



Neenah-Menasha Fire Rescue

AGENDA

Neenah-Menasha Fire Rescue Joint Finance & Personnel Committee
December 9, 2024 – 4:00 p.m.
City of Neenah – Hauser Room

- I. Attendance
- II. Public Forum
- III. Approval of Minutes:
 - a. October 22, 2024
- IV. Review of Calls (attached)
 - a. January 2024 – November 2024
 - b. January 2023 – November 2023
- V. Consideration and Action to approve hiring three firefighters (attached)
- VI. Consideration and Action to approve replace the Assistant Chief of Training (attached)
- VII. Consideration and action to approve a purchase order to purchase ballistic personal protective equipment using ARPA funds (attached)
- VIII. Adjournment

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA), the City of Neenah and Menasha 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** at least 48 hours prior to the scheduled meeting or event to request an accommodation.

Neenah-Menasha Fire Rescue Joint Finance & Personnel Committee Meeting Minutes
October 22, 2024 – 4:00 p.m.
City of Menasha – Room #132

Present: Ald. Pollnow, Ald. Grade, Ald. Marshall, Ald. Sevenich and Ald. Borchardt

Excused: Ald. Boyette

Also Present: Chief Teesch, DC Krueger, Director Rasmussen and MA Ellis

Ald. Sevenich called the meeting to order at 4:00 p.m.

Public: Scott Becker, 1061 Green Acres Lane, Neenah

Public Forum: No member chose to speak.

Minutes: The committee reviewed the meeting minutes from October 14, 2024. **MSC Pollnow/Grade to approve the October 14, 2024 meeting minutes, all voting aye.**

Review of Calls: The Committee reviewed the calls from January 2024 through September 2024 and January 2023 through September 2023. Discussion was held by the committee on a request to change formatting of these reports. Chief Teesch will work with our vendor to see what type of custom reports we can obtain from our software system.

Ald. Borchardt asked about EMS calls and asked for an update on the relationship with Gold Cross and what trends we look at nationally comparing ourselves to other departments. Chief Teesch said EMS calls are the bulk of calls for every department. We are more limited as we do not provide paramedic services. We do continue to receive supplies from Gold Cross that we use on calls at no charge. He also noted the State of Wisconsin has a funding assistant program and providers who have an ambulance service would receive these monies. However, change have been made and all responders can get some of this money. We are applying for these monies with the state to see if we can get additional funds for the department. There are specific things we must spend it on this money on such as supplies, equipment and continuing education relating to EMS calls. He didn't have an exact amount of what we will receive but it should be around \$10,000. **MSC Pollnow/Marshall to accept the January 2024 through September 2024 and January 2023 through September 2023 activity reports and place on file, all voting aye.**

Review of Budget: The Committee reviewed the January 2024 through September 2024 budget report. Ald. Pollnow reviewed the overtime budget on the 2025 budget report. He asked what driving force is to reduce this budget. Chief Teesch said we have had less FMLA requests in 2024. **MSC Pollnow/Borchardt to accept the January through September 2024 budget report and place on file, all voting aye.**

Consideration of Menasha Resolution R-33-24 to Exceed the Levy Limit for Neenah-Menasha Fire Rescue: Director Rasmussen explained each City looks at the overall fire budget. The overall budget cannot exceed 2% plus certified CPI rate. The state has set this as 3.2% so the total budget. Each City cannot exceed 5.2% from 2024 to 2025 budgets. If the department's budget does exceed this, we can take the difference between these two numbers and exceed the levy limit by this amount. This can be done because we are a consolidated fire department. Ald. Sevenich noted each City only has to use this just incase they need it but these are passed incase it is needed. **MSC Sevenich/Grade to recommend the City of Menasha Common Council approve Resolution R-33-24 to exceed the levy limit for Neenah-Menasha Fire Rescue's 2025 budget, all voting aye.**

Ald. Pollnow requested we change the agenda order to review the proposed 2025 budget before consideration of the Neenah Resolution 2024-16 to exceed the levy limit. The Committee agreed.

