacy. His participation was brief, non-speaking, and occurred without operational impact. Responsibility for the decision to film rests with me alone, and no employee should face adverse consequences as a result.

As Chair of the Personnel Committee, I do not believe escalation to a public committee review is warranted. The ethics provisions cited are broadly written and require reasonable interpretation. In situations such as this, where there is no statutory violation, no financial impact, and the matter has been voluntarily resolved, the appropriate course is to treat it administratively and privately rather than elevate it into a public proceeding.

Due to the lack of agenda material, I have cancelled the Personnel Committee meeting for Monday, March 2. Accordingly, I consider this matter closed and do not intend to place it on future Personnel Committee agendas.

If you would like to discuss clarifying guidance for future situations involving campaign activity and city facilities, I would welcome that conversation so expectations are clear for all elected officials moving forward.

Respectfully,

Joel Hoiland
Alderman, District 3
Chair, Personnel Committee

From: City Administrator <cityadmin@cityoflakegeneva.gov>
Sent: Thursday, February 26, 2026 1:16 PM
To: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: Referral to Personnel Committee

Alder Hoiland,

As we discussed please find attached a letter of complaint regarding polly and rule violations. As we also discussed I anticipate that you will be providing a response and then scheduling this issue at a future Personnel Committee meeting.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

Dan Draper

From: City Administrator
Sent: Tuesday, March 3, 2026 4:53 PM
To: Joel Hoiland
Cc: Dan Draper
Subject: Personnel Issue

Alder Hoiland,

I have reviewed your response dated 2-26-26 regarding your policy violations identified in my letter of 2-26-26. I respectfully disagree with your interpretation that there were no policy violations. In your response, you have independently declared that the policies are vague, there have been no statutory violations, and no financial impact. You go on to state that the matter has been resolved by offering you will not air the video. These are conclusions that must be determined by the Personnel Committee, not by you as the Chairman of the Personnel Committee. Quite frankly, if I did not believe this to be a serious issue, I would not have requested to file the grievance with the Personnel Committee as directed by policy.

While I do appreciate that you are taking sole responsibility for the decision to film at the Public Works Department, remove staff from work duties, and utilize City property, I must still review this matter with ██████████ regarding his responsibilities under the personnel handbook and our city policies. That is my responsibility as City Administrator.

Regarding your statement that you consider this matter closed and that you have determined there is no reason for the committee to review this issue, I believe that statement to be improper and a contradiction to how these policy violations must be handled. The chairman of the Personnel Committee does not have the sole authority to determine the complaint's merits. The policy states:

"Any such violations (or similar inappropriate behavior) will be reported to the City Administrator, who will forward any grievance received to the City's Personnel Committee for review/possible action.

...

The Personnel Committee or designees will investigate grievances and, if deemed appropriate; issue a written public or private censure which will be placed in a personnel file created for the person who has violated the "norms and protocols" for elected officials."

As you can see it states the "Personnel Committee" will investigate grievances and issue the remedies, not the "chairman of the Personnel Committee." You have now used your position as chairman to nullify the clear purpose and intent of the above policies to further your own self-interest.

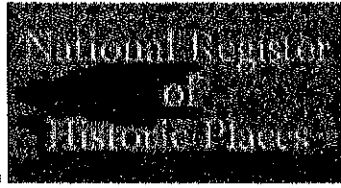
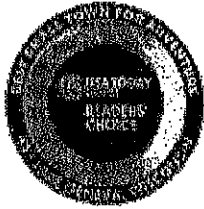
Your sole determination that this matter is closed and then canceling this month's Personnel Committee meeting leaves me little choice but to refer this matter to the Common Council for either their determination or referral to the next Personnel Committee meeting. As such I will be requesting that this item be placed in closed session on the March 9th agenda.

I would also like to state for the record and to make it perfectly clear, this issue has been reviewed only by myself, the City Attorney and the parties involved. As of this writing neither the Mayor nor any other

elected official has been involved but with the placing of this on the Council agenda that will now change. It is extremely unfortunate that you chose to short circuit the process by cancelling the meeting and declaring the matter closed rather than responding to the issues and requesting to discuss the matter further prior to placing it on the agenda.

Respectfully,

David De Angelis
City Administrator
Lake Geneva, Wisconsin



Dan Draper

From: Joel Hoiland
Sent: Tuesday, March 3, 2026 9:26 PM
To: City Administrator
Cc: Dan Draper
Subject: Re: Personnel Issue

Dan Draper, City Attorney:

Subject: Request for Legal Clarification Regarding Alleged Policy Violations

In light of the recent correspondence from the City Administrator regarding my brief visit to the Public Works facility on **February 24**, I am requesting your clarification on several legal and policy questions so that the matter can be addressed with a clear understanding of applicable law and City policy.

Specifically, I would appreciate your guidance on the following:

1. State Law

Please identify any Wisconsin statutes that would prohibit an elected official from briefly entering a City facility, recording video footage, or standing in proximity to City equipment for the purpose of filming a campaign video where no City funds, equipment, or operational resources were utilized.

2. City Ordinances

Please identify any City of Lake Geneva ordinance that explicitly prohibits such activity.

3. City Policy Interpretation

The policies referenced in the Administrator's letter (Sections 101.5, 101.7, and 101.10) appear to be general ethics and conduct provisions. I would appreciate clarification regarding:

- o What specific conduct constitutes "use of city resources" under Section 101.7?
- o Whether the presence of publicly owned equipment in a video frame constitutes "use."
- o Whether a brief interaction with a City employee constitutes "directing staff" under Section 101.10.

4. Employee Participation

Please clarify whether a City employee appearing briefly in a non-speaking role during a short interaction constitutes prohibited political activity under state law or City policy.

5. Public Facilities and Political Activity

Please clarify whether elected officials or candidates are prohibited from filming or appearing in front of City buildings or other public facilities for campaign purposes.

As I noted previously, the visit lasted approximately ten minutes, no audio was recorded, operations were not disrupted, and the video footage will not be used in any campaign materials. In fact, all video

footage has been deleted. My goal is simply to ensure that any review of this matter is grounded in a clear understanding of the applicable legal framework.

Joel Hoiland
Alderman – District 3
Chair, Personnel Committee

From: City Administrator <cityadmin@cityoflakegeneva.gov>
Sent: Tuesday, March 3, 2026 4:52 PM
To: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: Personnel Issue

Alder Hoiland,

I have reviewed your response dated 2-26-26 regarding your policy violations identified in my letter of 2-26-26. I respectfully disagree with your interpretation that there were no policy violations. In your response, you have independently declared that the policies are vague, there have been no statutory violations, and no financial impact. You go on to state that the matter has been resolved by offering you will not air the video. These are conclusions that must be determined by the Personnel Committee, not by you as the Chairman of the Personnel Committee. Quite frankly, if I did not believe this to be a serious issue, I would not have requested to file the grievance with the Personnel Committee as directed by policy.

While I do appreciate that you are taking sole responsibility for the decision to film at the Public Works Department, remove staff from work duties, and utilize City property, I must still review this matter with ██████████ regarding his responsibilities under the personnel handbook and our city policies. That is my responsibility as City Administrator.

Regarding your statement that you consider this matter closed and that you have determined there is no reason for the committee to review this issue, I believe that statement to be improper and a contradiction to how these policy violations must be handled. The chairman of the Personnel Committee does not have the sole authority to determine the complaint's merits. The policy states:

"Any such violations (or similar inappropriate behavior) will be reported to the City Administrator, who will forward any grievance received to the City's Personnel Committee for review/possible action.

...

The Personnel Committee or designees will investigate grievances and, if deemed appropriate; issue a written public or private censure which will be placed in a personnel file created for the person who has violated the "norms and protocols" for elected officials."

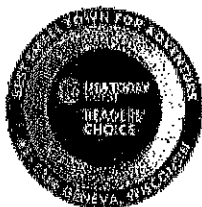
As you can see it states the "Personnel Committee" will investigate grievances and issue the remedies, not the "chairman of the Personnel Committee." You have now used your position as chairman to nullify the clear purpose and intent of the above policies to further your own self-interest.

Your sole determination that this matter is closed and then canceling this month's Personnel Committee meeting leaves me little choice but to refer this matter to the Common Council for either their determination or referral to the next Personnel Committee meeting. As such I will be requesting that this item be placed in closed session on the March 9th agenda.

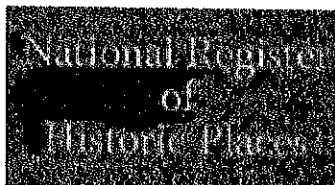
I would also like to state for the record and to make it perfectly clear, this issue has been reviewed only by myself, the City Attorney and the parties involved. As of this writing neither the Mayor nor any other elected official has been involved but with the placing of this on the Council agenda that will now change. It is extremely unfortunate that you chose to short circuit the process by cancelling the meeting and declaring the matter closed rather than responding to the issues and requesting to discuss the matter further prior to placing it on the agenda.

Respectfully,

David De Angelis
City Administrator
Lake Geneva, Wisconsin



**Distinctive
Destinations**
National Trust for Historic Preservation



NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

Dan Draper

From: Joel Hoiland
Sent: Wednesday, March 4, 2026 8:30 AM
To: City Administrator
Subject: Request for Brief Meeting This Morning

Dave,

I would appreciate the opportunity to meet with you briefly this morning to discuss our recent correspondence regarding my visit to the Public Works facility. My intent is simply to talk through the situation directly and see if we can resolve it in a practical and constructive way. I believe a short conversation may help clarify the circumstances and avoid any unnecessary escalation.

I'm available at your convenience this morning and can stop by your office or meet wherever is easiest for you.

Thank you,

Joel Hoiland
Alderman

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

Dan Draper

From: City Administrator
Sent: Wednesday, March 4, 2026 11:08 AM
To: Joel Hoiland
Subject: Re: Request for Brief Meeting This Morning

Joel

Thank you for reaching out. Unfortunately I am not available at all this morning as I have been going from meeting to meeting and have not been in the office. I can be available this afternoon after 2pm to meet. While I am happy to meet with you I believe that it is important that Dan join us for any meeting on this topic as he has been involved as well.

I will check my email after I am done with this meeting as to your timing.

Dave.

Get Outlook for iOS

From: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Sent: Wednesday, March 4, 2026 8:29:51 AM
To: City Administrator <cityadmin@cityoflakegeneva.gov>
Subject: Request for Brief Meeting This Morning

Dave,

I would appreciate the opportunity to meet with you briefly this morning to discuss our recent correspondence regarding my visit to the Public Works facility. My intent is simply to talk through the situation directly and see if we can resolve it in a practical and constructive way. I believe a short conversation may help clarify the circumstances and avoid any unnecessary escalation.

I'm available at your convenience this morning and can stop by your office or meet wherever is easiest for you.

Thank you,

Joel Hoiland
Alderman

*** NOTICE OF CONFIDENTIALITY*** This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

Dan Draper

From: City Administrator
Sent: Friday, March 6, 2026 1:24 PM
To: Joel Hoiland
Cc: Dan Draper
Subject: Follow up from discussion regarding complaint

Alder Hoiland,

Thank you for taking the time to meet with Attorney Draper and myself yesterday to discuss the matter of the grievance complaint. During that meeting we discussed many different facets of the issue including whether or not there were any violations of statutes, laws or ordinances. During that time you made it clear that you take responsibility for enter the public works building and videoing a campaign piece with an employee. You further indicated that you voluntarily have chosen not to use that item and had deleted it. As such you felt the issue was resolved as it was only a 10 minute or so use of the employee's time and the property and that as such there was no financial or personal benefit to you and therefore it should be considered a simple mistake and should be considered corrected. You also further stated that if it would make a difference, I could put it in your file as an administrative action. You also questioned why this is not being handled exactly as your last complaint that took more time to process before the parties met to discuss. As that was the first time handling that type of complaint it took additional time research as well as to determine the veracity of the claims prior to moving forward. Ultimately that issue was resolved between the parties regarding the alleged ethical behavior. In this particular instance this is an alleged violation of specific policy which also involves staff. This is not an issue that can be reconciled between parties but needs to be addressed with either corrective action or acknowledgement of the offense and the rules that were violated.

During our conversation you made it very clear that I have plenty of discretion to deal with this internally and simply as an administrative action, however the policy does not allow for administrative discretion. To be clear the previous issue you cited were not resolved by administrative discretion, it was resolved by the parties involved who chose not to move forward.

