



Neenah-Menasha Fire Rescue

AGENDA

**Neenah-Menasha Fire Rescue Joint Finance & Personnel Committee
January 9, 2018
Hauser Room – City of Neenah**

NOTICE IS HEREBY GIVEN, pursuant to the requirements of Wis. Stats. Sec. 19.84, that a majority of the Neenah and/or Menasha Common Council may be present at this meeting. Common Council members may be present to gather information about a subject over which they have decision making responsibility. This constitutes a meeting of the Neenah Common Council or Menasha Common Council Members and must be noticed as such. The Council will not take any formal action at this meeting.

- I. Attendance
- II. Public Forum
- III. Approval of Minutes:
 - a. October 23, 2018 (attached)
- IV. Activity & Automatic/Mutual Aid Reports
 - a. Year-to-Date 2018 (attached)
- V. Consideration and action to approve hiring one firefighter (attached)

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA), the City of Neenah will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities. If you need assistance, or reasonable accommodation in participating in this meeting or event due to a disability as defined under the ADA, please call **Tara Ellis 886-6200**, tellis@nmfire.org or the **City's ADA Coordinator at (920) 967-3608** or e-mail jgodlewski@ci.neenah.wi.us at least 48 hours prior to the scheduled meeting or event to request an accommodation.

NMFR Joint Finance & Personnel Committee
Meeting Minutes
October 23, 2018 – 5:30 p.m.
Room #132 - City of Menasha

Present: Ald. Stevenson, Kunz, Sevenich, Grade, Boyette and Ropella

Also Present: Chief Kloehn, Director Easker, Director Jacobs, CA Captain and MA Ellis

Public: Jamie Leonard

Ald. Kunz called the meeting order at 5:32 p.m.

Public: No members of the public chose to speak.

Minutes: The Committee reviewed the August 28, 2018 meeting minutes. **MSC Stevenson/Grade to approve the August 28, 2018 meeting minutes, all voting aye.**

Activity Reports: The Committee reviewed the September activity and automatic aid reports. Chief Kloehn explained the Counties continue to work on implementing automatic aid on the Outagamie County side since the radio changes were made in both Counties. They are currently in the testing phase and hope to have this done by mid-November. Ald. Sevenich requested a separate report that shows what calls we run for other townships and have this reported out each month. **MSC Sevenich/Boyette to accept the activity and automatic aid reports and place on file, all voting aye.**

Ratify 2019-2021 Labor Agreement with Local 275: CA Captain reviewed the Memo that outlines the major changes that were agreed upon in the Tentative Agreement with Local 275. This is a three year agreement. She reviewed the bargaining process, the changes that have been affected with bargaining since Act 10's implementation and how this affects negotiations with police and fire unions. Ald. Sevenich asked who met with the union for negotiations. Chief Kloehn said both city Finance Directors, both City Attorneys, HR Director Barber, Chief Kloehn and DC Voss.

Ald. Sevenich asked how the wage increases were determined as a fair increase and what it was based upon. Chief Kloehn said he gathered information from other full time departments within the State that were similar in size to ours and what was being agreed upon. The City and the Union came into negotiations pretty close with raises and agreed upon the current language. CA Captain said the Cities do participate in surveys and also run comparables with other municipalities. Ald. Sevenich asked what the overall raise impact is. Director Easker said it was overall 2.83%.

Ald. Ropella has concerns about the comparables that we used as it appears we used larger Cities and they have more fires than we do. There are only 13% of paid fire departments in the state and it's not a large number. With our population, the debt with the steam plant, Menasha is building a city garage and Neenah is adding a wheel tax and he doesn't feel the City has enough money to pay this raise and we should start lower at 1.75%.