Consideration and Action to Approve Proposed 2025 Budget: Chief Teesch did a brief presentation on our 2025 budget. Discussion was held on the what the levy limits are for the departments budget. It was noted this is separate from the other levy limits for each City.

Major increases and decreases were reviewed by the Committee. This included removal of Chief Teesch's request for additional staffing which affected the overtime budget request. The overtime budget request of \$185,000 was based upon the approval of additional staffing. This was changed by both Mayors to \$220,000 as this would be needed to maintain minimum manning levels. Discussion was held on the department's minimum manning levels and why it's at 17 people per shift. A discussion was held on NMFR's staffing and the idea of having an outside company come in and look at efficiencies of the department and if the staffing makes sense. Chief Teesch reviewed how data is obtained to compare ourselves to other departments. It was requested that any future staffing requests be submitted to Joint Finance and Personnel prior to the budget process.

Personal protective equipment (PPE) was moved to CIP versus operating. We need \$125,000 to meet the needs of replacing the gear. There is \$10,000 left in the operating budget for replacing small things. It does make sense to have the PPE move to CIP since this is a 10-year life span. Director Rasmussen noted that \$50,000 of this total amount is for replacement of ballistic gear that is expired.

Discussion was held on the City of Neenah's health insurance increase and how this has impacted the 2025 budget.

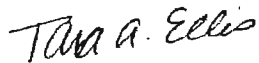
Discussion was held on the process for review of NMFR's budget. Both Mayors, both Finance Directors, Chief Teesch and DC Krueger met to review things and find a way to make the budget work within the constraints that both Cities have. While cuts are not always ideal the department will work hard to stay within the budget as it understands the position both Cities are in financially.

Discussion was held on the Special overtime and reimbursements with the State of Wisconsin for training and call-up. **MSC Borchardt/Pollnow recommends the City of Neenah and City of Menasha Common Councils approve Neenah-Menasha Fire Rescue's 2025 budget as presented that include both Mayor's reductions, all voting aye.**

Consideration of Neenah Resolution 2024-16 to Exceed the Levy Limit for Neenah-Menasha Fires Rescue:
MSC Pollnow/Borchardt recommends the City of Neenah approve Resolution 2025-16 to exceed the levy limit for Neenah-Menasha Fire Rescue's 2025 budget, all voting aye.

MSC Borchardt/Pollnow to adjourn at 5:00 p.m., all voting aye.

Respectfully submitted,



Tara Ellis

Management Assistant

Report

Report



Neenah-Menasha Fire Rescue

By Incident Type

Detailed Selected Statistics and Management Activity

Report Period: 1/1/2024 - 11/30/2024

CODE	DESCRIPTOR	FREQUENCY	FREQ. PERCENT	EXPS	AVG # SUPPR. PERS.	AVG # EMS PERS.	AVG # OTHER PERS.	AVG # SUPPR. APPR.	AVG # EMS APPR.	AVG # OTHER APPR.	AVERAGE # MAN HOURS	TOTAL MAN HOURS	AVERAGE RESPONSE TIME (min)
		1	0.03%	0	0	0	0	0	0.00	0	0.00		0.00
111	Building fire	29	0.90%	0	3.34	0	13.38	1	0.00	5.93	22.52	478,649956	3.97
112	Fires in structure other than in a building	3	0.09%	0	2	0	7.33	0.67	0.00	3.33	4.77	10.333332	2.63
113	Cooking fire, confined to container	14	0.44%	0	2.43	0	11.07	0.71	0.00	4.5	6.85	66.216649	5.09
114	Chimney or flue fire, confined to chimney or flue	2	0.06%	0	3	0	12	1	0.00	5	10.00	17.133332	4.97
117	Commercial Compactor fire, confined to rubbish	1	0.03%	0	3	0	12	1	0.00	5	27.00	22.133333	6.67
118	Trash or rubbish fire, contained	1	0.03%	0	3	0	13	1	0.00	5	8.53	4.566665	7.32
122	Fire in motor home, camper, recreational vehicle	1	0.03%	0	3	0	8	1	0.00	4	13.20	9.583332	4.13
131	Passenger vehicle fire	1	0.03%	0	3	0	0	1	0.00	0	0.75	.750000	2.25
132	Road freight or transport vehicle fire	2	0.06%	0	0	0	7.5	0	0.00	2.5	3.00	3.383332	3.84
138	Off-road vehicle or heavy equipment fire	2	0.06%	0	0	0	4	0	0.00	1	2.07	4.133333	3.28
143	Grass fire	1	0.03%	0	4	0	2	1	0.00	1	2.80	2.433332	5.12
150	Outside rubbish fire, other	1	0.03%	0	0	0	4	0	0.00	2	0.67	.533333	4.32

