



City of Neenah
Common Council AMENDED Agenda
Wednesday, September 16, 2026 at 6:00 PM
Neenah City Hall – 211 Walnut Street
Council Chambers

- I. Roll Call and Pledge of Allegiance
- II. Introduction and Confirmation of Mayor's Appointment(s)
 - A. Appointment Kurt Leibold to the Police Commission for the remainder of Laura Kemps term expiring May 2031. (Attachment) (Unanimous Consent)
- III. Approval of Council Proceedings
 - A. Approval of the [September 2, 2026](#) regular meeting. (Unanimous Consent)
- IV. Public Forum

Speakers should give their name and residential address (not mailing address) and are allowed five minutes to speak on any topic.
- V. Mayor/Council Consideration of Public Forum Issues
- VI. Consent Agenda
 - A. Approve the Temporary Extension of the "Class B" Beverage License to Cedar Neenah, LLC, 1330 S. Commercial Street, Neenah, for the Annual Cornhole Tournament, to be held on September 26th and 27th, from 11:00 AM to 5:00 PM. (Unanimous Consent)
- VII. Reports of Standing Committees
 - A. Public Services & Safety Committee meeting of [September 8, 2029](#): (Chairman Weber/Vice Chairman Pollnow) (Minutes can be found on the City website)
 - 1. Committee recommends Common Council approve Resolution 2026-08 amending the 2026 Capital Improvement Plan for the City of Neenah to remove funding for its contract with Flock Group, Inc. (Roll Call Vote)
 - 2. Committee recommends Common Council approve the acceptance of the donation of \$30,000.00 to the Tree Trust, from Bergstrom Corporation, for the specific purpose of replanting trees in Riverside Park with funds being placed in the Tree Trust. (Roll Call Vote)
 - 3. Committee recommends Common Council approve the Joint Powers Agreement, Winnebago County 911 Emergency System. (Roll Call Vote)
 - B. Finance & Personnel Committee meeting of [September 7, 2026](#): (Chairman Erickson/Vice Chairman Ellis) (Minutes can be found on the City website)
 - 1. Meeting canceled, no report.
 - C. Special Finance & Personnel Committee meeting of [September 15, 2026](#): (Chairman Erickson/Vice Chairman Ellis) (Minutes can be found on the City website)
 - 1. **Information only item: Committee approved the hiring of a Public Works Director at a salary of \$140,283 in accordance with the adopted Salary Plan. (Attachment) (No discussion/action to be taken)**

- D. NMFR Joint Finance & Personnel Committee meeting of [September 15, 2026](#): (Alderman Pollnow) (Minutes can be found on the City website)
 - 1. Receive and place on file the NMFR Organizational Structure Assessment and Future Needs Analysis submitted by Innovative Public Advisors. (Roll Call Vote)
- VIII. Reports of Special Committees and Liaisons and Various Special Projects Committees
 - A. Plan Commission meeting of [September 8, 2026](#): (Ald. Neuman) (Minutes can be found on the City website)
 - 1. Informational only items, no report.
 - B. Reports on Business Improvement District Board (BID Board) of [September 15, 2026](#) – Alderman Bruno
 - C. Report from the Library Board Meeting of [September 16, 2026](#) – Alderman Erickson
 - D. Report from the Neenah Arts Council of September 9, 2026 – Alderman Erickson
 - 1. Meeting canceled, no report.
 - E. Report from the Landmarks Commission Meeting of [September 9, 2026](#) – Alderman Bruno
 - 1. Meeting canceled, no report.
 - F. Report from the Park Commission Meeting of [September 9, 2026](#) – Alderman Weber
- IX. Presentation of Petitions
 - A. Any other petition received by the City Clerk's Office after distribution of the agenda.
- X. Council Directives
- XI. Unfinished Business
- XII. New Business
 - A. Approve Tentative Collective Bargaining Agreement and Side Letter Between the Cities of Neenah and Menasha and International Association of Firefighters Local 275. (Attachment) (Attorney Rashid)
 - B. Any announcements/questions that may legally come before the Council.
- XIII. Adjournment

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 the Clerk's Office (920) 886-6100 or e-mail clerk@neenahwi.gov at least 48 hours prior to the scheduled meeting or event to request an accommodation.