Ald. Kunz said the opposite is true. If we do not agree with the union on a contract it will go to arbitration. We will not win in arbitration as we are already near comparable and the consumer price index. The reality is that wage increase steps are built into the contract and not every firefighter is at the highest step for wages. The first step's starting wage is around \$43,000 per year and it takes six years for them to reach the highest step. It is what it is and there isn't much we can do about it as this was negotiated in previous contracts. Ald. Ropella said we shouldn't give them a pay raise. Ald. Kunz explained it will go to court and a Judge will decide what we are going to get and we will not win. CA Captain said Ald. Kunz is correct. There are "last offers" between the City and the Union and if there is not an agreement it will go to arbitration. The Judge will pick one offer over the other. The Judge will not pick specific things from each offer. There is no picking and choosing. Ald. Ropella said he feels the firefighters are telling the City what they want to get paid and we have no control over it. CA Captain explained it's a negotiation process. There is give and take on each side. Ald. Stevenson said it's called Quid Pro Quo. CA Captain said you have to work with what you have and negotiate and come up with a compromise. Ald. Ropella asked if there are comparables with our cities and not just Milwaukee and Madison. CA Captain confirmed this was done and comparables were used for the same size as our department. She further explained our comparable wages are low are on the starting wage for firefighters and we end up right in the middle when they get to the final salary step. This is the wage that is out there.

Director Easker said there is a need to go back to the merger of both departments. At the time of the merger there was a combined total of 72 employees. There was give and take with the union at the time of the merger. Both union contracts were merged together and union did get the best of both contracts. At the time of the merger, we reduced staffing by four people to 68 and we have never increased staffing since the merger. Act 10 affected other unions but not police and fire. It significantly impacted the cost of retirement. The City contributed both the City and Employee portions. When Act 10 came into effect all non-represented staff had to pay a portion of their retirement. This was for non-union employees only and not police and fire. As we had negotiations with the union they didn't have to contribute. They were extremely cooperative and they voluntarily gave up what ACT exempted them from and they have not been made whole since they started contributing to their retirement. We need to acknowledge what they have done to help both cities finances. They have been the most cooperative union we have had. No one has been taken advantage of on either side. Ald. Ropella said the City should work on a position of strength and if they don't want to take what we give them they can go work for a paid on call department. Ald. Sevenich said people at the area township departments would kill to work for our department. We are a small community and are paying very good salaries. He's not opposed to this but doesn't want a rubber stamp things. Director Easker said there may be a desire to have the upper hand they still have bargaining rights. If we go to arbitration we will lose. Ald. Sevenich asked if there is precedence on this. CA Captain and Director Easker confirmed there is. Ald. Stevenson said regarding Ald. Ropella's comment on controlling and who should dictate, Director Easker's point is binding arbitration is still available. Regarding Ald. Sevenich's comment on rubber stamping, with all of his years on the council that is not what has ever happened. There is a negotiation process and it got to this point through negotiations. Arbitration doesn't allow you to pick what you want. We negotiated over a set of time in good faith. If we are going to start stating we want something else we take the process out of the people we asked to do this, and are the experts in this, and we are stupid to undo this.

Ald. Ropella said he has an issue with this raise as every other city employee will want the same raise for themselves. Ald. Kunz said it may have some effect on police but with everyone else we can pay them what we want. The fire union recognizes there are other city employees that the cities employ and we will want to give them raises. If they go too high this will have the effect other employees. We have lawyers negotiate this for a reason. This raise is barely over CPI and it's pretty reasonable based on the set of rules that are out there.

Ald. Grade asked why we split the rates. Director Easker said it is to provide a budgetary way to pay for this. If the union agrees to it there is less take home for them as they don't get the full raise in January.

Ald. Sevenich said his comment about being a rubber stamp he's not implying this but it shouldn't become that. If there was no increase at all firefighters still won't be leaving the department. They have it very good. We have the cream of the crop compared to other departments in the valley. The private sector is not getting raises as the economy is correcting itself. He asked if there were other major benefits. Chief Kloehn said the 1st responder pay and there hasn't been a raise in this area in a decade. He said he won't oppose this contract even if he doesn't agree with one thing in the agreement. He asked for numbers on staffing. Chief Kloehn said regardless if they are 1st responders, EMT's or paramedics they are all paid the same amount. Ald. Sevenich asked why there should be additional pay for this when it should be their responsibility as a firefighter. Chief Kloehn said when they go to EMS calls there are calls that require more expertise. The reality is Gold Cross is not always there first and now they have removed an ambulance that was previously stationed at Theda Clark. The Cities are getting the best service that can be offered. Ald. Kunz noted this is all part of the negotiation process. Its additional dollars coming to them in a different way and it doesn't impact their earnings for WRS wages. Ald. Sevenich said he had to speak his peace and the raise is very minimal.