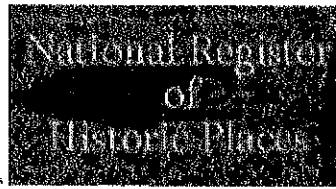
Unfortunately when asked directly several times whether you understood there had been violations you insisted that we show you the specific statutes or ordinances you had violated, which was done, and that the policy was vague and open to interpretation, and you didn't feel that warranted any action as you do not believe there were any violations since there was no financial or personal gain. I believe that it is not within my scope of authority to make this determination on behalf of the City or the Common Council as this not simply an internal matter between staff members but involves a member of the Council and only the Common Council should be making the decision in this matter.

Based on the fact that we are clearly not in agreement on whether your actions violated the policies of the City I believe it is incumbent upon me to forward this to the Personnel Committee who is the designated review authority for this matter as per policy. Therefore, I believe there are two administrative paths forward at this point. One is to have you agree to put this item on the next regular Personnel Committee agenda on April 6th and agree not to cancel that meeting or two, if you choose not to agree to place it on that agenda, I will request the Council to do so at the March 23rd meeting. I believe by giving you these two options I am giving you sufficient time to prepare to move forward to those

meetings. As we discussed in the meeting this discussion must be placed in open session as further review of the situation has revealed that this subject is not appropriate for closed session as you are not a public employee. In addition, the Personnel Committee will require outside legal counsel if they need any advice on how to proceed and the same will hold true for the Common Council should they need any advice.

I would appreciate a written response by March 10th on how you would like to move forward.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



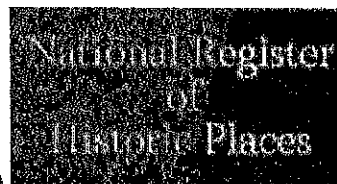
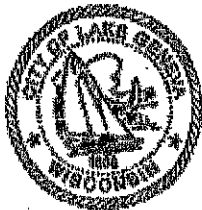
Dan Draper

From: City Administrator
Sent: Wednesday, March 11, 2026 12:57 PM
To: Joel Hoiland
Cc: Dan Draper
Subject: RE: Follow up from discussion regarding complaint

Joel,

Thank you for your reply and willingness to place this on the April 6th agenda. At this time I believe the items from the previous agenda are the only items that would be ready to move forward to the committee, with the exception of the fire fighter matter. Based on that I will have Lacey complete the draft agenda and have it ready to go as we are gearing up for having Vanessa gone and trying to work ahead as much as possible.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



From: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Sent: Monday, March 9, 2026 5:13 PM
To: City Administrator <cityadmin@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: Re: Follow up from discussion regarding complaint

Dave,

Thank you for the meeting with Dan and me to discuss this matter.

As I stated during our meeting, the visit to the Public Works facility lasted approximately ten minutes; no audio was recorded; no City equipment or resources were used; and the video footage will not be used in any campaign materials.

While I continue to believe that the circumstances do not constitute a violation of state law, ordinance, or a clear breach of City policy, I understand your position that the matter should be reviewed under the procedures outlined in the City's policy manual.

Accordingly, I am willing to have the matter placed on the next regular Personnel Committee agenda scheduled for April 6.

Dan Draper

From: Joel Hoiland
Sent: Thursday, March 12, 2026 3:28 PM
To: City Administrator
Cc: Dan Draper
Subject: Re: Follow up from discussion regarding complaint

Dave,

Thank you for your note. I do have additional items I would like included on the April 6 Personnel Committee agenda beyond what was previously contemplated. I will forward those items to you within the next week so they can be incorporated into the draft agenda and noticed properly.

Also, we should agree on the agenda language for the matter you are bringing forward related to my Public Works visit. Given the sensitivity and the fact that this involves staff, the agenda item should be carefully worded to avoid identifying any City employee and to protect confidentiality while still being sufficiently descriptive for public notice.

For the agenda title, here is what I believe strikes the right balance: *"Review/possible action on a grievance from the City Administrator, alleging violation of Policy 101 (Standards of Conduct for Elected Officials) regarding campaign-related activity at a City facility."*

If you agree, please have Lacey use that language in the draft. Before the agenda is posted, I would appreciate the opportunity to quickly review the final wording to confirm it remains appropriately framed and does not reference any employee.

Thanks again, and I'll send the additional agenda items shortly.

Joel Hoiland
Alderman, District 3
Chair, Personnel Committee

From: City Administrator <cityadmin@cityoflakegeneva.gov>
Sent: Wednesday, March 11, 2026 12:57 PM
To: Joel Hoiland <jholland@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: RE: Follow up from discussion regarding complaint

Joel,

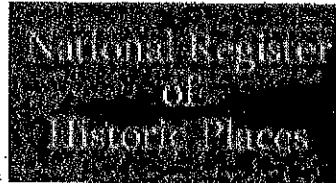
Thank you for your reply and willingness to place this on the April 6th agenda. At this time I believe the items from the previous agenda are the only items that would be ready to move forward to the

committee, with the exception of the fire fighter matter. Based on that I will have Lacey complete the draft agenda and have it ready to go as we are gearing up for having Vanessa gone and trying to work ahead as much as possible.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



**Distinctive
Destinations**
National Trust for Historic Preservation



From: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Sent: Monday, March 9, 2026 5:13 PM
To: City Administrator <cityadmin@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: Re: Follow up from discussion regarding complaint

Dave,

Thank you for the meeting with Dan and me to discuss this matter.

As I stated during our meeting, the visit to the Public Works facility lasted approximately ten minutes; no audio was recorded; no City equipment or resources were used; and the video footage will not be used in any campaign materials.

While I continue to believe that the circumstances do not constitute a violation of state law, ordinance, or a clear breach of City policy, I understand your position that the matter should be reviewed under the procedures outlined in the City's policy manual.

Accordingly, I am willing to have the matter placed on the next regular Personnel Committee agenda scheduled for April 6.

My hope remains that the discussion can focus on clarifying expectations for the future and ensuring that the matter is handled proportionately and fairly, given the limited scope of the circumstances involved.

Thank you,
Joel Hoiland
Alderman, District 3
Chair, Personnel Committee

From: City Administrator <cityadmin@cityoflakegeneva.gov>
Sent: Friday, March 6, 2026 1:24 PM
To: Joel Hoiland <jhoiland@cityoflakegeneva.gov>

MEMORANDUM

To: Dave DeAngelis, City Administrator

Cc: Dan Draper, City Attorney

From: Alderman Joel Hoiland, Chair – Personnel Committee

Date: March 23, 2026

Re: Use of City Resources and Related Conduct – Review and Personnel Committee Agenda Placement (April 6, 2026)

I am bringing forward three matters that have recently and publicly surfaced that justify administrative and legal review prior to potential discussion by the Personnel Committee.

1. Use of City-Issued Email for Campaign Purposes – At the Candidate Forum on March 18, Todd announced that he had a website. Subsequently, I noticed the domain name on his yard signs and reviewed the site. Under the “get in touch” section it lists his direct contact as MAYOR@CITYOFLAKEGENEVA.GOV. I assume the phone number is his personal mobile phone. It is my understanding that he is not permitted to use his city-issued mayoral email address as a point of contact on his campaign website and for campaign activities. While the mere listing of a municipal email address may not, in itself, constitute a violation, it raises concerns depending on how that account is being used.

Specifically, if a city-issued email account is being utilized to: Respond to campaign-related inquiries, coordinate campaign activities, or conduct any form of political communication, this may constitute use of public resources for private or political purposes. Such use could implicate Wisconsin ethics standards under §19.59 and any applicable local policies governing appropriate use of municipal systems.

I am requesting clarification on:

1. Whether there is any existing city policy governing the use of municipal email accounts for non-official purposes, including campaign activity;
2. Whether use of a city-issued email in this manner is permissible; and
3. What guidance should be provided to elected officials to ensure clear separation between official duties and campaign activities.

2. Campaign Photos at City Hall and in Council Chambers – On February 27, 2026, Todd Krause hosted the Badger High School student council. Photos were taken at the entrance of City Hall and in Council Chambers that appeared on social media. In addition, a photo on Todd Krause’s campaign website shows him standing in Council Chambers. <https://www.mayorkrause.com/>

I am requesting clarification on:

1. Whether there is any existing city policy governing the use of municipal facilities for non-official purposes, including campaign activity;
2. Whether photos inside of municipal facilities for non-official purposes, including campaign activity is permissible; and
3. What guidance should be provided to elected officials to ensure clear separation between official duties and campaign activities.

3. Public Conduct – Vehicle Operation and Police Assistance – A campaign video on Todd’s website and publicly circulating shows him operating a vehicle while holding a mobile phone to his ear. Around the same timeframe, photographs were posted on social media showing the mayor’s vehicle in a snowbank, with City of Lake Geneva police officers assisting in pushing the vehicle out.

Based on current Wisconsin law: Handheld phone use while driving is generally permitted for adult drivers, absent aggravating factors such as texting, work zones, or unsafe operation. A vehicle entering a snowbank does not automatically constitute a traffic violation unless there is evidence of inattentive, reckless, or otherwise unsafe driving. The absence of a citation suggests that responding officers did not determine a clear violation had occurred.

I am not asserting that a legal violation occurred. However, the combination of these publicly visible events raises broader questions regarding: Judgment and adherence to safe practices; the appearance of conduct by an elected official; and the appropriate role of city personnel in responding to situations involving elected officials.

I am requesting any relevant information available regarding:

1. Whether any internal reports or documentation exist related to the incident;
2. Whether any policies or standard practices govern officer response in such circumstances; and
3. Whether any further review is warranted from an administrative or policy perspective.

4. Personnel Committee Agenda – April 6, 2026 – Given the above, I intend to place items on the April 6, 2026 Personnel Committee agenda to:

1. Review applicable ethics standards and city policies regarding use of public resources;
2. Clarify expectations for elected officials regarding separation of official duties and campaign activities; and,
3. Discuss whether any policy updates, guidance, or formal direction are appropriate to ensure consistency, transparency, and public confidence.

At this stage, my intent is to focus on policy clarity and forward-looking guidance, rather than any predetermined disciplinary action.

Please advise if you recommend any modifications to the scope of this review, or if additional legal considerations should be incorporated into the staff report or agenda materials.

Thank you for your attention to this matter.

Respectfully,

Joel Hoiland
Alderman, District 3
Chair, Personnel Committee
City of Lake Geneva

City of Lake Geneva, 626 Geneva St, Lake Geneva, WI 53147- 262.248.3673- www.cityoflakegeneva.gov

**PERSONNEL COMMITTEE
MONDAY, APRIL 6, 2026 - 4:00 PM
LAKE GENEVA CITY HALL; CONFERENCE ROOM 2A (UPSTAIRS)**

Members:

Chairman - Joel Hoiland; Members - JaNelle Powers, Mary Jo Fesenmaier, Brian Smith and Cindy Yager.

1. Call to Order
2. Roll Call
3. Comments from the public limited to 5 minutes, limited to items on this agenda
4. Approval of the minutes from January 5, 2025
5. City Administrator's Report
 - a. Introduction of Chris Bennett, new assistant city administrator, start date, March 2, 2026
 - b. Update status of Short-Term Rental Code Enforcement Coordinator; departure of previous employee and renewed search.
 - c. Update status of Harbormaster search.
 - d. Update status of ██████████'s maternity leave, and temp plan.
 - e. Update regarding new HR software and inclusion of the Performance Review Policy Framework
 - Software implementation plan and timeline
 - Training & Development Plan
6. Discussion/Action regarding an Ethical Misconduct Incident -- March 18, 2026, alleging violation of Policy 101 (Standards of Conduct for Elected Officials)
7. Discussion/Action regarding Use of City Resources and Related Conduct, alleging violation of Policy 101 (Standards of Conduct for Elected Officials) regarding campaign-related activities at a city facility.
8. Discussion/Possible Action on a grievance from the City Administrator, alleging violation of Policy 101 (Standards of Conduct for Elected Officials) regarding campaign-related activity at a city facility.
9. Adjournment

This is a meeting of the Personnel Committee. Requests from persons with disabilities, who need assistance to participate in this meeting or hearing, should be made to the City Clerk's office in advance so the appropriate accommodations can be made.