City of Neenah

Application for Appointment



Name	Kurt Leibold	Date	09/11/2026
Address			
City, ST Zip	Neenah	Employer	
Eve. Phone		Day Phone	
E-mail		Fax	

What appointment are you seeking? You may check more than one box.

- | | |
|--|---|
| ☐ Board of Appeals | ☐ N-M Joint Fire Commission |
| ☐ Board of Review | ☐ N-M Sewerage Commission |
| ☐ Business Improvement District (BID) | ☐ Neenah Arts Council |
| ☐ Citizen Advisory Committee | ☐ Neenah Harbor Committee |
| ☐ Committee of Aging | ☐ Park & Recreation Commission |
| ☐ Community Development Authority (CDA) | ☐ Parking Task Force |
| ☐ Fox Cities Transit Commission | ☐ Plan Commission |
| ☐ Joint Review Board for TIFs | ☒ Police Commission |
| ☐ Landmarks Commission | ☐ Sustainable Neenah Committee |
| ☐ Library Board | ☐ Water Works Commission |
| ☐ Loan Assistance Board | ☐ Other: <input type="text"/> |

Do you currently serve on other boards, commissions, or hold an elected office? ☐ Yes ☒ No

Please provide or attach a brief statement outlining your interest and qualifications for this appointment:
WI

I have been a resident of neenah for the last 11 years; this city has given so much to my wife and three boysI

Please Sign and Date:

eSigned via GovOS.com
Kurt Leibold

09/11/2026

Please return to the Neenah City Clerk's Office



RESOLUTION NO. 2026-08

**AMENDING THE 2026 CAPITAL IMPROVEMENT PLAN FOR THE CITY OF NEENAH TO
REMOVE FUNDING FOR ITS CONTRACT WITH FLOCK GROUP, INC.**

WHEREAS, The City has had two public hearings, as well as receiving additional public comment at a regular city council meeting, where the public has expressed its concern over the use of the cameras contracted with Flock Group, Inc. with the City of Neenah: and,

WHEREAS, The City has lost confidence in the ability of Flock to fulfill its obligations under the contract: and,

WHEREAS, The City no longer deems it in the best interest of its citizens to fund the contract with Flock Group, Inc.;

NOW THEREFORE, BE IT RESOLVED the City will not appropriate funds for the contract with Flock Group, Inc., under the Multi-Year Hardware/Software Maintenance line item of the Adopted Capital Improvement Plan for 2026-2030.

BE IT FURTHER RESOLVED the City of Neenah will cover the cameras with opaque bags within 30 days of ratification from common council until they are taken down from Flock Group, Inc.

Adopted, approved and recorded this ____ day of _____ 2026.

Moved: _____

Passed: _____

Published: _____

CITY OF NEENAH, WISCONSIN

Brian D. Borchardt, Mayor

Charlotte K. Nagel, City Clerk

601: Salary Plan

Council Approved: 8/16/23
Formerly Policy 2014-6

Effective Date: 10/1/23

The City of Neenah Common Council has established salary plan guidelines related to the salary plan and employee compensation. The implementation of the pay plan shall include a defined range within each grade, known as pay steps, which will provide transparency in an employee's movement within the pay plan. The following policy is to establish a guideline in implementing such a plan but may on occasion require some flexibility based on the City's need to fill and/or maintain staffing levels. Any deviation to the policy as outlined will require approval from the Finance and Personnel Committee.

601.1: Definitions

Anniversary Date

Anniversary dates for a newly hired employee are based on the employees' hire date. After one year of employment, for the purposes of pay plan movement, the anniversary date will be defined as January 1 annually.