Ald. Stevenson asked about the administrative changes and quid pro quo. Chief Kloehn said they were language items and were outlined in the attachments. Some of these language changes mirror what we are currently doing and we agreed upon these language changes with the union prior to the start of negotiations. Ald. Stevenson asked if these changes were quid pro quo for a financial gain. Chief Kloehn said no.

Chief Kloehn recognized the concessions the union took for the Wisconsin Task Force pay. This reduces the pay they currently get and helped us manage the budget better. Ald. Kunz said this is an example that reflects the relationship we have with the union. For future contracts he is looking for some changes on where staffing will be when they work for other departments where their response is. If they are in another dangerous job and are hurt it does affect our department with FMLA use. Chief Kloehn noted he was the Chief of Harrison Fire Department before he took the position as Chief with NMFR. It was not to weaken his position with NMFR. Right now there is no other way for someone who is a line staff position to get any experience as a Chief within our department. When he took the Chief position with Harrison it was to gain experience in managing staffing, budgets, etc. The experience he gained was brought back to NMFR when he became Chief. We want firefighters to get some experience to bring that knowledge to our department. He created a shell around himself so if something came up with NMFR he was here first and other people handled the work in Harrison. We

have staff members who are Chiefs with other departments and they have brought management and experience that has helped our department. Ald. Stevenson said as long as these people meet the objectives of their job with NMFR we cannot stop them from working for other employers. **MSC Stevenson/Sevenich recommends the Common Councils of the Cities of Neenah and Menasha ratify the 2019-2021 labor agreement with Local 275, all voting aye.**

6:35 p.m., CA Captain left the meeting.

New Engine 36: The Committee reviewed the memo from DC Voss on the change orders and overall status of new Engine 36.

2019 Budget: Director Easker handed out an updated copy of the 2019 budget that wasn't included in the packet. This reflects adjustments that both Mayors made to the budget. Ald. Stevenson asked about schools/seminars/training. Chief Kloehn said the request was higher so they could send staff to attend the Fire Officer Academy and have other fire officer training in house. This is to help prepare for the turnover coming for our department. Ald. Kunz asked if there is a possibility of having each City diverging from this budget and the possibility of two different budgets being passed for each City. Director Easker said conversations have been held with both Mayors and there is consistency and agreements between both City Finance Directors and Mayors. Ald. Grade said he sent an email to Chief Kloehn about the overtime and thanked him for his response. Chief Kloehn said we were very lucky with not having as many people use FMLA and were able to attend training so we were able to stay on track. Public education activities start in October for the kids, high schools and senior citizens. This time of the year also starts our prevention training activities for staff members. Director Jacobs from the Menasha side with the Fire department increase and the other departments budgets presented, Menasha do not have to add additional monies to the tax levy. There is language through the state that allows us to increase the tax levy to afford the fire department. However, even with Menasha's share of the department increase we do not have to increase our tax levy to pay for the increase. Menasha is able to balance their budget. **MSC Boyette/Stevenson accepts the 2019 budget as presented and recommends the City of Neenah and City of Menasha Common Councils approve NMFR's 2019 budget as presented, all voting aye.**

Budgetary Formula for Future Budgets: Ald. Stevenson asked about the process for reviewing the formula. This committee has reviewed questions that have arisen on the variables of the budgetary formula every year. Director Jacobs said one of the four factors is the equalization value and the question that has arisen is how to deal with the non-profits. Ald. Kunz from a timeline standpoint this should begin at the start of 2019 and asked who will bring information to the committee for review. Ald. Sevenich said both Finance directors should start with it first and bring recommendations. Ald. Stevenson said it is looked at every single year and the idea that it's not reviewed is not true. Ald. Sevenich said we may want to use equalized value and what is it? We should separate things out differently and grade it. Menasha doesn't have a large commercial structure and Neenah does. Menasha doesn't have the industry like it used to. We have to figure out a fair formula for both Cities. Ald. Kunz suggested we direct the Finance Directors to bring to the Committee a proposal on how to deal with the non-profits and other formula factors to consider that have some merit. Director Easker said the formula was developed by Director Stoffel and himself. The goal was to have stability and not