Use of City Resources and Related Conduct

March 23, 2026

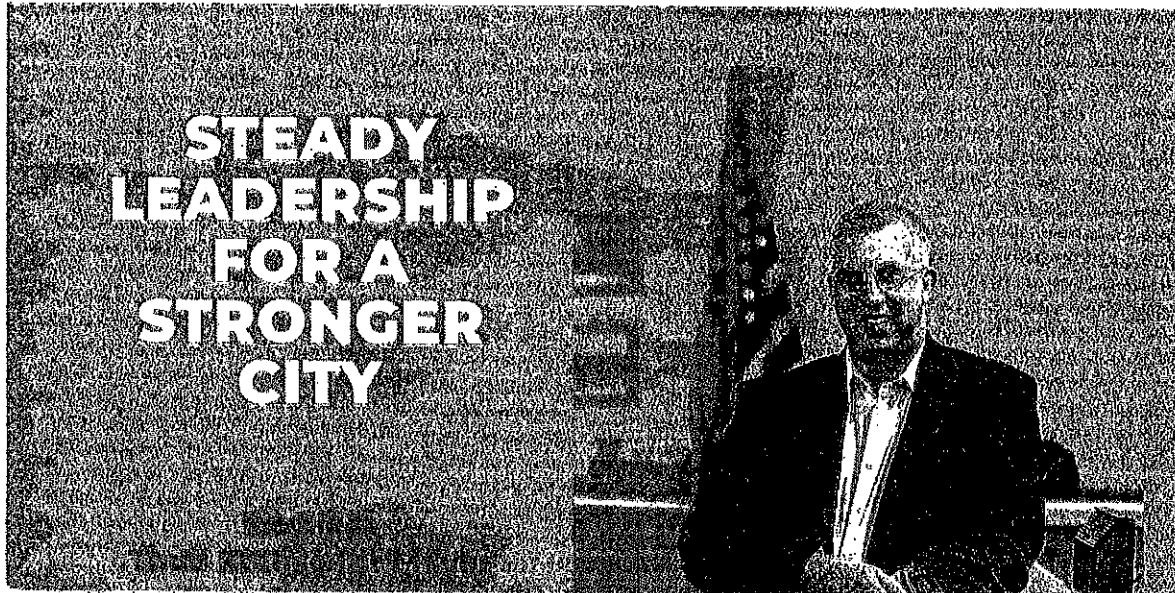
www.mayorkrause.com

Campaign Photo in Council Chambers

[Home](#)

[Events](#)

[JOIN THE CAMPAIGN](#)



Direct Contact Lists City-Issued Email Address

GET IN TOUCH

LAKE GENEVA'S FUTURE DEPENDS ON LEADERSHIP THAT LISTENS. JOIN TODD KRAUSE IN BUILDING A STRONGER COMMUNITY.

DIRECT CONTACT

 MAYOR@CITYOFLAKEGENEVA.GOV
262-218-0814

GET INVOLVED

VOLUNTEER YOUR TIME: [CLICK HERE FOR A LIST OF LOCAL GOVERNMENT COMMITTEES.](#)

Contact Us

Todd would love to hear from you. Send a message and he will respond as soon as possible.

First name

Enter your first name

Last name

Enter your last name

Email *

Enter your email

Phone



Message

Tell us how we can help you

Please contact me regarding:

I would like a yard sign

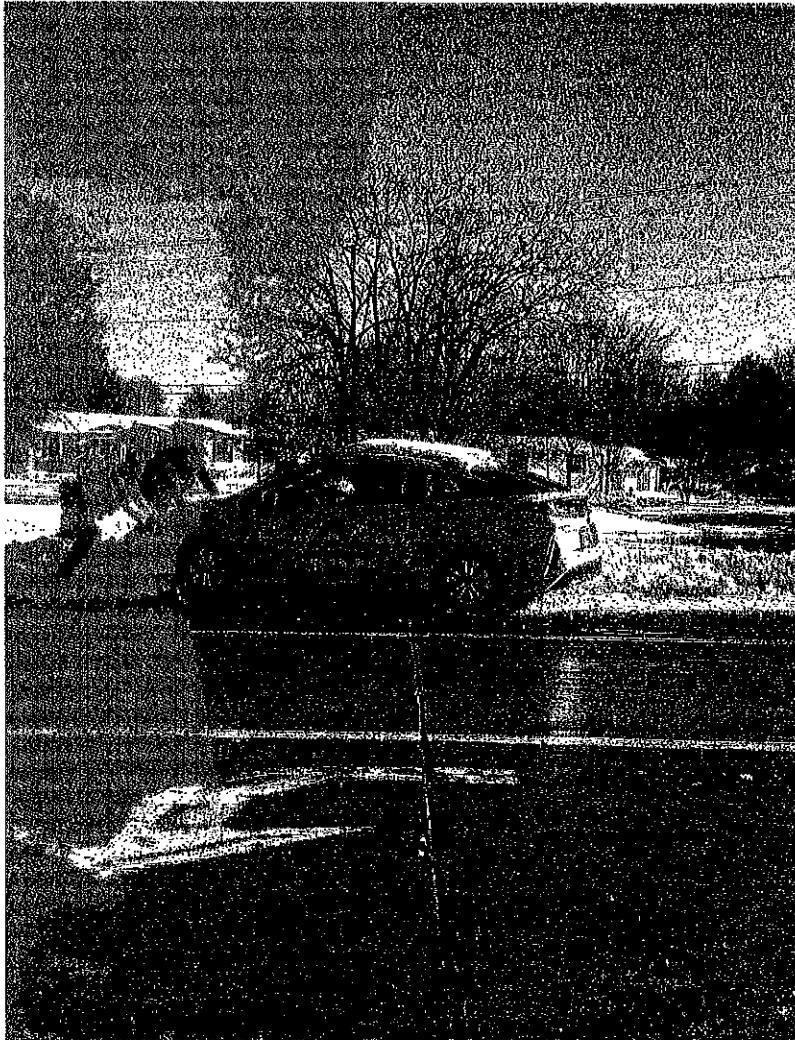
I would like to donate to your campaign

I would like to meet with you

Use of City Resources and Related Conduct



March 16-17, 2026



Campaign Related Event at City Hall – February 27, 2026



Downtown Lake Geneva

19h · 🌐



Thank you so much Todd Krause Mayor of Lake Geneva, City of Lake Geneva Police Department, and downtown business Something Sweet for helping host this tour with Downtown Lake Geneva's Executive Director, Alexandria Binanti.

Lake Geneva Schools, thank you for allowing us to host everyone to give a behind the scenes tour of our downtown. What a wonderful group of insightful and engaging students. We predict a great generation of changemakers in this group. 🌟

#downtownlakegeneva #YouthLeadership
#BuildingCommunity



Lake Geneva Schools is with Badger High School in Lake Geneva. · Follow

21h · 🌐

This morning, Badger High School students who serve on Dr. Wilson's Student Superintendent Advisory Committee had the opportunity t... more



This latest incident represents:

- A recurrence
- An escalation in severity (including physical confrontation and law enforcement involvement)
- A continued disregard for established expectations under City Policy 101.10 and meeting decorum standards

Policy Considerations – The conduct described above is inconsistent with:

- Standards of Conduct for Elected Officials
- Expectations of decorum under Robert’s Rules of Order
- Good-faith engagement required for effective governance

Particularly concerning:

- Personal attacks in public settings
- Escalation to physical proximity and obstruction
- Filing of a false police report following a provoked interaction
- Repetition of behavior after prior intervention

Action

1. Placement of this matter on the April 6, 2026 Personnel Committee agenda, or a special committee meeting to address these charges.
2. Review of documented incidents (2025 and 2026)
3. Guidance from our City Attorney on appropriate and proportional responses, which may include:
 - Formal admonishment or censure
 - Written findings for the record
 - Reinforcement of conduct expectations

Objective – My objective is not to escalate conflict, but to:

- Ensure consistent and fair application of ethical standards
- Address repeated violations with appropriate proportionality
- Restore professionalism, safety, and public trust in council conduct

Next Steps – Please confirm:

- Any procedural requirements prior to committee consideration
- Legal guidance on appropriate scope of discussion and action

Thank you for your attention to this matter.

Respectfully,

Joel Holland
Alderman, District 3
City of Lake Geneva

MEMORANDUM

To: Dave DeAngelis, City Administrator

Cc: Dan Draper, City Attorney

From: Alderman Joel Hoiland, Chair – Personnel Committee

Date: March 23, 2026

Subject: Ethical Misconduct Incident – March 18, 2026 Candidate Forum / Personnel Committee Agenda Placement

This memo documents a new incident involving alleged ethical misconduct by Alderwomen Sherri Ames and Cindy Yager following the Mayoral Candidate Forum on March 18, 2026, and outlines my intent to place this matter on the April 6, 2026 Personnel Committee agenda for discussion and action.

Summary of Incident – Immediately following the Candidate Forum at Horticultural Hall:

- Alderwoman Sherri Ames approached me in an aggressive and confrontational manner, physically positioning herself in a way that impeded my ability to disengage.
- During this interaction, she called me a “liar,” escalated verbally, and blocked my movement. As I attempted to sidestep away to de-escalate, she attempted to block me and a minor bump occurred.
- Following this, she publicly claimed “he hit me” and filed a false police report.
- A police officer subsequently came to my home and initiated follow-up, elevating the situation into a formal complaint.
- Alderwoman Ames also violated the good faith request by the forum organizers to not have campaign material inside Horticultural Hall before and during the forum. She disregarded this request by wearing a black T-Shirt stating in white letters: *Elect Krause Mayor of Lake Geneva*. Again, an alder acting in an unprofessional manner with intent showcased continued public disregard of established ethical policies.

Separately:

- Alderwoman Cindy Yager approached me later near the foyer and, in an intense and confrontational manner, called me a “liar” and made additional disparaging remarks.
- A third-party attendee intervened to prevent further escalation.

I have identified multiple witnesses to both incidents and have provided statements to the Lake Geneva Police Department.

Pattern of Conduct – This incident is not isolated. It follows:

- The April 15, 2025 FLR committee meeting accusation involving misrepresentation of my conduct.
- The June 17, 2025 ethics discussions in which both individuals:
 - Refused to acknowledge inappropriate conduct
 - Deflected responsibility
 - Declined to commit to improved decorum

At that time, I agreed not to escalate further, with the expectation that future conduct would meet established standards.

Attached are two memos and two other documents for your review:

- Ethical Misconduct Incident & Filing a Police Report – March 18, 2026 (Alderwomen Ames and Yager)
- Use of City Resources and Related Conduct (Mayor Krause) (Photos attached)

Both matters involve the conduct of elected officials, particularly during the current campaign season, and raise important questions about standards, expectations, and public trust.

Given the nature and timing of these issues, I am planning to place them on the April 6 Personnel Committee Agenda. I would appreciate your prompt response to this situation.

Thank you,

Joel Holland

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

Dan Draper

From: Joel Hoiland
Sent: Tuesday, March 24, 2026 9:49 AM
To: City Administrator; Dan Draper
Subject: Re: Submission of Memos for Review – Ethics and Use of City Resources

Dave,

Thanks for your response. As you know, in the final weeks of a campaign, it's not uncommon to see rumors and allegations surface without verification or validity. In contrast, the information in the memos is verifiable, and my video Issue pales in comparison.

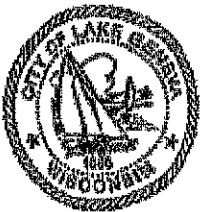
Joel

From: City Administrator <cityadmin@cityoflakegeneva.gov>
Sent: Tuesday, March 24, 2026 9:20 AM
To: Joel Hoiland <jhoiland@cityoflakegeneva.gov>; Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: RE: Submission of Memos for Review – Ethics and Use of City Resources

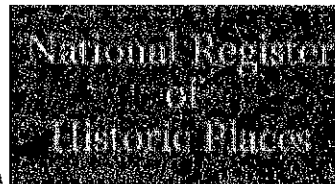
Joel,

I have not had an opportunity to discuss this yet with Dan regarding next steps in this process as he was out of the office yesterday. I anticipate being able to do that today when he is in and one of us will get back to you. I have made some initial inquiries about getting material from the police department regarding the instances you referenced in your memos as well.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



Distinctive Destinations
National Trust for Historic Preservation



From: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Sent: Monday, March 23, 2026 8:31 AM
To: City Administrator <cityadmin@cityoflakegeneva.gov>; Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: Submission of Memos for Review – Ethics and Use of City Resources

Dave & Dan,

3. Under subparagraph 3 he asks the same question as subparagraph 3 under item 1. See subparagraph 3 of item 1 above.

Under section 3, Public Conduct – Vehicle Operation and Police Assistance, he asks for clarification on 3 issues.