Pay Scale or Scale

A graded scale of wages or salaries where all positions are placed within the City. Such a scale is created through both a market analysis and the evaluation of each position.

Defined Step-Plan

A pay plan established for defined positions within the City where movement in the plan is based on Anniversary Dates. Exceptions may be granted on a case-by-case basis for initial hire only based on prior experience/education.

Open Range Step-Plan

A pay plan established for defined positions within the City where movement in the plan is based on Anniversary Dates, prior education/experience, or the possession of licenses/certification beyond what is required for the position.

Grade

The placement of a position within the pay plan. Such placement is based on a variety of factors to include but are not limited to education, experience, essential job functions, and work environment.

Steps

The placement an employee is positioned within a pay grade. The increase between steps shall reflect the approved pay plan.

601.2: Recruitment Rules

The following information outlines the specific salary impact of a variety of employment status changes.

New Hires

New employees will generally start between grade minimum and grade midpoint.

Approval Requirements:

- Mayor Approval is needed for any offer above the grade midpoint.
- Finance Committee Approval is necessary if the following two conditions are true.
 - The offer is above the grade midpoint, and
 - The offer exceeds the supported budget amount.

Lateral Moves

Current employees of the City moving to a position within the same status (full or part-time) to the same grade level are not eligible for a salary increase unless a specific work rule exists stating otherwise.

Part-Time to Full-Time Moves (Lateral)

Part-time employees moving into a full-time position at the same grade level as their current position should be placed on the full-time scale at the same place as they were on the part-time scale. For example, if an employee is at the midpoint of a part-time Grade 12 position, their salary would be adjusted to put the employee at the midpoint of the full-time Grade 12 scale.

Promotions

It is the City's policy to offer a five percent (5%) increase per grade advancement. To ensure alignment with the pay structure, the five percent rule will be applied, and the employee will be placed in the adjusted grade at the range closest to the promotional rate without going under. This may result in the decline of a step within the grade but will not result in less than what is authorized in this policy. Increases beyond this rule are subject to Finance and Personnel Committee approval. For example, an employee promotes from a Grade 7 step 10 to a Grade 9. That employee would receive a ten percent (10%) increase. The pay step associated would then be placed at the closest rate without going under.

Demotions

Employees who transfer to a position in a lower grade should be placed on the salary plan scale at the same place as they were in their current grade. For example, if someone is at the step 4 of Grade 12, and is moved into a Grade 10 position, their salary would be step 4 of Grade 10. (This does not apply to reclassified positions.)

Library and Water Utility Employees

Library and Water Utility employees are subject to the same rules; however, in cases where Finance and Personnel Committee approval is needed, the Library Board or Water Commission, as applicable, would be the approving body.

If as a result of any of the above changes, an employee's salary would be above the grade maximum, Finance and Personnel Committee approval is required.

Open Range Plan Adjustment Considerations

It is understood employees may have certifications/licenses which are relevant to their position but are not reflected in the job description as a necessary requirement. Department Heads may make a

recommendation for step advancement within the open range plan based on such licenses provided the following:

1. They have a direct correlation to the position the employee currently performs.
2. The license/certification provides knowledge/experience of an equivalent value which can be measured by years.
 - a. Examples
 - i. Specialized Certification = 2 years knowledge
 - ii. CDL = 1 year knowledge
 - iii. Combination of licenses = 1 year knowledge
 - b. Such advancements must be clearly defined and applied consistently.
 - c. Such advancements must be approved by the Department Head and the Director of Human Resources
3. The employee's performance meets or exceeds standard expectations.

Should such license be revoked during the employee's tenure, the advancement of the step(s) will be revoked, and the employee will be demoted within the grade commensurate with the prior advancement.

601.3. Wage Increases

Annually, as a part of the budget process, Human Resources, in conjunction with the Mayor, will review the wage increase policy to determine where the budget supports increases and will recommend for Council approval such increases to be implemented in the following calendar year.