CODE	DESCRIPTOR	FREQUENCY	FREQ. PERCENT	EXPS	AVG # SUPPR. PERS	AVG # EMS PERS	AVG # OTHER PERS	AVG # SUPPR. APPR.	AVG # EMS APPR.	AVG # OTHER APPR.	AVERAGE # MAIN HOURS	TOTAL MAIN HOURS	AVERAGE RESPONSE TIME (min)
151	Outside rubbish, trash or waste fire	3	0.09%	0	2.33	0	5.67	0.67	0.00	2.33	2.62	5.249998	3.34
154	Dumpster or other outside trash receptacle fire	4	0.12%	0	0	0	5.5	0	0.00	2	2.50	7.933332	4.74
161	Outside storage fire	1	0.03%	0	3	0	11	1	0.00	5	14.70	9.216666	6.05
220	Overpressure rupture from air or gas, other	1	0.03%	0	0	0	4	0	0.00	1	0.33	.333333	1.38
311	Medical assist, assist EMS crew	874	27.19%	0	0.77	0.01	3.89	0.22	0.00	1.76	1.29	916.749501	5.07
320	Emergency medical service incident, other	17	0.53%	0	1.06	0	3.35	0.35	0.00	1.76	0.90	11.249990	4.39
321	EMS call, excluding vehicle accident with injury	1,321	41.09%	0	0.73	0.01	3.81	0.22	0.00	1.79	1.46	1524.515939	4.39
322	Motor vehicle accident with injuries	41	1.28%	0	0.8	0	5.12	0.24	0.00	2.34	3.55	110.866643	4.59
323	Motor vehicle/pedestrian accident (MV Ped)	2	0.06%	0	1.5	0	2.5	0.5	0.00	1.5	1.43	2.266666	4.30
324	Motor vehicle accident with no injuries.	29	0.90%	0	0.34	0	5.62	0.1	0.00	2.41	3.31	71.499982	4.85
331	Lock-in (if lock out, use 511)	1	0.03%	0	0	0	3	0	0.00	1	2.20	2.200000	8.67
341	Search for person on land	3	0.09%	0	1	0	3.33	0.33	0.00	1.67	2.17	5.883333	5.79
353	Removal of victim(s) from stalled elevator	6	0.19%	0	1.5	0	3.5	0.5	0.00	1.67	2.57	14.433330	6.74
360	Water & ice-related rescue, other	1	0.03%	0	2	0	14	1	0.00	7	6.93	3.399996	6.48
361	Swimming/recreational water areas rescue	1	0.03%	0	3	0	11	1	0.00	7	4.67	3.149998	3.68
365	Watercraft rescue	2	0.06%	0	0.5	0	11	0.5	0.00	5.5	12.17	19.033331	10.26
371	Electrocution or potential electrocution	1	0.03%	0	0	0	3	0	0.00	1	2.85	2.850000	5.90
381	Rescue or EMS standby	1	0.03%	0	4	0	1	1	0.00	1	0.50	.500000	3.23