1. With respect to the mayor's encounter with a snowbank, he asks whether any internal reports or documentation exist related to the incident. The short answer is no. There are no internal reports. The only reports are external – The Bloomfield police report.
2. Subparagraph 2 asks for the same clarifications as are stated in subparagraphs 3 of items 1 and 2. See subparagraph 3 of items 1 and 2 above.
3. Under subparagraph 3, Alderman Hoiland asks for any policy updates, guidance, or formal direction to ensure consistency, transparency, and public confidence. The main direction that should be taken is to remove the last bullet point in policy 101.10. The policy should not have the personnel committee handling matters between alderpersons. That should be handled at the council level. Further, the City Administrator should not be the recipient and agent to submit complaints between alders. That once again should be handled by the City Council.

It is my understanding that under item 4, Personnel Committee Agenda – April 6, 2026, the 3 subparagraphs will not be taken up by the Personnel committee. I therefore will not address those items.

As we discussed, for the personnel committee to take up Alderman Hoiland's grievances, he needs to file an individual complaint against each person that he alleges violated the ethics policy. The violators should not be grouped together in one complaint. He also needs to provide a fact-specific complaint against each alder and cite the specific policy that was violated. To go forward with vague allegations is not fair to the alleged violators and does not provide any assistance to the committee on how to move forward. I don't believe that the allegations in this memo or the memo dated March 23, 2026, Re Ethical Misconduct Incident – March 18, 2026 Candidate Forum/ Personnel Committee Agenda Placement are sufficient to proceed forward. There must be a correlation between his alleged facts and the specific policy that was violated.

Daniel S. Draper, City Attorney

It is a violation of this policy to transmit a message under another employee's name or email address or to use the password of another to log into the system unless directed to do so by a supervisor. Employees are required to log off the network or secure the workstation when the computer is unattended. This added security measure will minimize the potential misuse of an employee's email, name, or password. Any employee who believes the employee's password has become known to another person shall change the password immediately.

Nowhere does it address the use of emails for campaign purposes. Nowhere does it address the use of emails by public officials. As you know there is a distinction between a public official and a public employee.

2. Under item 2, Alderman Hoiland requests clarification whether the use of a city-issued email in this manner is permissible. Since the email policy addresses employee use of city provided emails, it is irrelevant how the mayor used the city provided email. The policy cited above does not apply to the mayor.
3. Under item 3, Alderman Hoiland wants guidance for elected officials to ensure clear separation between official duties and campaign activities. The Ethics Commission can provide specific guidelines on what are and are not campaign activities regulated by campaign laws for the state of Wisconsin. The Ethics Commission usually requires specific facts to determine whether an activity falls under the campaign laws. The line of demarcation generally is determined whether you are soliciting votes or whether you are performing duties within the parameters of your office.

Item 2 Campaign Photos at City Hall and in Council Chambers, Alderman asks for clarification on 3 items:

1. Under subparagraph 1, he asks whether there is any existing city policy governing the use of municipal facilities for non-official purposes, including campaign activity. There is no written city policy directly addressing this issue.
2. Under subparagraph 2, Alderman Hoiland asks whether photos inside of municipal facilities for non-official purposes, including campaign activity is permissible. The question is overly broad. The answer depends on what municipal facilities are being used. If facilities are restricted for security purposes, then generally no, photos inside of municipal facilities would not be permitted, including campaign activities. Whether pictures are permitted at other facilities would be determined by the department head in charge of the facilities and the purpose of the photos. Our policy requires notification of the department head and city administrator before contacting employees. Our policy also prohibits employees from participating in campaign activities while working. Generally, municipal facilities accessible by the public would be accessible for photos regardless of their purpose.

City of Lake Geneva, 626 Geneva St, Lake Geneva, WI 53147- 262.248.3673- www.cityoflakegeneva.gov

PERSONNEL COMMITTEE
MONDAY, APRIL 6, 2026 - 4:00 PM
LAKE GENEVA CITY HALL; CONFERENCE ROOM 2A (UPSTAIRS)

Members:

Chairman - Joel Hoiland; Members - JaNelle Powers, Mary Jo Fesenmaier, Brian Smith and Cindy Yager.

1. Call to Order
2. Roll Call
3. Comments from the public limited to 5 minutes, limited to items on this agenda
4. Approval of the minutes from January 5, 2025
5. City Administrator's Report
 - a. Introduction of Chris Bennett, new assistant city administrator, start date, March 2, 2026
 - b. Update status of employee searches and staffing.
 - c. Update regarding new HR software and inclusion of the Performance Review Policy Framework
 - Software implementation plan and timeline
 - Training & Development Plan
6. Discussion/Possible Action on a grievance from the City Administrator, alleging violation of Policy 101 (Standards of Conduct for Elected Officials) regarding campaign-related activity at a city facility by Alder Hoiland.
7. Discussion/Action regarding on a grievance from Alderman Hoiland regarding an Ethical Misconduct Incident – March 18, 2026, alleging violation of Policy 101 (Standards of Conduct for Elected Officials) regarding (place actual complaint area here and then name)
8. Discussion/Action on a grievance from Alderman Hoiland regarding Use of City Resources and Related Conduct, alleging violation of Policy 101 (Standards of Conduct for Elected Officials) regarding campaign-related activities at a city facility by Mayor Krause.
9. Adjournment

This is a meeting of the Personnel Committee. Requests from persons with disabilities, who need assistance to participate in this meeting or hearing, should be made to the City Clerk's office in advance so the appropriate accommodations can be made.

Dan Draper

From: City Administrator
Sent: Friday, March 27, 2026 12:18 PM
To: Joel Holland
Cc: Dan Draper
Subject: Ethics Complaint
Attachments: 4-6-26 Agenda DRAFT dd.docx; 26-01331 bpd report.pdf; Memorandum Re Alderman Hoiland March 23 2026 Memorandum.docx

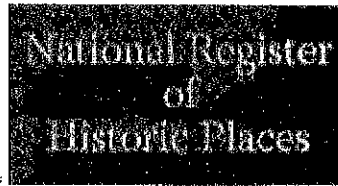
Alder Holland,

Please see the attached documents responding to your request for clarifications regarding complaints you wish to file against Alders Ames and Jaeger and Mayor Krause. As you will see there are a number of items that will need to be clarified regarding your complaints in order for us to have this in a proper form to move forward. I have also amended the draft agenda you submitted based on some of our conversation of today. I have renumbered the agenda based on when the complaints were made to put them in chronological order. In addition, I believe if you wish to make a complaint against both alders you would need to do those under separate items on the agenda as well. In answer to your question regarding the Mayor's accident last week, I am also attaching the police report I received from the Village of Bloomfield as that is where the incident took place.

Dan and I both agree that it may make the most sense to have a meeting Monday to go over these items with you and answer any questions you may have so we can get everything in order for getting the agenda out next Wednesday. In addition, we have sent a copy of the draft of the agenda to the special legal counsel that will be representing the Committee.

Please let me know if you would like to meet on Monday and what time would work best for you.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



MEMORANDUM

TO: City Administrator

FROM: City Attorney, Daniel S. Draper

DATE: March 27, 2026

RE: Clarifications Requested by Alderman Hoiland in Memorandum of March 23, 2026 Re: Use of City Resources and Related Conduct – Review and Personnel Committee Agenda Placement (April 6, 2026)

You requested that I prepare a memorandum addressing the above-mentioned matter. I have listed the requested clarifications by Alderman Hoiland in the format he presented in his Memorandum of March 23, 2026. My responses are highlighted in red.

1. **Use of City-Issued Email for Campaign Purposes.** Alderman Hoiland asks if there is any existing city policy governing the use of municipal email accounts for non-official purposes, including campaign activity.

There is no existing city policy governing the use of municipal email accounts applicable to public officials. The only policy restricting the use of municipal email accounts concerns use of those accounts by city employees. Policy 200.2 and 200.4 are set forth below:

200.2 POLICY

Employees shall use email in a professional manner in accordance with this policy and current public records laws.

200.4 RESTRICTIONS ON USE OF EMAIL

Messages transmitted over the email system are restricted to official business activities, or shall only contain information that is essential for the accomplishment of business-related tasks or for communications that are directly related to the business, administration, or practices of the City.

Sending derogatory, defamatory, obscene, disrespectful, sexually suggestive, harassing, or any other inappropriate messages on the email system is prohibited and may result in discipline.

Email messages addressed to the entire City are only to be used for official business-related items that are of particular interest to all users. In the event that an employee has questions about sending a particular email communication, the employee should seek prior approval from a supervisor.

Bloomfield Police Department

N1100 Townhall Road P.O. Box 47

Pell Lake, WI 53157

Phone: (262) 279-3454

Incident Report

Case Number: 26-01331

<i>Date/Time Reported</i> 03/17/2026 8:47 am	<i>Nature of Incident</i> Traffic Accident - Property Damage	<i>Case Status</i> Closed
<i>Date/Time Occurred</i> 03/17/2026 8:47 AM to 03/17/2026 8:47 AM		<i>Case Outcome/Disposition</i> Closed
<i>Location of Incident</i> CTH H near Hwy 120, Lake Geneva WI 53147		

Assigned Units

Assign Arrive Clear

Assigned	Offc. Wyatt A Atlee	BPD	8:47	8:47	8:47
Assisting Officer	Offc. Nicholas C Neumann	BPD	8:47	8:47	8:47

Driver

Krause, Todd W	<i>Birth Date:</i> [REDACTED]	<i>Age at Inc:</i>	60
1112 Wisconsin St.	<i>Gender:</i>	Male	<i>Race:</i> White
Lake Geneva, WI 53147	<i>Hair:</i>	Brown	<i>Eyes:</i> Green
<i>Home Phone:</i> [REDACTED]	<i>Height:</i>	6' 0"	<i>Weight:</i> 200
<i>DL State/No:</i> [REDACTED]			

Vehicle

<i>Reg State/Number</i>	<i>Vehicle ID Number</i>	<i>Make/Model</i>	<i>Year</i>	<i>Color</i>
[REDACTED]	[REDACTED]	Toyota / Prius	2020	WHI

Report Notes

Came upon a property damage crash at CTH H and Hwy 120. A white 2020 Toyota Prius bearing WI [REDACTED] operated by Todd W. Krause (WI DL) slid on the icy road and struck a snow bank, causing minor damage to his vehicle. I stood by until Russo pulled out the Prius. See crash report.

*Officer Signature*_____
Date Further Investigation_____
*Supervisor Signature*_____
Date

Dan Draper

From: Joel Hoiland
Sent: Monday, March 30, 2026 10:24 AM
To: Dan Draper; City Administrator
Subject: Re: Ethics Complaint

See you at 2:00 pm.

From: Dan Draper <DDraper@cityoflakegeneva.gov>
Sent: Monday, March 30, 2026 9:47 AM
To: Joel Hoiland <jhoiland@cityoflakegeneva.gov>; City Administrator <cityadmin@cityoflakegeneva.gov>
Subject: RE: Ethics Complaint

2:00 pm will work for Dave and I.

Daniel S. Draper,
City Attorney
City of Lake Geneva
626 Geneva Street
Lake Geneva, WI 53147
P: (262) 248-3673 Ext. 5155
F: (262) 248-4715
ddraper@cityoflakegeneva.gov

From: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Sent: Monday, March 30, 2026 9:01 AM
To: City Administrator <cityadmin@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: Re: Ethics Complaint

I am available this afternoon. How does 2:00 pm work for both of you?

From: City Administrator <cityadmin@cityoflakegeneva.gov>
Sent: Friday, March 27, 2026 12:17 PM
To: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: Ethics Complaint

Alder Hoiland,

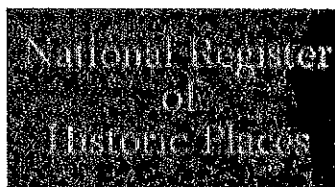
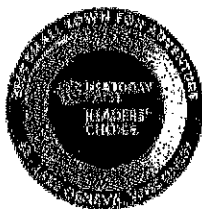
Please see the attached documents responding to your request for clarifications regarding complaints you wish to file against Alders Ames and Jaeger and Mayor Krause. As you will see there are a number of items that will need to be clarified regarding your complaints in order for us to have this in a proper form to move forward. I have also amended the draft agenda you submitted based on some of our

conversation of today. I have renumbered the agenda based on when the complaints were made to put them in chronological order. In addition, I believe if you wish to make a complaint against both alders you would need to do those under separate items on the agenda as well. In answer to your question regarding the Mayor's accident last week, I am also attaching the police report I received from the Village of Bloomfield as that is where the incident took place.