have one City have extreme highs and lows over time. We used to have five factors and one was to total square footage of buildings that included non-profits. Menasha didn't have a true way to collect that information so it was removed. He feels that is a good factor to bring back. With the idea of each property to be scaled differently we have to bring the fire departments experience into this and find out if there are more resources used to protect one type of building over another. Director Easker would prefer a definitive action by this committee so there is a set purpose of what is being asked by this committee. **Sevenich/Boyette directs both finance directors to come back to the committee in March of 2019, or earlier, with budgetary formula considerations from both Finance Directors and staff for review for possible future budget formulas, Sevenich, Grade, Ropella, Boyette and Kunz voting aye. Stevenson voting nay.**

MSC Stevenson/Grade to adjourn at 705 p.m. all voting aye.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Tara A. Ellis".

Tara Ellis
Management Assistant

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Incident Type Period Comparisons

Alarm Date Between {01/01/2018} and {12/31/2018}

Incident Type	01/01/2018	01/01/2017	01/01/2016	01/01/2015
	to 12/31/2018	to 12/31/2017	to 12/31/2016	to 12/31/2015
	793	0	0	0
100 Fire, Other	0	0	1	0
111 Building fire	29	30	33	47
112 Fires in structure other than in a building	3	0	0	1
113 Cooking fire, confined to container	13	17	9	7
114 Chimney or flue fire, confined to chimney or	1	3	4	3
115 Incinerator overload or malfunction, fire	1	0	0	0
116 Fuel burner/boiler malfunction, fire confined	0	1	1	0
117 Commercial Compactor fire, confined to rubbish	0	0	1	0
118 Trash or rubbish fire, contained	1	3	2	2
1181Materials on stove top	2	2	1	2
121 Fire in mobile home used as fixed residence	0	0	0	1
130 Mobile property (vehicle) fire, Other	1	3	3	1
131 Passenger vehicle fire	3	12	10	8
132 Road freight or transport vehicle fire	0	2	0	1
133 Rail vehicle fire	0	0	0	1
138 Off-road vehicle or heavy equipment fire	1	0	1	0
140 Natural vegetation fire, Other	0	3	2	1
141 Forest, woods or wildland fire	0	0	0	1
142 Brush or brush-and-grass mixture fire	1	1	0	0
143 Grass fire	2	0	0	1
150 Outside rubbish fire, Other	1	0	0	0
151 Outside rubbish, trash or waste fire	0	4	1	4
153 Construction or demolition landfill fire	0	0	0	2
154 Dumpster or other outside trash receptacle fire	4	10	4	7
160 Special outside fire, Other	3	0	1	4
162 Outside equipment fire	0	0	3	3
173 Cultivated trees or nursery stock fire	0	0	0	2
200 Overpressure rupture, explosion, overheat other	1	0	0	3
221 Overpressure rupture of air or gas pipe/pipeline	0	1	4	0
251 Excessive heat, scorch burns with no ignition	1	0	1	2
300 Rescue, EMS incident, other	9	12	13	14
311 Medical assist, assist EMS crew	1272	1740	1654	1504
311AMedical assist, assist EMS crew, Advanced Skills	117	99	100	55
320 Emergency medical service, other	10	10	12	13
321 EMS call, excluding vehicle accident with injury	1	0	2	4
322 Motor vehicle accident with injuries	19	18	20	17
323 Motor vehicle/pedestrian accident (MV Ped)	3	1	5	5
324 Motor Vehicle Accident with no injuries	5	7	3	4
331 Lock-in (if lock out , use 511)	6	11	7	1
340 Search for lost person, other	0	0	1	1

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Incident Type Period Comparisons