Step Increases:

Employees who have been with the City for one or more years and are not covered under a collective bargaining agreement shall advance by one step in January of each year based upon the following factors:

1. Budget availability and approval by Council.
2. A successful performance evaluation indicating the employee meets the minimum standards as defined by the position.

Should the budget not support a step increase, employees will not advance a step for that calendar year. Additional considerations to the pay scale may be reviewed to allow for market adjustments as needed. Such considerations may include difficulties in finding a qualified candidate for a position, a position falling behind in the market more so than alternate positions, or a position being restructured resulting in a reclassification request.

Employees who do not at least meet the minimum standard on their annual performance review will not be eligible for an advancement. Refer to the Performance Evaluations portion of the policy for more information.

Where factors 1 and 2 exist, employees not otherwise covered by a collective bargaining agreement and who have reached the maximum step in the pay plan shall receive a stipend equivalent to 1.5%

of their annual salary not to exceed \$1,000. In the event of a stipend, such payment shall be awarded as a one-time payment at the same time anniversary increases are paid.

601.4: Salary Plan Maintenance:

The Council will make efforts to keep the plan market competitive. Such efforts shall be accomplished using the measures described below.

601.4.1: Cost of Living Increases:

Annually the City Human Resources Department will make a recommendation to Council to issue a cost-of-living adjustment (COLA). The amount of such an increase and the month of appropriation will be based on budgetary constraints.

The COLA will result in a scale adjustment. The scale adjustment will not be performance based and will be applied universally to those within the defined step or open range step scale. Employees will be moved into the same step to the adjusted scale.

Such movement is intended to assist the City in its efforts to maintain a marketable wage in keeping with surrounding communities.

601.4.2: Market-based Adjustments:

A full plan assessment shall be conducted every three to five years to ensure the scale has not fallen below market expectations. Where a market adjustment of the pay scale is required, employees will be moved to the adjusted scale at a step within three percent of their current step without going below. This may result in an employee's step being lowered within a pay grade.

Respective Department Heads or the Mayor may request a market review of a position based on internal and external relevant comparisons. Where market data presents a significant disparity, the position will be considered for an adjustment in grade and an official recommendation will be presented to the Finance and Personnel Committee and Council for approval.

601.4.3: Reclassifications:

Annually, employees or respective Department Heads on behalf of employees may request a classification evaluation based upon a substantial change in responsibilities. Provided a substantial change in responsibilities is demonstrated through a written justification to Human Resources and the Mayor, a job evaluation will be conducted and any recommendations to change a position's grade will be forwarded to the Finance and Personnel Committee and Council for approval. Consistent with the City's recruitment rules, a reclassification in a position shall result in up to a 5% increase per grade.

During a full market analysis where the pay plan has been modified, positions placed in an alternate grade are not deemed as a reclassification and therefore are not subject to the above provisions.

As a result of a scale adjustment, if for any reason an employee with less than one-year of service falls below the minimum pay of their grade, they shall be moved to the minimum of the pay scale.



Neenah-Menasha Fire

125 E. COLUMBIAN AVENUE, NEENAH, WI 54956
Phone: 920-886-6200 Fax: 920-886-6208 Website: www.nmfire.org

SIDE LETTER NO. 1-2026

September 2, 2026

48/96 WORK SCHEDULE

The Cities of Neenah and Menasha and IAFF Local 275 agree that effective January 2027, Article 14A(2), Hours of Work, shall be modified as follows:

Definition of a Workweek with a 48/96 schedule

The normal workweek shall consist of fifty-six (56) hours with a three (3) platoon system, operated on what is known as the "48/96" schedule, which consists of one workday (twenty-four (24) hour period) followed by a second consecutive workday (twenty-four (24) hour period) followed by four consecutive twenty-four (24) hour periods off duty. The two (2) consecutive workdays shall be referred to as "BLOCK(S)."

The parties further agree that FLSA, vacation selection, scheduling, and administration under the 48/96 work schedule shall be governed by the provisions outlined in this Side Letter.