Dan and I both agree that it may make the most sense to have a meeting Monday to go over these items with you and answer any questions you may have so we can get everything in order for getting the agenda out next Wednesday. In addition, we have sent a copy of the draft of the agenda to the special legal counsel that will be representing the Committee.

Please let me know if you would like to meet on Monday and what time would work best for you.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

Dan Draper

From: Joel Hoiland
Sent: Monday, March 30, 2026 10:37 AM
To: Dan Draper; City Administrator
Subject: Re: Ethics Complaint
Attachments: COMPLAINTS (4) - JH.docx

Dave & Dan:

See attached four complaints.

Joel Hoiland

From: Dan Draper <DDraper@cityoflakegeneva.gov>
Sent: Monday, March 30, 2026 9:47 AM
To: Joel Hoiland <jhoiland@cityoflakegeneva.gov>; City Administrator <cityadmin@cityoflakegeneva.gov>
Subject: RE: Ethics Complaint

2:00 pm will work for Dave and I.

Daniel S. Draper,
City Attorney
City of Lake Geneva
626 Geneva Street
Lake Geneva, WI 53147
P: (262) 248-3673 Ext. 5155
F: (262) 248-4715
ddraper@cityoflakegeneva.gov

From: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Sent: Monday, March 30, 2026 9:01 AM
To: City Administrator <cityadmin@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: Re: Ethics Complaint

I am available this afternoon. How does 2:00 pm work for both of you?

From: City Administrator <cityadmin@cityoflakegeneva.gov>
Sent: Friday, March 27, 2026 12:17 PM
To: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: Ethics Complaint

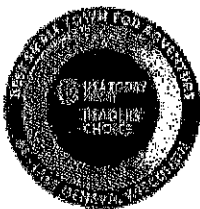
Alder Hoiland,

Please see the attached documents responding to your request for clarifications regarding complaints you wish to file against Alders Ames and Jaeger and Mayor Krause. As you will see there are a number of items that will need to be clarified regarding your complaints in order for us to have this in a proper form to move forward. I have also amended the draft agenda you submitted based on some of our conversation of today. I have renumbered the agenda based on when the complaints were made to put them in chronological order. In addition, I believe if you wish to make a complaint against both alders you would need to do those under separate items on the agenda as well. In answer to your question regarding the Mayor's accident last week, I am also attaching the police report I received from the Village of Bloomfield as that is where the incident took place.

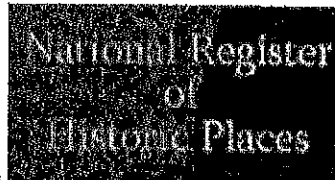
Dan and I both agree that it may make the most sense to have a meeting Monday to go over these items with you and answer any questions you may have so we can get everything in order for getting the agenda out next Wednesday. In addition, we have sent a copy of the draft of the agenda to the special legal counsel that will be representing the Committee.

Please let me know if you would like to meet on Monday and what time would work best for you.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



**Distinctive
Destinations**
National Trust for Historic Preservation



NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

COMPLAINT #1 – Alderwoman Sherri Ames
Ethical Misconduct – January 26, 2026 Common Council Meeting

Complainant: Alderperson Joel Hoiland
Respondent: Alderwoman Sherri Ames
Date of Incident: January 26, 2026
Location: City of Lake Geneva Common Council Meeting

Statement of Facts

During the January 26, 2026 Common Council meeting, while discussing the proposed sale of the Sheridan Springs city-owned property to Simple Food Group, Alderwoman Ames made a series of public statements directed at certain members of the Council, including Alderperson Hoiland.

In her remarks, Alderwoman Ames:

- Referenced the length of time elected officials have lived in the community as a basis for credibility and decision-making authority
- Implicitly and explicitly distinguished certain aldermen as less qualified or less legitimate based on their shorter residency
- Stated that some individuals in the community question: “where do these people come from?”
- Further suggested that certain aldermen were attempting to: “change our community to benefit them because they didn’t like where they came from”

These remarks were made in a public meeting, during official Council deliberations, and in the presence of residents.

At the time of the comments:

- The aldermen referenced had each resided in the City for approximately six years
- Both own homes, were duly elected by voters, and actively contribute to the community

During the exchange:

- Alderperson Hoiland objected on grounds of decorum
- The mayor allowed the comments to continue without intervention

Policy Violations (Policy 101 – Standards of Conduct for Elected Officials)

Based on the City of Lake Geneva Policy Manual:

101.2 – Professional Integrity and Decorum

Elected officials are expected to conduct themselves with professionalism and respect in all official proceedings.

101.5 – Ethics

Prohibits conduct that:

- Uses position in a manner that undermines ethical standards
- Fails to uphold expected standards of conduct

101.6 – Discrimination, Oppression, or Favoritism

Elected officials shall not discriminate or provide favoritism based on arbitrary or unrelated characteristics.

101.10 – Conduct and Behavior

Requires that:

- Council members maintain decorum
- Refrain from rude, critical, or disrespectful comments directed at fellow alderpersons
- Avoid conduct that brings embarrassment or disrepute to the City

Basis for Violation

The conduct described constitutes a violation because:

- It publicly denigrated fellow elected officials based on length of residency rather than merit or policy position
- It undermined the legitimacy of duly elected representatives
- It introduced divisive and exclusionary rhetoric into an official public proceeding
- It violated standards requiring professionalism, respect, and decorum
- It occurred during formal Council deliberations, amplifying its impact on public trust

Additionally:

- The failure to intervene and maintain decorum allowed the conduct to continue, further undermining Council standards

Requested Action

- Review by the Personnel Committee
- Determination of whether Policy 101 violations occurred
- Consideration of:
 - Formal admonishment or censure
 - Reinforcement of Council decorum standards
 - Clarification that all elected officials, regardless of tenure, are entitled to equal respect and standing

COMPLAINT #2 – Alderwoman Sherri Ames

Ethical Misconduct – March 18, 2026 Candidate Forum Incident

Complainant: Alderperson Joel Hoiland

Respondent: Alderwoman Sherri Ames

Date of Incident: March 18, 2026

Location: Horticultural Hall, Lake Geneva

Statement of Facts

Immediately following the Mayoral Candidate Forum on March 18, 2026, Alderwoman Ames initiated a direct confrontation with me in a public setting.

- She approached in an aggressive and confrontational manner, positioning herself directly in front of me and physically impeding my ability to disengage
- She called me a “liar” and made escalating verbal accusations
- When I stated I did not wish to engage and attempted to sidestep away, she continued to block my movement, resulting in a minor physical bump
- Immediately thereafter, she loudly stated “he hit me”, creating a public accusation
- A police report was filed, and a City of Lake Geneva police officer subsequently came to my residence and initiated follow-up questioning, escalating the matter into a formal complaint process

Additional conduct:

- Alderwoman Ames disregarded forum organizer guidance prohibiting campaign materials by wearing a campaign T-shirt (“Elect Krause Mayor”) inside the venue

Pattern of conduct:

- This incident follows prior documented issues (April 15, 2025 FLR meeting and June 17, 2025 ethics discussions), where similar concerns regarding conduct, accountability, and decorum were raised and not resolved

Policy Violations (Policy 101 – Standards of Conduct for Elected Officials)

Based on the City of Lake Geneva Policy Manual:

- 101.2 – Policy: Requires elected officials to conduct themselves with *professional integrity and decorum*
- 101.5 – Ethics: Prohibits use of position or conduct that undermines ethical standards
- 101.10 – Conduct and Behavior:
 - Requires professional decorum in public settings
 - Prohibits abusive, disruptive, or inappropriate conduct
 - Requires conduct that does not bring disrepute to the City or Council

Basis for Violation

The conduct described constitutes a violation because:

- It involved public verbal attacks and escalation
- It included physical obstruction and confrontation
- It resulted in a public accusation and police involvement
- It reflects a pattern of repeated conduct despite prior intervention

This behavior undermines:

- Professional governance standards
- Public confidence in elected officials
- Safe and respectful interaction among council members

Requested Action

- Formal review by the Personnel Committee
- Determination of Policy 101 violations

- Consideration of:
 - Formal admonishment or censure
 - Written findings for the record
 - Reinforcement of conduct expectations

COMPLAINT #3 — Alderwoman Cindy Yager
Ethical Misconduct – March 18, 2026 Candidate Forum Incident

Complainant: Alderperson Joel Holland
Respondent: Alderwoman Cindy Yager
Date of Incident: March 18, 2026
Location: Horticultural Hall (rear foyer area)

Statement of Facts

Following the March 18, 2026 Candidate Forum:

- Alderwoman Yager approached me in the rear of the hall while I was speaking with an attendee
- She engaged in an intense and confrontational verbal exchange, calling me a “liar” and stating I should be ashamed
- Her conduct was sufficiently aggressive that a third-party attendee intervened and physically positioned themselves between us to prevent escalation

Pattern:

- This conduct aligns with prior documented issues involving similar behavior and lack of corrective acknowledgment during earlier ethics discussions in 2025

Policy Violations (Policy 101)

- 101.2 – Professional Integrity and Decorum
- 101.5 – Ethics (standards of ethical conduct)
- 101.10 – Conduct and Behavior
 - Requires respectful, professional engagement
 - Prohibits abusive or disruptive conduct in public settings

Basis for Violation

- Public verbal attack on a fellow elected official
- Escalation requiring third-party intervention
- Occurrence in a public civic setting tied to official roles
- Continuation of a pattern of prior conduct issues

Requested Action

- Personnel Committee review
- Determination of violation
- Appropriate corrective guidance and documentation

**COMPLAINT #4 — Mayor Todd Krause
Use of City Resources and Related Conduct**

Complainant: Alderperson Joel Hoiland
Respondent: Mayor Todd Krause

Statement of Facts

A. Use of City-Issued Email for Campaign Purposes

- The Mayor's campaign website lists MAYOR@CITYOFLAKEGENEVA.GOV as the primary contact
- This creates the appearance and potential reality of using a municipal resource for campaign-related communication

B. Campaign-Related Use of Municipal Facilities

- Photos of the Mayor appear:
 - At City Hall entrance
 - Inside Council Chambers
 - On campaign-related platforms and website
- These images were taken during or in connection with non-official or campaign-related contexts

C. Public Conduct and Police Interaction (March 17, 2026)

- The Mayor was involved in a vehicle incident in Bloomfield (vehicle slid into snowbank)
- Police responded and assisted in clearing the vehicle
- No citation was issued

Additional context:

- A campaign video shows the Mayor operating a vehicle while holding a mobile phone
- Social media images show City of Lake Geneva police assisting the Mayor

Policy Violations (Policy 101)

Relevant provisions include:

- 101.5 – Ethics
 - Prohibits use of position for personal or political gain
 - Prohibits misuse of city property, personnel, or services
- 101.7 – Unauthorized Access, Disclosure, or Use
 - Prohibits use of city resources for non-official purposes
- 101.10 – Conduct and Behavior
 - Requires conduct that maintains public confidence and professionalism

Basis for Violation

- Use of a city-issued email address in campaign context creates a direct overlap between public resources and political activity
- Use of municipal facilities for campaign imagery raises concerns regarding equal access and fairness
- Public conduct involving:

- Driving while using a phone
- Police assistance
raises questions of judgment, perception, and consistency of treatment, even if not independently unlawful

Requested Action

- Personnel Committee review of all identified conduct
- Determination of applicability of Policy 101
- Clarification and formal guidance regarding:
 - Use of municipal email
 - Campaign activity in city facilities
 - Appropriate boundaries for elected officials

Dan Draper

From: City Administrator
Sent: Tuesday, March 31, 2026 5:37 PM
To: Joel Hoiland
Cc: Dan Draper
Subject: RE: Request to move Personnel meeting.

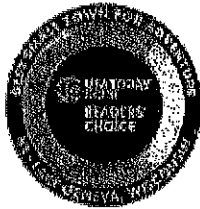
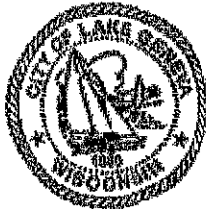
Alder Hoiland,

I have informed the clerk of your cancelation of the Personnel Committee meeting for next week and she will get it posted either yet today or tomorrow. You mention us being "aligned" in this matter which is not an accurate representation of my comments in my original email which states, *"After consideration of this issue and reviewing our previous discussions and agreement regarding placing it on this agenda in April, I feel that if you believe you need to cancel this meeting to move this and your complaints to the May Personnel meeting that is your decision to make as is allowed under past practices and procedures regarding meetings."* This is not a statement of alignment but one pointing out this is your decision to make even though we had previously agreed to take this to the April 6th meeting instead of taking it directly to the Common Council meeting but that as chairman you could override that agreement and cancel the meeting.