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411	Gasoline or other flammable liquid spill	9	0.28%	0	0.44	0	4	0.11	0.00	1.11	2.30	18.066664	4.14
412	Gas leak (natural gas or LPG)	35	1.09%	0	1.11	0	5.34	0.34	0.00	2.4	3.75	127.366645	3.97
413	Oil or other combustible liquid spill	4	0.12%	0	0	0	3.5	0	0.00	1	2.01	8.216666	5.71
422	Chemical spill or leak	2	0.06%	0	0	0	6	0	0.00	1.5	2.20	2.933332	7.07
424	Carbon monoxide incident	19	0.59%	0	0.89	0	3	0.26	0.00	1.11	2.85	48.649994	3.66
440	Electrical wiring/equipment problem, other	9	0.28%	0	2.22	0	5.67	0.67	0.00	2.44	3.20	20.283328	4.05
442	Overheated motor	2	0.06%	0	2	0	9	0.5	0.00	3.5	4.95	5.566666	4.07
444	Power line down	17	0.53%	0	0.71	0	3.06	0.18	0.00	0.94	1.82	28.899996	5.24
445	Arcing, shorted electrical equipment	6	0.19%	0	1	0	3.83	0.33	0.00	1.5	1.80	9.966666	5.73
460	Accident, potential accident, other	2	0.06%	0	1.5	0	1.5	0.5	0.00	0.5	1.32	2.650000	6.01
463	Vehicle accident, general cleanup	11	0.34%	0	0.64	0	4.27	0.18	0.00	1.64	1.97	19.233330	4.89
510	Person in distress, other	1	0.03%	0	0	0	4	0	0.00	2	0.80	.616666	5.80
511	Lock-out	43	1.34%	0	0.07	0	3.35	0.02	0.00	1.07	0.98	39.116664	7.18
520	Water problem, other	1	0.03%	0	3	0	0	1	0.00	0	0.45	.450000	5.15
522	Water or steam leak	3	0.09%	0	4	0	3.33	1	0.00	1.33	3.38	6.883331	3.50
531	Smoke or odor removal	14	0.44%	0	1.43	0	5.07	0.43	0.00	1.93	2.64	33.749997	3.76
542	Animal rescue	8	0.25%	0	1.88	0	1.13	0.63	0.00	0.38	0.92	6.950000	1.52
550	Public service assistance, other	9	0.28%	0	0.33	0	3.44	0.11	0.00	1.11	0.98	8.283331	2.59

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551	Assist police or other governmental agency	14	0.44%	0	0.93	0	3.14	0.29	0.00	1.07	2.43	30.949997	5.62
552	Police matter	1	0.03%	0	0	0	3	0	0.00	1	0.55	.450000	5.70
553	Public service	31	0.96%	0	1.26	0	2.52	0.39	0.00	0.9	0.95	31.383327	3.62
554	Assist invalid	9	0.28%	0	0.44	0	3.33	0.11	0.00	1.56	0.92	5.899996	5.26
555	Defective elevator, no occupants	2	0.06%	0	1.5	0	2.5	0.5	0.00	1.5	1.47	2.933333	3.07
561	Unauthorized burning	37	1.15%	0	1.32	0	2.41	0.41	0.00	0.73	1.08	36.349995	4.84
611	Dispatched & canceled en route	65	2.02%	0	0.58	0	4.12	0.17	0.00	2.08	0.61	31.866626	0.06
621	Wrong location	1	0.03%	0	0	0	4	0	0.00	2	2.20	1.683333	2.25
622	No incident found on arrival at dispatch address	78	2.43%	0	1.14	0	4.06	0.33	0.00	1.73	1.17	79.816633	4.84
650	Steam, other gas mistaken for smoke, other	2	0.06%	0	2	0	9	0.5	0.00	4	3.48	5.933331	6.68
651	Smoke scare, odor of smoke	27	0.84%	0	1.89	0	8.11	0.52	0.00	3.04	4.74	105.416645	4.88
652	Steam, vapor, fog or dust thought to be smoke	1	0.03%	0	0	0	7	0	0.00	2	1.98	1.583333	6.05
653	Smoke from barbecue, tar kettle	1	0.03%	0	3	0	3	1	0.00	1	2.00	1.050000	2.93
671	HazMat release investigation w/no HazMat	8	0.25%	0	0	0	5.25	0	0.00	2	1.48	12.016664	4.96
710	Malicious, mischievous false call, other	6	0.19%	0	1.83	0	7.83	0.5	0.00	3.5	2.93	13.566661	4.60
711	Municipal alarm system, malicious false alarm	3	0.09%	0	3	0	2.67	1	0.00	1.33	1.07	2.133333	3.28
713	Telephone, malicious false alarm	1	0.03%	0	3	0	8	1	0.00	4	6.42	4.433333	9.10
714	Central station, malicious false alarm	1	0.03%	0	3	0	8	1	0.00	4	11.18	5.133332	6.57