Fair Labor Standards Act

The parties agree that the Fair Labor Standards Act (FLSA) work period for employees assigned to line operations shall be changed to a twenty-four (24) day work period.

The implementation of the 48/96 work schedule shall establish a new FLSA work period and cycle. Any prior FLSA work period, cycle, schedule alignment, or administrative practice shall terminate upon implementation of the 48/96 work schedule.

The Cities shall establish the initial twenty-four (24) day FLSA work period and corresponding work cycle necessary to administer the 48/96 work schedule. Thereafter, overtime compensation shall be calculated in accordance with the Fair Labor Standards Act and the provisions of the Collective Bargaining Agreement.

Vacation Selection and Administration

The Union shall establish and communicate the date(s) on which vacation selections will be conducted for each shift. The Union shall make reasonable efforts to schedule vacation selection sessions when all personnel assigned to the shift are available. Vacation sections shall be completed by December 15th each year. The Cities and Department shall not be responsible for scheduling conflicts related to vacation selection sessions.

Vacation selections shall be made on the basis of departmental seniority. Promotions shall not affect seniority for vacation selection purposes.

Employees shall be prepared to make their selections during the designated selection session. Employees unable to attend shall submit their selections in writing to a designated Union representative prior to the selection session. Employees who fail to make a selection during the designated round shall forfeit their opportunity for that round and may thereafter select from the remaining available vacation opportunities.

For purposes of this Side Letter, the two (2) consecutive workdays within the 48/96 schedule shall be referred to as a "BLOCK."

The Cities of Neenah and Menasha and IAFF Local 275 agree that effective January 2027, Article 13A, Hours of Work, shall be modified as follows:

Vacation Schedule and Protection from Mandatory Overtime

Line personnel shall be granted an annual paid vacation leave governed by the following schedule.

Vacation Schedule

After 1 full year	-	6 vacation days
After 5 full years	-	9 vacation days
After 10 full years	-	12 vacation days
After 15 full years	-	15 vacation days
After 25 full years	-	18 vacation days

Vacation Periods with Multiple Consecutive Vacation Days

Employees who have scheduled a vacation period consisting of multiple consecutive vacation days, as later defined in Article 14 as BLOCKS, shall not be subject to mandatory overtime or forced call-ins during the four (4) days immediately preceding the first scheduled vacation day, nor during the four (4) days immediately following the final scheduled vacation day.

Single Vacation Day on the Employee's First Scheduled Workday

Employees who have scheduled vacation on the first scheduled workday of the vacation period described in Article 14 shall not be subject to mandatory overtime or forced call-ins during the four (4) days preceding that vacation day.

Single Vacation Day on the Employee's Second Scheduled Workday

Employees who have scheduled vacation on the second scheduled workday of the vacation period described in Article 14 shall not be subject to mandatory overtime or forced call-ins during the four (4) days following that vacation day.

Clarification

These protections apply only to mandatory overtime and forced call-ins. Employees may still voluntarily accept overtime during these periods at their discretion. This encompasses all of an employee's paid time off. An employee shall not be eligible to be ordered in for mandatory overtime, anytime during the employee's vacation period. Kelly, Vacation, Holiday and FLSA/Comp Time, paid time off shall be considered a vacation period for the purposes of mandatory/ordered in overtime

The Cities of Neenah and Menasha and IAFF Local 275 agree that effective January 2027, Side Letter 4- Vacation Policy & 48 Hour Rule, shall be modified as follows:

SIDE LETTER NO. 4 – VACATION POLICY & 48 HOUR RULE

No later than December 15 of each year, the vacation schedule shall be made available for the next year. The vacation schedule at Station 32 will be the official schedule and all scheduling will be done through the Shift Commander or his/her designee. An up-to-date copy of the vacation schedule shall be maintained electronically for all stations to view. Vacations shall be selected as stated in the contract between the Cities of Neenah and Menasha and IAFF Local 275. The Vacation Policy shall be reviewed by each shift prior to each shift selecting vacation. Refer also to Article 13 of the Contract.