As it relates to the release of your complaints against Alder Ames, Alder Yager, and the Mayor Krause I do not believe that is appropriate. These complaints are public records and discoverable. This means any requester could obtain a copy of the complaints before Alders Ames and Yager and Mayor Krause had knowledge of either the complaint or the basis on which they are being made. This would be denying them proper due process or fairness in any future proceedings. If you were to withdraw these complaints, then we would not need to send them the complaints since there would be no pending proceedings. Nevertheless, if someone were to make an open records record request for any complaints filed, we would be compelled to release them to the requestor and the parties involved.

Please let me know tomorrow morning how you wish to proceed regarding the complaints.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



Distinctive Destinations
National Trust for Historic Preservation



From: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Sent: Tuesday, March 31, 2026 10:35 AM
To: City Administrator <cityadmin@cityoflakegeneva.gov>

Cc: Dan Draper <DDraper@cityoflakegeneva.gov>

Subject: Re: Request to move Personnel meeting.

Dave,

Thank you for your note.

Based on our discussion, I am proceeding with canceling the April 6 Personnel Committee meeting. Please advise Lacey Reynolds, City Clerk, to post this properly on the city website and to inform the committee members.

I believe we are aligned that postponing this meeting until after the April 7 election is the most appropriate course of action. At this time, no future meeting date has been set.

Given that there is no active or scheduled review, I do not believe there is a need to distribute the complaints at this time. Circulating them now, one week prior to the election, has the potential to unnecessarily escalate an already politically charged environment.

My intent is to ensure that these matters are handled in a fair, balanced, and thoughtful manner. Addressing both the timing and approach after the election will best serve all parties involved, as well as the integrity of the process.

I would ask that the distribution of the complaints be held until we establish the appropriate next steps and scheduling following the election.

Thank you,

Joel Hoiland
Alderman
Chairman, Personnel Committee

From: City Administrator <cityadmin@cityoflakegeneva.gov>

Sent: Tuesday, March 31, 2026 10:15 AM

To: Joel Hoiland <jhoiland@cityoflakegeneva.gov>

Cc: Dan Draper <DDraper@cityoflakegeneva.gov>

Subject: Request to move Personnel meeting.

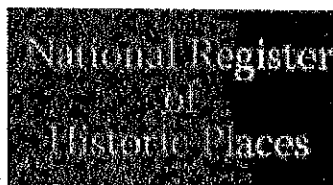
Alder Hoiland,

I have considered your request to mutually cancel the Personnel meeting moving the date of the review of my complaint past the election. After consideration of this issue and reviewing our previous discussions and agreement regarding placing it on this agenda in April, I feel that if you believe you need to cancel this meeting to move this and your complaints to the May Personnel meeting that is your decision to make as is allowed under past practices and procedures regarding meetings.

In addition, as I now have your formal complaints regarding Alder Ames, Alder Yager and Mayor Krause, I will be forwarding those complaints to them today.

Please let me know how you wish to proceed with the meeting.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

Dan Draper

From: Joel Hoiland
Sent: Tuesday, March 31, 2026 9:18 PM
To: City Administrator
Cc: Dan Draper
Subject: Re: Request to move Personnel meeting.

Dave,

After consideration of the timing and the points you raised regarding distribution and public records, I have decided to withdraw the current complaints at this time.

Please inform me of anyone seeking a public records request regarding our email communications, including copies of complaints and related documents, or the DPW complaint you filed and attachments.

Given that the Personnel Committee meeting has been canceled and no review is scheduled, I believe it is more appropriate to address these matters after the April 7 election so they can be considered in a fair, balanced, and non-time-sensitive manner.

This approach ensures that any future review is conducted thoughtfully, with full clarity and without the influence of timing immediately prior to the election.

You may wish to view the three police cams that Nancy Douglas from Lake 96.1 posted on Facebook on March 31, 2026. All three were captured following the Candidate Forum on March 18, 2026.

I will determine the next steps regarding these matters following the election.

Thank you,

Joel Hoiland
Alderman
Chairman, Personnel Committee

From: City Administrator <cityadmin@cityoflakegeneva.gov>
Sent: Tuesday, March 31, 2026 5:37 PM
To: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: RE: Request to move Personnel meeting.

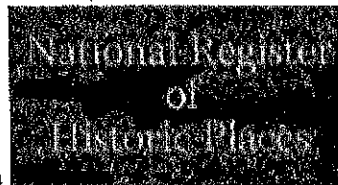
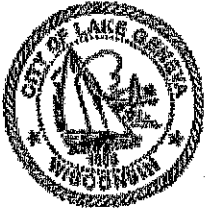
Alder Hoiland,

I have informed the clerk of your cancellation of the Personnel Committee meeting for next week and she will get it posted either yet today or tomorrow. You mention us being "aligned" in this matter which is not an accurate representation of my comments in my original email which states, "After consideration of this issue and reviewing our previous discussions and agreement regarding placing it on this agenda in April, I feel that if you believe you need to cancel this meeting to move this and your complaints to the May Personnel meeting that is your decision to make as is allowed under past practices and procedures regarding meetings." This is not a statement of alignment but one pointing out this is your decision to make even though we had previously agreed to take this to the April 6th meeting instead of taking it directly to the Common Council meeting but that as chairman you could override that agreement and cancel the meeting.

As it relates to the release of your complaints against Alder Ames, Alder Yager, and the Mayor Krause I do not believe that is appropriate. These complaints are public records and discoverable. This means any requester could obtain a copy of the complaints before Alders Ames and Yager and Mayor Krause had knowledge of either the complaint or the basis on which they are being made. This would be denying them proper due process or fairness in any future proceedings. If you were to withdraw these complaints, then we would not need to send them the complaints since there would be no pending proceedings. Nevertheless, if someone were to make an open records record request for any complaints filed, we would be compelled to release them to the requestor and the parties involved.

Please let me know tomorrow morning how you wish to proceed regarding the complaints.

David De Angelis
City Administrator
Lake Geneva, Wisconsin



From: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Sent: Tuesday, March 31, 2026 10:35 AM
To: City Administrator <cityadmin@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: Re: Request to move Personnel meeting.

Dave,

Thank you for your note.

Based on our discussion, I am proceeding with canceling the April 6 Personnel Committee meeting. Please advise Lacey Reynolds, City Clerk, to post this properly on the city website and to inform the committee members.

I believe we are aligned that postponing this meeting until after the April 7 election is the most appropriate course of action. At this time, no future meeting date has been set.

Given that there is no active or scheduled review, I do not believe there is a need to distribute the complaints at this time. Circulating them now, one week prior to the election, has the potential to unnecessarily escalate an already politically charged environment.

My intent is to ensure that these matters are handled in a fair, balanced, and thoughtful manner. Addressing both the timing and approach after the election will best serve all parties involved, as well as the integrity of the process.

I would ask that the distribution of the complaints be held until we establish the appropriate next steps and scheduling following the election.

Thank you,

Joel Hoiland
Alderman
Chairman, Personnel Committee

From: City Administrator <cityadmin@cityoflakegeneva.gov>
Sent: Tuesday, March 31, 2026 10:15 AM
To: Joel Hoiland <jhoiland@cityoflakegeneva.gov>
Cc: Dan Draper <DDraper@cityoflakegeneva.gov>
Subject: Request to move Personnel meeting.

Alder Hoiland,

I have considered your request to mutually cancel the Personnel meeting moving the date of the review of my complaint past the election. After consideration of this issue and reviewing our previous discussions and agreement regarding placing it on this agenda in April, I feel that if you believe you need to cancel this meeting to move this and your complaints to the May Personnel meeting that is your decision to make as is allowed under past practices and procedures regarding meetings.

In addition, as I now have your formal complaints regarding Alder Ames, Alder Yager and Mayor Krause, I will be forwarding those complaints to them today.

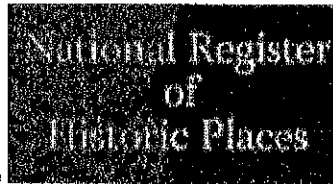
Please let me know how you wish to proceed with the meeting.

David De Angellis
City Administrator
Lake Geneva, Wisconsin



**Distinctive
Destinations**

National Trust for Historic Preservation



NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

NOTICE OF CONFIDENTIALITY This e-mail and any files transmitted with it may contain information that is privileged, confidential and exempt from disclosure under applicable laws. This communication is intended for the sole use of the individual or entity to which it is addressed. If the reader of this message is not the intended recipient, dissemination, forwarding, printing, or copying of this e-mail and any files you have received with it without the consent of the sender is strictly prohibited. If you have received this e-mail in error, please do not distribute it. Please notify the sender by e-mail at the address shown and delete the original message.

Standards of Conduct for Elected Officials

101.1 PURPOSE AND SCOPE

This policy establishes standards of conduct expected of all elected officials. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions, but they do identify many of the important matters concerning conduct.

101.1.1 DEFINITIONS

Definitions related to this policy include:

Conflict of interest - Any actual, perceived, or potential conflict in which it reasonably appears that an elected official's action, inaction, or decisions are or may be influenced by a personal or business relationship. It includes conflicts defined and prohibited by state law.

101.2 POLICY

Elected officials of the City are expected to conduct themselves with the utmost professional integrity and objectivity. The service of every elected official of the City shall be based on conduct that reasonably conforms to the guidelines in this policy.

All newly elected and returning City officials are provided with an orientation packet which includes information generated by the League of Wisconsin Municipalities as well as a Council Member Orientation publication created and distributed by the Lake Geneva City Clerk's Office. These materials are provided to assist elected officials in carrying out their responsibilities in a professional, efficient and legal manner. To further ensure the conduct of the elected officials are in line with City, State, and Federal law, the attached policies will serve to preserve and protect the appropriate relationship between the City's elected officials and City staff. Elected officials have an obligation to be educated and familiar in their roles/responsibilities when serving the City of Lake Geneva. This includes participation in "Local Government 101" training provided by the League of Wisconsin Municipalities, within one month of assuming office. It shall also be the responsibility of elected officials to review and comprehend the expectations of an elected official, as outlined in the City of Lake Geneva Council Orientation Binder.

101.3 UNLAWFUL DIRECTIVES

Elected officials should not knowingly direct action or inaction that, if carried out, would result in a violation of any law or city policy.

101.4 GENERAL STANDARDS

Elected officials should conduct themselves in accordance with the federal and state constitutions and all applicable laws, ordinances, and rules.

101.5 ETHICS

Elected officials should avoid engaging in the following conduct:

Using one's status as an elected official of the City in any way that could reasonably be perceived as an attempt to gain influence or authority for non-city business or activity.

The wrong or unlawful exercise of authority for malicious purpose, personal gain, willful deceit, or any other improper purpose.

Acceptance of fees, gifts, money, tangible or intangible personal property, or any service, gratuity, favor, entertainment, hospitality, loan, promise, or any other thing of value from any person, business, or organization that is doing business with, or seeking to do business with, the City, or contrary to the rules of this city and/or laws of the state.

Offer or acceptance of a bribe or gratuity.

Misappropriation or misuse of public funds, property, personnel, or services.

Any other failure to abide by the standards of ethical conduct.

101.6 DISCRIMINATION, OPPRESSION, OR FAVORITISM

Elected officials should not discriminate against, oppress, or provide favoritism to any person based on a classification or status protected by law.

101.7 UNAUTHORIZED ACCESS, DISCLOSURE, OR USE

Elected officials should not:

Release of confidential or protected information, materials, data, forms, or reports obtained as a result of the elected official's position with this city.

Use any information, photograph, video, or other recording obtained or accessed as a result of the elected official's position with this city for personal or financial gain.

Using city resources in association with any portion of an independent civil action. These resources include but are not limited to personnel, vehicles, equipment, and non-subpoenaed records.

Loan, sell, or allow unauthorized use, give away, or appropriate any city badge, uniform, identification card, or property for personal use, personal gain, or any other improper or unauthorized use or purpose.

Use city resources for campaign or other political purposes.

101.8 CONFLICTS OF INTEREST

Elected officials shall follow all laws regarding actual and perceived conflicts of interest and should avoid the appearance of actual or perceived conflicts of interest.