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730	System malfunction, other	2	0.06%	0	2	0	10.5	0.5	0.00	4.5	3.44	5.466665	3.91
731	Sprinkler activation due to malfunction	4	0.12%	0	2.5	0	10.75	0.75	0.00	4.5	6.79	18.283331	3.82
732	Extinguishing system activation due to malfunction	1	0.03%	0	0	0	13	0	0.00	5	4.33	2.849999	4.85
733	Smoke detector activation due to malfunction	8	0.25%	0	1.13	0	5.13	0.38	0.00	2	2.20	13.866663	3.73
734	Heat detector activation due to malfunction	1	0.03%	0	3	0	8	1	0.00	4	3.30	2.616666	8.68
735	Alarm system sounded due to malfunction	33	1.03%	0	1.39	0	9.73	0.42	0.00	4.12	4.65	95.383304	5.05
736	CO detector activation due to malfunction	2	0.06%	0	0	0	3.5	0	0.00	1	0.64	1.150000	1.00
740	Unintentional transmission of alarm, other	4	0.12%	0	1.75	0	4.5	0.5	0.00	2.25	2.16	8.666663	5.37
741	Sprinkler activation, no fire - unintentional	6	0.19%	0	3	0	9.17	0.83	0.00	4.17	6.32	29.366663	4.52
743	Smoke detector activation, no fire - unintentional	38	1.18%	0	1.92	0	8.95	0.61	0.00	3.82	3.58	93.433304	5.22
744	Detector activation, no fire - unintentional	2	0.06%	0	3.5	0	9	1	0.00	4	3.12	3.049997	6.81
745	Alarm system activation, no fire - unintentional	188	5.85%	0	1.79	0	10.04	0.54	0.00	4.29	3.92	482.866478	4.83
746	Carbon monoxide detector activation, no CO	68	2.12%	0	0.66	0	3.29	0.19	0.00	0.97	1.17	73.049981	3.59
911	Citizen complaint	7	0.22%	0	1.43	0	2.29	0.43	0.00	0.71	0.75	5.333330	2.75
Totals		3,215	1000%	0	0.92	0.01	4.55	0.27	0.00	2.02	1.98	4,927.05	4.57
Mutual Aid Given Incidents		22											