THE METHOD FOR PICKING VACATIONS SHALL BE AS FOLLOWS:

Each Shift Commander will inform all personnel on his/her shift of a designated day or days that vacation BLOCKS, DAYS, and HALF-DAYS will be picked. All attempts shall be made to pick a designated day when all personnel are present. Each person shall come prepared to pick all his or her vacation on that designated day. If unable to attend, you must have a designated person with whom you have given your selections to. If you don't pick your vacation at this designated time, you will be allowed to pick any remaining vacation days.

Vacations shall be picked on a seniority basis. If two or more individuals have the same seniority, vacation shall be picked on a yearly rotating basis between those individuals. Promotions shall not change seniority among personnel.

Vacation starting at the end of the calendar year and extending into the following calendar year shall apply and be recorded against the calendar year in which the vacation started. This vacation may be chosen in the rounds of BLOCK(S) or DAYs so if the time selected in the following calendar year is picked with a consecutive BLOCK or DAY from the previous year. For example: You work December 31, January 1. You must take December 31st to January 1st. When picking vacation that extends into the following year, the pick cannot extend past the January 1st workday.

There shall be two (2) rounds of vacation BLOCKS picked first. Each of the first two (2) picks can consist of a minimum of one (1) vacation BLOCK but not more than three (3) consecutive vacation BLOCK per round.

Each of the first two (2) rounds is completed when each person, starting from the most senior person on each shift, has either picked a vacation BLOCK or passed. There shall be no skipping days or BLOCKS in the first or second round.

Starting at the third round, individuals will be allowed to pick a minimum of one (1) vacation day and up to six (6) vacation days. The procedure for picking DAY vacations shall be the same as for vacation BLOCKS. The process will continue until everyone passes in the same round, at which time the picking of HALF-DAY vacations will begin.

When taking multiple vacation days, the selection must be of consecutive days and no more than six (6). Picking vacation before and after a closed-out day(s) is allowed, but the closed out day(s) will count towards the selection of consecutive days. "Closed Out" is defined as a vacation BLOCK, DAY or HALF-DAY that has four (4) employees scheduled off.

The procedure for picking HALF-DAY vacations shall be the same as for vacation BLOCKS and DAYS with no more than one (1) HALF-DAY vacation picked by anyone in the same round. When everyone passes in the same round, the vacation picking will be completed. Once vacation picking has been completed, any vacation BLOCKS, DAYS or HALF-DAYS that are open can be picked on a first come basis. There shall be no trading of vacation BLOCKS, DAYS or HALF-DAYS.

In addition to the above vacation BLOCKS, DAYS and HALF-DAYS, all personnel shall be granted three (3) personal holidays (Kelly Days) per year. These days shall not be subject to the holiday pay provisions, although the employee will be paid his/her normal straight-time wage for the day, as part of the regular bi-weekly pay check. These personal holidays (Kelly Days) will be subject to the same picking procedure as vacation BLOCKS, DAYS or HALF-DAYS.

The 48 hours of banked holiday time designated by an employee for use in the following year may be picked in the same manner that is used to pick vacation DAYS or HALF-DAYS. However, banked holiday time may only be picked after the vacation picking has been completed and is opened for individuals on a first come basis.

All personnel that have comp time available to them may pick up to three (3) comp time days as part of the vacation schedule. These days may be picked after all the scheduled times listed

previously have been picked and can only be picked on days that there are no employees listed to be off on vacation, personal holidays (Kelly Days) and banked holiday time.

The day must be completely open to be picked as a comp time day. Comp time days can only be picked in 24-hour blocks. All other remaining comp time must be picked as noted in the "48-hour rule".

If there are less than four (4) employees signed up for a vacation BLOCK, DAY or HALFDAY, the vacation schedule is open and a person wishing to drop a vacation BLOCK, DAY or HALF-DAY can do so by notifying the Shift Commander or Acting Shift Commander. It will be possible for a member to drop a vacation BLOCK, DAY, or HALF DAY that has been closed out. "Closed Out" is defined as a vacation BLOCK, DAY or HALF DAY that has four (4) employees scheduled off.