Elected officials should recuse themselves from participating and avoid in decisions regarding promotions, performance evaluations, or other personnel decisions affecting an employee who is a relative or with whom they are involved in a personal or business relationship.

101.9 ETHICAL COMPLIANCE DOCUMENTATION

Elected officials have a legal and moral obligation to report any potential ethical violations in a timely manner along with required documentation or any other matter related to conduct are timely completed and submitted to the appropriate authorities.

101.10 CONDUCT AND BEHAVIOR

It is absolutely inappropriate for Elected Officials to call, mail or otherwise contact City Staff via use of employee's private phone, personal email address or home mailing address.

Emergency contact with City staff will only be undertaken via the Lake Geneva Police Dispatch who will, in turn contact the employee.

It is inappropriate for elected officials to leave "anonymous" messages (written or verbal) for any City employee.

It is inappropriate for elected officials to have possession of original documents which are the property of the City.

Elected Officials shall NOT have significant, direct contact with City staff without clearing such contact with the appropriate Department Head, or the City Administrator. Such behavior is a violation of Section 103 (Organizational Chain of Command) of the City of Lake Geneva Employee Handbook.

Elected officials have no authority to direct City staff to undertake anything without the expressed motion and approval of the Common Council or its related committees.

Any such violations (or similar inappropriate behavior) will be reported to the City Administrator, who will forward any grievance received to the City's Personnel Committee for review/possible action.

The Personnel Committee or designees will investigate grievances and, if deemed appropriate; issue a written public or private censure which will be placed in a personnel file created for the person who has violated the "norms and protocols" for elected officials.

Depending on the circumstances, such violations may be cause for removing an elected official from office and prohibited from seeking elected office within the City of Lake Geneva government in the future.

Any attempt at contacting a staff member who has filed a grievance (to discuss the matter) will be considered retaliation under Federal law concerning the protection of organizational whistleblower and will be reported to the US Department of Labor.

A Council member shall maintain decorum and set an example for appropriate conduct when the Council member represents the City, including at City meetings. Council members shall conduct themselves so as not to bring embarrassment upon the City; refraining from rude, critical or otherwise disrespectful verbal or written comments, facial expressions or gestures directed at fellow Alderpersons, City Staff, City Commission and Committee members or members of the public.

Standards of Conduct for All Employees

102.1 PURPOSE AND SCOPE

This policy establishes standards of conduct that are consistent with the values and mission of the City and are expected of all employees. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions, but they do identify many of the important matters concerning conduct. In addition to the provisions of this policy, employees are subject to all other provisions contained in this manual, as well as any additional guidance on conduct that may be disseminated by this city or an employee's supervisor.

102.1.1 DEFINITIONS

Definitions related to this policy include:

Conflict of interest - Any actual, perceived, or potential conflict in which it reasonably appears that an employee's action, inaction, or decisions are or may be influenced by a personal or business relationship. It includes conflicts defined and prohibited by state law.

102.2 POLICY

The continued employment or appointment of every employee of the City shall be based on conduct that reasonably conforms to the guidelines set forth herein. Failure to meet the guidelines set forth in this policy, whether during work hours or non-work hours, may be cause for disciplinary action.

102.3 GENERAL STANDARDS

Employees shall conduct themselves in accordance with the federal and state constitutions and all applicable laws, ordinances, and rules enacted or established pursuant to legal authority. Employees shall familiarize themselves with policies and procedures and are responsible for compliance with each. Employees should seek clarification and guidance from supervisors in the event of any perceived ambiguity or uncertainty.

Discipline may be initiated for any good cause. It is not mandatory that a specific policy or rule violation be cited to sustain discipline. This policy is not intended to cover every possible type of misconduct.

102.4 CAUSES FOR DISCIPLINE

The following are illustrative of causes for disciplinary action. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for violation of other rules, standards, or ethics, and specific action or inaction that is detrimental to the city's ability to effectively serve the public.

102.4.1 LAWS, RULES, AND ORDERS

Violation of, or ordering or instructing a subordinate to violate, any policy, procedure, rule, order, directive, or requirement, or failure to follow instructions contained in city manuals.

Disobedience of any lawful direction or order.

Violation of federal, state, local, or administrative laws, rules, or regulations.

102.4.2 ETHICS

Using or disclosing one's status as an employee of the City in any way that could reasonably be perceived as an attempt to gain influence or authority for non-city business or activity.

The wrongful or unlawful exercise of authority on the part of any employee for malicious purpose, personal gain, willful deceit, or any other improper purpose.

The receipt or acceptance of a reward, fee, or gift from any person for service incident to the performance of the employee's work with the City.

Acceptance of fees, gifts, or money contrary to the rules of this city and/or laws of the state.

Offer or acceptance of a bribe or gratuity.

Any other failure to abide by the standards of ethical conduct.

102.4.3 DISCRIMINATION, OPPRESSION, OR FAVORITISM (INCLUDING NEPOTISM)

Unless required by law or policy, discriminating against, oppressing, or providing favoritism (Including nepotism) to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

102.4.4 RELATIONSHIPS

Unwelcome solicitation of a personal or sexual relationship during work hours or through the use of one's official capacity.

Engaging in sexual activity during work hours, including but not limited to sexual intercourse, excessive displays of public affection, or other sexual contact.

Establishing or maintaining an inappropriate personal or financial relationship as a direct result of any official business.

Associating with or joining a criminal gang, organized crime, and/or criminal syndicate when the employee knows or reasonably should know of the criminal nature of the organization.

102.4.5 ATTENDANCE

Leaving the job to which the employee is assigned during work hours without reasonable excuse and proper permission and approval.

Unexcused or unauthorized absence or tardiness.

Excessive absenteeism or abuse of leave privileges.

Failure to report to work or to the place of assignment at the time specified and fully prepared to work without reasonable excuse.

102.4.6 UNAUTHORIZED ACCESS, DISCLOSURE, OR USE

Unauthorized and inappropriate intentional release of confidential or protected information, materials, data, forms, or reports obtained as a result of the employee's position with this city.

The use of any information, photograph, video, or other recording obtained or accessed as a result of employment or appointment to this city for personal or financial gain or without the express authorization of the City Administrator or the authorized designee.

Loaning, selling, allowing unauthorized use, giving away, or appropriating any city badge, uniform, identification card, or property for personal use, personal gain, or any other improper or unauthorized use or purpose.

Using city resources in association with any portion of an independent civil action. These resources include but are not limited to personnel, vehicles, equipment, and non-subpoenaed records.

102.4.7 EFFICIENCY

Unsatisfactory work performance, including but not limited to failure, incompetence, inefficiency, or delay in performing and/or carrying out proper orders, work assignments, or the instructions of supervisors without a reasonable and bona fide excuse.

Concealing, attempting to conceal, removing, or destroying defective or incompetent work.

Unauthorized sleeping during work hours or assignments.

Failure to notify the City within five (5) business days of any change in residence address or contact numbers.

Failure to notify a supervisor of changes in relevant personal information (e.g., information associated with benefits determination) within five (5) business days.

102.4.8 PERFORMANCE

Failure to disclose or misrepresenting material facts or making any false or misleading statement on any application, examination form, or other official document, report, or form, or during the course of any work-related investigation.

The falsification of any work-related records, making misleading entries or statements with the intent to deceive, or the willful and unauthorized removal, alteration, destruction, and/or mutilation of any city record, public record, book, paper, or document.

Failure to participate in investigations, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a

position of authority, in connection with any investigation or in the reporting of any city-related business.

(d)

Being untruthful or knowingly making false, misleading, or malicious statements that are reasonably calculated to harm the reputation, authority, or official standing of this city or its employees.

(e)

Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this city or subverts the good order, efficiency, and discipline of this city or that would tend to discredit any of its employees.

(f)

Unlawful gambling or unlawful betting at any time or any place. Legal gambling or betting under any of the following conditions:
While on city premises.

At any work site, during work hours, or while using any city equipment or system.

(g)

Improper political activity, including:
Unauthorized attendance during work hours at official legislative or political sessions.

Solicitations, speeches, or distribution of campaign literature for or against any political candidate or position during work hours or on city property except as expressly authorized by city policy, an employment agreement or contract, or the City Administrator or the authorized designee.

(h)

Engaging in political activities during work hours except as expressly authorized by city policy, any employment agreement or contract, or the City Administrator or the authorized designee.

(i)

Unauthorized solicitation of employees or distribution to employees on the premises, to include, but not limited to soliciting funds or signatures; conducting membership drives; distributing literature or gifts; offering to sell merchandise or services (except by representatives of vendors or potential vendors as authorized by the City); or any other similar activity.

(j)

Any act that brings discredit to this city.

102.4.9 CONDUCT

Failure to promptly and fully report activities on the employee's part or the part of any other employee where such activities resulted in contact with any law enforcement agency or that may result in criminal prosecution or discipline under this policy.

Unauthorized or unlawful fighting, or threatening or attempting to inflict unlawful bodily harm on another.

Engaging in horseplay that reasonably could result in injury or property damage.

Discourteous, disrespectful, or discriminatory treatment of any member of the public or any employee of the City.

Use of obscene, indecent, profane, or derogatory language during work hours or in uniform.

Criminal, dishonest, or disgraceful conduct that adversely affects the employee's relationship with the City.

Unauthorized possession of, loss of, or damage to city property or the property of others or endangering it through carelessness or maliciousness.

Attempted or actual theft of city property; misappropriation or misuse of public funds, property, personnel, or the services or property of others; unauthorized removal or possession of city property or the property of another person.

Activity that is incompatible with an employee's conditions of employment or appointment as established by law or that violates a provision of any employment agreement or contract, including fraud in securing the appointment or hire.

Initiating any civil action for recovery of any damages or injuries incurred in the course and scope of employment or appointment without first notifying the City Administrator or the authorized designee of such action.

Any other conduct that any employee knows or reasonably should know is unbecoming an employee of this city, is contrary to good order, efficiency, or morale, or tends to reflect unfavorably upon the City or its employees.

Circumventing the chain of command.

Undermining the authority of a supervisor.

102.4.10 SAFETY

Failure to observe or violating city safety standards or safe working practices.

Failure to maintain current licenses or certifications required for the assignment or position (e.g., driver's license, first aid).

Failure to maintain good physical condition sufficient to adequately and safely perform the work assigned, if applicable.

Unsafe firearm or other weapon handling, including loading or unloading firearms in an unsafe manner.

Carrying, while on the premises of the work site, any firearm or other weapon that is not authorized by law or the member's appointing authority.

Unsafe or improper driving habits or actions in the course of employment or appointment.

Any personal action contributing to a preventable accident.

Concealing or knowingly failing to report any on-the-job or work-related accident or injury as soon as practicable but within 24 hours.

102.4.11 INTOXICANTS

Reporting for work or being at work while intoxicated or when the employee's ability to work is impaired due to the use of alcohol, medication, or drugs, whether legal, prescribed, or illegal.

Possession or use of alcohol during work hours or within four (4) hours of reporting for duty.

Unauthorized possession, use of, or attempting to bring a controlled substance, illegal drug, or non-prescribed medication to work.

Performing safety-sensitive functions for 24 hours following an alcohol test result indicating an alcohol concentration of 0.02 but less than 0.04.

COMPLAINT #1 — Alderwoman Cindy Yager
Ethical Misconduct – March 18, 2026 Candidate Forum Incident

Complainant: Alderperson Joel Hoiland
Respondent: Alderwoman Cindy Yager
Date of Incident: March 18, 2026
Location: Horticultural Hall (rear foyer area)

Statement of Facts

Following the March 18, 2026 Candidate Forum:

- Alderwoman Yager approached me in the rear of the hall while I was speaking with an attendee
- She engaged in an intense and confrontational verbal exchange, calling me a “liar” and stating I should be ashamed
- Her conduct was sufficiently aggressive that a third-party attendee intervened and physically positioned themselves between us to prevent escalation

Pattern:

- This conduct aligns with prior documented issues involving similar behavior and lack of corrective acknowledgment during earlier ethics discussions in 2025

Policy Violations (Policy 101)

- 101.2 – Professional Integrity and Decorum
- 101.5 – Ethics (standards of ethical conduct)
- 101.10 – Conduct and Behavior
 - Requires respectful, professional engagement
 - Prohibits abusive or disruptive conduct in public settings

Basis for Violation

- Public verbal attack on a fellow elected official
- Escalation requiring third-party intervention
- Occurrence in a public civic setting tied to official roles
- Continuation of a pattern of prior conduct issues

Requested Action

- Personnel Committee review
- Determination of violation
- Appropriate corrective guidance and documentation

COMPLAINT #2 — Alderwoman Cindy Yager
Ethical Misconduct – April 15, 2025 FLR Committee Meeting

Complainant: Alderperson Joel Hoiland
Respondent: Alderwoman Cindy Yager

Date of Incident: April 15, 2025

Location: Finance, Licensing, and Regulation (FLR) Committee Meeting

Statement of Facts

During the April 15, 2025 FLR Committee meeting, while discussing a proposal regarding parking accommodations for Food Pantry volunteers, Alderwoman Yager publicly accused Alderperson Hoiland of violating City policy by improperly directing city staff.