Alarm Date Between {01/01/2018} and {12/31/2018}

Incident Type	01/01/2018	01/01/2017	01/01/2016	01/01/2015
	to 12/31/2018	to 12/31/2017	to 12/31/2016	to 12/31/2015
341 Search for person on land	1	1	3	2
342 Search for person in water	2	0	1	1
351 Extrication of victim(s) from building/structure	0	1	0	0
352 Extrication of victim(s) from vehicle	2	1	2	2
353 Removal of victim(s) from stalled elevator	1	5	4	2
360 Water & ice-related rescue, other	4	1	1	1
360A Water & ice-related rescue, no rescue	10	6	7	4
361 Swimming/recreational water areas rescue	1	0	0	2
362 Ice rescue	0	3	2	2
363 Swift water rescue	1	2	1	1
365 Watercraft rescue	3	7	4	5
381 Rescue or EMS standby	1	1	0	1
400 Hazardous condition, Other	0	1	2	3
410 Combustible/flammable gas/liquid condition,	2	2	1	1
411 Gasoline or other flammable liquid spill	6	5	12	8
412 Gas leak (natural gas or LPG)	16	20	17	14
413 Oil or other combustible liquid spill	5	10	10	6
422 Chemical spill or leak	1	3	3	2
423 Refrigeration leak	0	3	0	0
424 Carbon monoxide incident	15	30	17	34
440 Electrical wiring/equipment problem, Other	4	6	4	8
441 Heat from short circuit (wiring), defective/worn	1	1	3	0
442 Overheated motor	0	1	2	3
444 Power line down	14	15	11	9
445 Arcing, shorted electrical equipment	4	13	4	11
460 Accident, potential accident, Other	0	0	1	0
461 Building or structure weakened or collapsed	0	0	0	1
463 Vehicle accident, general cleanup	10	9	20	15
471 Explosive, bomb removal (for bomb scare, use	0	0	0	1
480 Attempted burning, illegal action, Other	0	0	1	0
500 Service Call, other	7	10	6	6
510 Person in distress, Other	2	1	4	3
511 Lock-out	27	30	47	36
520 Water problem, Other	1	3	4	3
521 Water evacuation	0	0	0	1
522 Water or steam leak	2	6	5	5
531 Smoke or odor removal	2	5	6	9
5311 Smoke or odor investigation	80	74	85	78
540 Animal problem, Other	1	0	1	0
541 Animal problem	0	1	1	1
542 Animal rescue	8	9	10	4

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Incident Type Period Comparisons

Alarm Date Between {01/01/2018} and {12/31/2018}

Incident Type	01/01/2018 to 12/31/2018	01/01/2017 to 12/31/2017	01/01/2016 to 12/31/2016	01/01/2015 to 12/31/2015
550 Public service assistance, Other	2	0	2	1
551 Assist police or other governmental agency	15	18	19	13
552 Police matter	1	1	1	4
553 Public service	1	4	5	4
554 Assist invalid	0	2	1	3
555 Defective elevator, no occupants	1	2	0	1
561 Unauthorized burning	7	11	12	12
571 Cover assignment, standby, moveup	2	4	3	5
600 Good intent call, Other	5	8	7	7
611 Dispatched & cancelled en route	18	43	42	32
621 Wrong location	1	0	1	0
622 No Incident found on arrival at dispatch address	6	14	15	12
631 Authorized controlled burning	0	1	0	2
650 Steam, Other gas mistaken for smoke, Other	5	0	0	1
651 Smoke scare, odor of smoke	2	7	2	6
652 Steam, vapor, fog or dust thought to be smoke	2	2	4	0
653 Smoke from barbecue, tar kettle	0	0	1	0
661 EMS call, party transported by non-fire agency	1	0	0	0
671 HazMat release investigation w/no HazMat	0	1	0	2
700 False alarm or false call, Other	19	27	44	31
710 Malicious, mischievous false call, Other	2	0	2	4
711 Municipal alarm system, malicious false alarm	0	0	0	1
712 Direct tie to FD, malicious false alarm	0	2	1	0
714 Central station, malicious false alarm	0	2	4	4
715 Local alarm system, malicious false alarm	2	0	4	1
721 Bomb scare - no bomb	0	0	0	1
730 System malfunction, Other	5	3	5	3
730MSystem Malfunction Due to Mechanical Damage	2	1	1	4
731 Sprinkler activation due to malfunction	3	6	1	3
732 Extinguishing system activation due to	2	0	3	0
733 Smoke detector activation due to malfunction	11	21	17	17
734 Heat detector activation due to malfunction	2	2	1	2
735 Alarm system sounded due to malfunction	22	36	39	28
736 CO detector activation due to malfunction	8	8	9	5
740 Unintentional transmission of alarm, Other	4	12	12	11
740ASystem damage due to tow motor	3	4	8	9
741 Sprinkler activation, no fire - unintentional	6	11	7	11
742 Extinguishing system activation	2	1	0	1
743 Smoke detector activation, no fire -	15	40	25	29
744 Detector activation, no fire - unintentional	17	25	24	18
745 Alarm system activation, no fire - unintentional	53	60	61	63