THE FOLLOWING PROCEDURE WILL BE USED TO DROP CLOSED OUT VACATION BLOCK(S) ,DAY(S) OR HALF DAY(S):

The person who wishes to drop a closed-out vacation BLOCK, DAY OR HALF DAY shall not drop or change the vacation BLOCK, DAY or HALF DAY unless approved by 90% of the shift. You must drop all vacation selected in the round. The person who wishes to drop said vacation must show documentation (Local 275 approved) from all personnel on their shift whether they approve or disapprove of the dropped vacation. This documentation must be submitted to their shift's shift commander or acting shift commander for review at least 14 calendar days prior to the beginning of the dropped vacation. All personnel on their shift must be contacted either in person or by phone call(s). If after two (2) attempts a member of the shift has not responded, he/she will be recorded as approving the dropped vacation. Final approval for any change shall rest with the Shift Commander or Acting Shift Commander.

Any dropped vacation will be available to be picked on a seniority basis. On the day the vacation period or day is officially dropped all members of the shift will be notified of the vacation available. Any member that is off on the day of notification will be notified by phone. Any member that wishes to pick up the dropped vacation shall notify their shift's shift commander or acting shift commander by 0900 (9:00 a.m.) their next workday. The dropped vacation will be available by seniority starting with the next junior member. The Shift Commander or Acting Shift Commander will review all requests received by 0900 (9:00 a.m.) and notify the person who will receive the vacation by 1600 (4:00 p.m.) on that day.

The canceled vacation will have to be canceled as it was selected, either as a block, single day, or half day. Example: Canceled as a block, has to be selected as a block. If no one is

awarded the vacation, the canceled vacation days will be made available and open to the entire shift.

48 Hour Rule

During the 48 hours involved in the “48 Hour Rule” vacation and comp time will be treated equally. However, as stated in the vacation policy language there will always be four (4) slots available for vacation. If at any time during the 48 hours a vacation slot is filled with four (4) employees off, comp time will not be available. Up to four (4) employees shall be authorized comp time as per the “48 Hour Rule” during unpicked vacation BLOCKS, DAYS or HALF DAYS subject to the following conditions. If 48 hours or less prior to the request for comp time there are less than four (4) employees scheduled to be off due to vacation, sick leave, workman compensation or attending any schools and seminars designated by the Chief (schools and seminars must be posted at least (30) days prior to such vacation BLOCK, DAY or HALF DAY and the employee attending is compensated either in time off or money) the request for comp time will be granted.

The procedure for picking comp time within the designated 48-hour time period will be as follows: Up to 48 hours prior to the day that an employee wants to sign up for comp time, the employee will make his/her request with the Shift Commander or Acting Shift Commander. If there are more requests for comp time than there are slots available those slots will be filled as follows: requests for comp time will be filled on a seniority basis during the first 15 minutes of the 48 hours, 0700 (7:00 a.m.) to 0715 (7:15 a.m.) hours, and requests for comp time after the first 15 minutes will be based on a first come basis. If, at any time during the 48 Hour Period and before a request is made for comp time, there are four union employees scheduled to be off for the workday requested and the previously mentioned restrictions exist, comp time will not be granted. Once comp time has been granted, it is irrevocable.

EXAMPLE: During the 48 Hour Period there are three (3) employees scheduled to be off the next workday on vacation. Another employee calls in sick, which means there would be four (4) union employees off the next workday. An employee then requests to be off on comp time after an employee calls in sick. Comp time would not be granted in this case. If comp time was requested and granted before an employee called in sick, comp time would be granted under the 48 Hour Rule Policy.

The use of comp time will also meet the requirements stated in the memorandum from the Chief, dated July 10, 1996, with the subject covering Taking of Comp Time. Said memorandum is attached to the contract as Addendum “C”.