Specifically:

- Alderwoman Yager stated that Alderperson Hoiland: “went over the line in asking directly a staff person to do work for him... and that is against our code of conduct,” and expressed that she was “very upset” with this conduct
- She further asserted:
 - The request was a “personal request” rather than a council-related inquiry
 - Proper channels were not followed
 - The conduct was inappropriate and in violation of policy
- These statements were made:
 - In open session
 - Without prior inquiry or verification of the underlying facts
 - In a pointed and accusatory tone during a policy discussion

Factual context:

- The communication in question was a **routine information request** sent to the Parking Manager, with the **City Administrator and Mayor copied**
- The request was not a directive but a **fact-finding inquiry** related to a pending policy matter before the Council
- The request was reviewed and permitted through normal administrative channels, and the resulting information was shared with the full Council

Policy Violations (Policy 101 – Standards of Conduct for Elected Officials)

Based on the City of Lake Geneva Policy Manual:

101.2 – Standards of Conduct

Elected officials are expected to act with professional integrity, objectivity, and adherence to ethical guidelines.

101.5 – Ethics

Prohibits conduct including:

- (b) Wrongful or improper use of authority for malicious purpose, willful misrepresentation, or improper motive
- Conduct that reflects reckless or unfounded accusations

101.10 – Conduct and Behavior

Requires that:

- Council members maintain decorum in meetings
- Refrain from rude, critical, or disrespectful comments directed at fellow alderpersons
- Avoid conduct that undermines the integrity of Council proceedings

Basis for Violation

The conduct described constitutes a violation because:

- Alderwoman Yager made a public allegation of policy violation without verifying the facts
- The allegation mischaracterized a routine, properly channeled request as misconduct
- The accusation was made in a public forum rather than through appropriate procedural channels
- The tone and substance of the remarks:
 - Undermined the credibility of a fellow elected official
 - Introduced personal allegations into a policy discussion
- The conduct disrupted the integrity of the meeting and reflects a failure to adhere to standards of professionalism, objectivity, and decorum

Requested Action

- Review by the Personnel Committee
- Determination of whether violations of Policy 101 occurred
- Consideration of:
 - Formal acknowledgment that the accusation was unfounded
 - Reinforcement of expectations regarding:
 - Verification of facts prior to public statements
 - Appropriate channels for raising conduct concerns
 - Maintenance of decorum and professionalism in official proceedings

COMPLAINT — Todd Krause

Use of City Resources and Related Conduct

Complainant: Alderperson Joel Hoiland

Respondent: Mayor Todd Krause

Statement of Facts

A. Use of City-Issued Email for Campaign Purposes

- The mayor's campaign website lists MAYOR@CITYOFLAKEGENEVA.GOV as the primary contact
- This creates the appearance and potential reality of using a municipal resource for campaign-related communication

B. Campaign-Related Use of Municipal Facilities

- Photos of the mayor appear:
 - At City Hall entrance
 - Inside Council Chambers
 - On campaign-related platforms and website
- These images were taken during or in connection with non-official or campaign-related contexts

C. Public Conduct and Police Interaction (March 17, 2026)

- The mayor was involved in a vehicle incident in Bloomfield (vehicle slid into snowbank)
- Police responded and assisted in clearing the vehicle
- No citation was issued

Additional context:

- A campaign video shows the mayor operating a vehicle while holding a mobile phone
- Social media images show City of Lake Geneva police assisting the mayor

Policy Violations (Policy 101)

Relevant provisions include:

- 101.5 – Ethics
 - Prohibits use of position for personal or political gain
 - Prohibits misuse of city property, personnel, or services
- 101.7 – Unauthorized Access, Disclosure, or Use
 - Prohibits use of city resources for non-official purposes
- 101.10 – Conduct and Behavior
 - Requires conduct that maintains public confidence and professionalism

Basis for Violation

- Use of a city-issued email address in campaign context creates a direct overlap between public resources and political activity
- Use of municipal facilities for campaign imagery raises concerns regarding equal access and fairness
- Public conduct involving:

- Driving while using a phone
- Police assistance
raises questions of judgment, perception, and consistency of treatment, even if not independently unlawful

Requested Action

- Personnel Committee review of all identified conduct
- Determination of applicability of Policy 101
- Clarification and formal guidance regarding:
 - Use of municipal email
 - Campaign activity in city facilities
 - Appropriate boundaries for elected officials

**** Attachment: Use of City Resources and Related Conduct**

Use of City Resources and Related Conduct

March 23, 2026

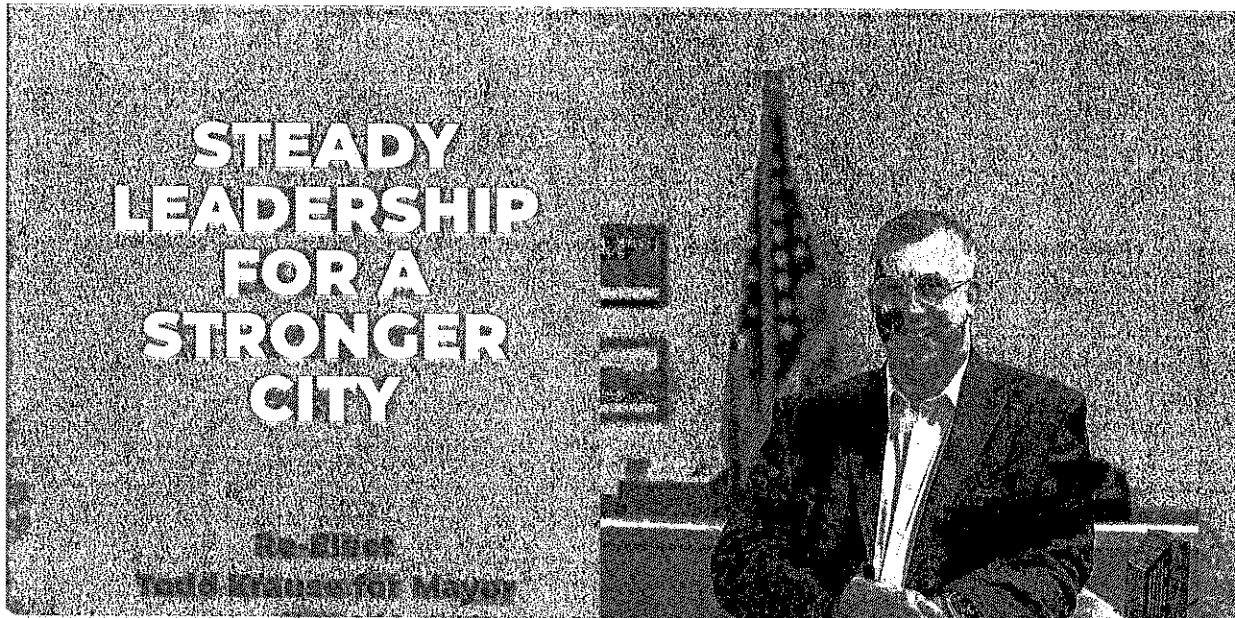
www.mayorkrause.com

Campaign Photo in Council Chambers

[Home](#)

[Events](#)

[JOIN THE CAMPAIGN](#)



Direct Contact Lists City-Issued Email Address

GET IN TOUCH

LAKE GENEVA'S FUTURE DEPENDS ON LEADERSHIP THAT LISTENS. JOIN TODD KRAUSE IN BUILDING A STRONGER COMMUNITY.

DIRECT CONTACT

 MAYOR@CITYOFLAKEGENEVA.GOV
262-216-0514

GET INVOLVED

VOLUNTEER YOUR TIME: [CLICK HERE FOR A LIST OF LOCAL GOVERNMENT COMMITTEES.](#)

Contact Us

Todd would love to hear from you. Send a message and he will respond as soon as possible.

First name

Enter your first name

Last name

Enter your last name

Email *

Enter your email

Phone



Message

Tell us how we can help you

Please contact me regarding:

I would like a yard sign

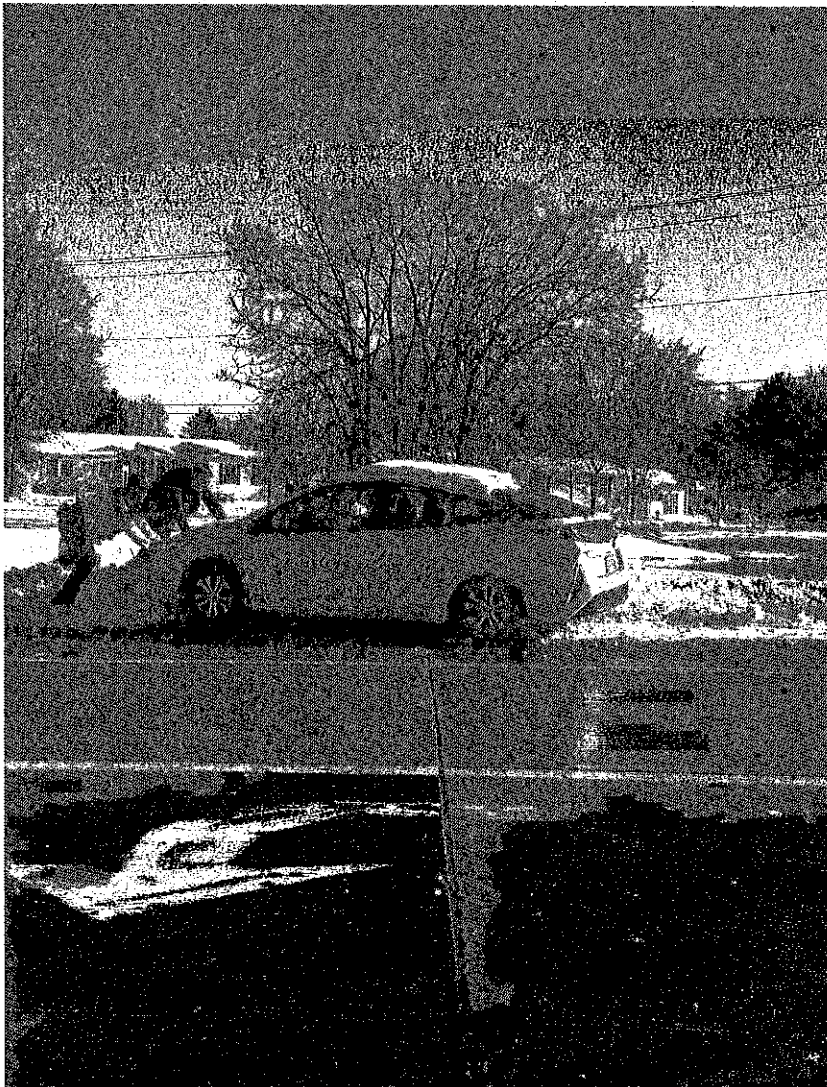
I would like to donate to your campaign

I would like to meet with you

Use of City Resources and Related Conduct



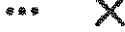
March 16-17, 2026



Campaign Related Event at City Hall – February 27, 2026



Downtown Lake Geneva
19h · 🌐



Thank you so much Todd Krause Mayor of Lake Geneva, City of Lake Geneva Police Department, and downtown business Something Sweet for helping host this tour with Downtown Lake Geneva's Executive Director, Alexandria Binanti.

Lake Geneva Schools, thank you for allowing us to host everyone to give a behind the scenes tour of our downtown. What a wonderful group of insightful and enagaging students. We predict a great generation of changemakers in this group. 🙌

#downtownlakegeneva #YouthLeadership
#BuildingCommunity



Lake Geneva Schools is with Badger High School in Lake Geneva. · Follow
21h · 🌐

This morning, Badger High School students who serve on Dr. Wilson's Student Superintendent Advisory Committee had the opportunity t... more