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Incident Type Period Comparisons

Alarm Date Between {01/01/2018} and {12/31/2018}

Incident Type	01/01/2018	01/01/2017	01/01/2016	01/01/2015
	to	to	to	to
	12/31/2018	12/31/2017	12/31/2016	12/31/2015
746 Carbon monoxide detector activation, no CO	24	41	44	36
815 Severe weather or natural disaster standby	1	0	0	0
900 Special type of incident, Other	1	2	1	5
911 Citizen complaint	3	4	2	2
911ACitizen complaint unauthorized burning.	6	15	10	10
911BCitizen complaint unauthorized burning no permit	11	25	18	21
911CAuthorized Recreational Burning	1	2	8	10
Totals	<u>2831</u>	<u>2744</u>	<u>2667</u>	<u>2442</u>

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Aid Responses by Department (Summary)

Alarm Date Between {1/1/2018} And {12/31/2018}

Type of Aid	Count	Type of Aid	Count
08100 Harrison Fire Rescue		70110 Town of Neenah	
Mutual aid received	2	Automatic aid given	1
	<u>2</u>		<u>9</u>
44020 City of Appleton		70140 Town of Vinland	
Mutual aid received	3	Mutual aid received	1
Automatic aid received	7		<u>1</u>
Automatic aid given	44		1
	<u>54</u>		
44040 Town of Grand Chute			
Mutual aid received	1		
Mutual aid given	2		
	<u>3</u>		
70020 Village of Fox Crossing			
Mutual aid received	1		
Mutual aid given	1		
	<u>2</u>		
70030 City of Oshkosh			
	4		
Mutual aid received	3		
Mutual aid given	3		
Automatic aid given	1		
	<u>11</u>		
70050 Town of Oshkosh			
Mutual aid received	1		
Automatic aid given	1		
	<u>2</u>		
70100 Town of Clayton			
Mutual aid received	1		
	<u>1</u>		
70110 Town of Neenah			
Mutual aid received	7		
Mutual aid given	1		



Memorandum

TO: NMFR Joint Finance & Personnel Committee Members

FROM: Kevin Kloehn, Chief

DATE: January 3, 2019

RE: Firefighter Replacement

We have an anticipated retirement of one of our Fire Officers for February 28, 2019.

In 2017, this Committee directed me to begin exploring replacement of firefighters before they retire versus waiting until after they retire due to the financial impact our Department faces with short shift overtime. Previously, the method of replacing was after people left and put the Department in a position of making tough decisions with cancelling training and other activities in order to maintain staffing.

So far, hiring ahead of time has proven beneficial to our department as it allows us to have someone hired, and trained, before the retiree leaves. This saves us quite a bit of overtime money.

As a reminder, position replacements have go through this Committee and both Common Councils for approval to hire so I am starting this process ahead of time. In addition, we would like to make an offer to someone on our list before we lose them to other departments.

I am asking for consideration and asking to recommend the City of Neenah and City of Menasha Common Councils approve filling the vacancy created by a retirement no earlier than February 1, 2019.

If you have any questions, please feel free to call me at 886-6203. Thank you for your consideration.

KK/te