Term of Side Letter

The Cities of Neenah and Menasha and the International Association of Fire Fighters Local 275 agree to this schedule change for a trial period ("Trial Period"). This allows for a modification or cancellation of the schedule or any associated term(s) of this side letter by either party not later than September 1, 2027 for the 2028 year. If either party intends to cancel the schedule for 2029, the party shall notify the other party no later than August 1, 2028. Such cancellation will result in a reversion back to the existing schedule. Such reversion shall not directly or indirectly result in a reduction or diminution of union members' wages and/or benefits.

Assuming the 48/96 schedule ("Trial Period") remains, then during negotiations for a successor collective bargaining agreement, the parties shall evaluate the continuation of the 48/96 schedule, any related vacation provisions, and any issues arising from the implementation and administration of the 48/96 schedule. By mutual agreement, the parties shall incorporate the provisions contained in this Side Letter into a successor collective bargaining agreement.

Except as expressly modified by this Side Letter, all other provisions of the Collective Bargaining Agreement shall remain in full force and effect.



Neenah-Menasha



SUMMARY OF TENTATIVE AGREEMENT
BETWEEN CITIES OF NEENAH & MENASHA AND
LOCAL 275 IAFF
(As negotiated by and between the parties September 2, 2026)

September 2, 2026

1. **Article 30 (Duration):** Except as otherwise provided, this agreement shall be effective January 1, 2026 through December 31, 2028.
2. **Wages (Addenda A - C):**
 - 2026: **Effective October 1, 2026:** 3.022% wage increase.
Retroactive pay: A lump-sum payment will be made by the end of November 2026, calculated as:
 - 1.5% of eligible actual wages paid from January 1, 2026 through June 30, 2026; and
 - 3.022% of eligible actual wages paid from July 1, 2026 through September 30, 2026.**Eligible wages include:**
 - Regular pay and time off used
 - Overtime not banked
 - Call time not banked
 - Step up pay
 - Holiday pay
 - Banked comp time and/or FLSA time taken in pay
 - Mechanic stipend**The above includes for any retiree affected by this in 2026.**
 - 2027: 1.5% wage increase effective January 1, 2027; and 1.75% wage increase effective July 1, 2027
 - 2028: 1.5% wage increase effective January 1, 2028; and 1.75% wage increase effective July 1, 2028

New hire base wage will be 3% lower than Year 1 FF (Firefighter) (for any new hire)
3. **Article 6 – Move-up assignments.** The following language will be added to Article 6, relative to temporary “move-up” assignments within and between fire stations: “Assignments of personnel for fewer than 12 hours will be left to the discretion of the applicable shift commander to make, in any particular case.”
4. **Article 14 – Hours of Work.** By way of establishment through and incorporation of a Side Letter, and to be implemented by January 1, 2027, the department shall operate on a 48/96 working day schedule for all line/shift workers.
5. **Article 17 – Overtime:** Add the coverage for overtime of those away for training, as follows: “Members deploying or training with the State of Wisconsin Task Force One (TF1) shall be reimbursed at the same rate of pay as that of the State of Wisconsin’s pay reimbursement rate.”

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6. **Article 19 – Insurance Coverage:** The insurance provisions shall sunset on 12/31/2028 (see and amend in the third line of Section “A”).
7. **Article 20 –Pay Period.** The last line of Section “B” shall be amended to now read as follows: “The hourly rate for overtime purposes and sick leave payouts shall be the annual pay rate divided by 2,080 hours.” (i.e. omitting therefrom the words “vacation payouts”)
8. **REMAINING ARTICLES/PROVISIONS:** It is anticipated and agreed by the parties that in all other material respects, the Agreement will be substantially the same as its predecessor, in both form and content.

Accepted this _____ day of September, 2026.

Cities of Neenah & Menasha

Local 275, IAFF

David C. Rashid
Neenah City Attorney

George Van Schyndel
President

Margaret J. Struve
Menasha City Attorney