Neenah-Menasha Fire Rescue

Detailed Selected Statistics and Management Activity

By Incident Type

Report Period: 01/01/23 - 11/30/23

CODE	DESCRIPTOR	FREQUENCY	FREQ. PERCENT	EXPS	AVG # SUPPR. PERS	AVG # EMS PERS	AVG # OTHER PERS	AVG # SUPPR. APPR.	AVG # EMS APPR.	AVG # OTHER APPR.	AVERAGE # MAN HOURS	TOTAL MAN HOURS	AVERAGE RESPONSE TIME (min)
		1	0.03%	0	0	0	0	0	0.00	0	0.23		3.13
		1	0.03%	0	0	0	9	0	0.00	5	3.90	3.4333333	9.85
111	Building fire	28	0.91%	2	2.61	0	13.11	0.79	0.00	5.89	25.77	566.68329 3	4.37
113	Cooking fire, confined to container	8	0.26%	0	2.88	0	11.5	0.88	0.00	4.75	8.77	32.183325	4.16
114	Chimney or flue fire, confined to chimney or flue	3	0.10%	0	3	0	4.33	1	0.00	1.67	2.12	8.999999	2.28
116	Fuel burner/boiler malfunction, fire confined	1	0.03%	0	3	0	12	1	0.00	5	10.00	4.599998	4.83
118	Trash or rubbish fire, contained	3	0.10%	0	2.33	0	8	1	0.00	3.67	13.61	26.249998	4.56
131	Passenger vehicle fire	8	0.26%	0	1.63	0	8.63	0.5	0.00	3.25	6.00	32.983329	4.85
132	Road freight or transport vehicle fire	2	0.07%	0	1.5	0	5	0.5	0.00	2	7.20	14.016666	3.55
140	Natural vegetation fire, other	3	0.10%	0	1	0	5.67	0.33	0.00	2.33	2.41	6.483332	2.00
141	Forest, woods or wildland fire	1	0.03%	0	0	0	4	0	0.00	2	3.60	2.733333	5.47
142	Brush or brush-and-grass mixture fire	2	0.07%	0	0	0	4	0	0.00	1.5	1.43	2.633333	5.96
143	Grass fire	3	0.10%	0	1.33	0	3	0.33	0.00	1.67	2.17	6.316665	5.25

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150	Outside rubbish fire, other	2	0.07%	0	0	0	3.5	0	0.00	1	0.85	1.633333	4.37
151	Outside rubbish, trash or waste fire	4	0.13%	0	0	0	3.25	0	0.00	1	1.03	4.216666	7.48
154	Dumpster or other outside trash receptacle fire	2	0.07%	0	1.5	0	2	0.5	0.00	0.5	1.02	2.033333	5.57
160	Special outside fire, other	1	0.03%	0	0	0	6	0	0.00	3	2.00	1.783332	3.47
162	Outside equipment fire	1	0.03%	0	0	0	3	0	0.00	1	1.00	1.000000	2.73
251	Excessive heat, scorch burns with no ignition	2	0.07%	0	3.5	0	10	1	0.00	4	9.45	12.816664	5.09
311	Medical assist, assist EMS crew	1,957	63.70%	0	0.62	0.01	3.9	0.19	0.00	1.76	1.32	2051.1488	4.69
320	Emergency medical service incident, other	20	0.65%	0	0.55	0	4.25	0.15	0.00	1.9	1.50	24.383323	4.54
321	EMS call, excluding vehicle accident with injury	101	3.29%	0	1.14	0	3.1	0.34	0.00	1.44	1.13	91.266621	4.61
322	Motor vehicle accident with injuries	29	0.94%	0	0.86	0.14	5.34	0.28	0.03	2.28	3.97	79.849982	4.52
323	Motor vehicle/pedestrian accident (MV Ped)	4	0.13%	0	0.75	0	4.25	0.25	0.00	2	1.08	3.449997	3.82
324	Motor vehicle accident with no injuries.	11	0.36%	0	1.73	0	2.82	0.55	0.00	1	1.75	15.433331	5.02
331	Lock-in (if lock out , use 511)	4	0.13%	0	0.75	0	3	0.25	0.00	1.25	0.86	2.999998	4.23
340	Search for lost person, other	1	0.03%	0	0	0	5	0	0.00	2	1.00	.950000	5.57
341	Search for person on land	2	0.07%	0	3	0	1.5	1	0.00	0.5	2.17	3.500000	7.64
342	Search for person in water	2	0.07%	0	1.5	0	18	0.5	0.00	12	2.44	32.716659	2.58
350	Extrication, rescue, other	2	0.07%	0	0	0	9	0	0.00	4	5.32	11.699997	3.40
351	Extrication of victim(s) from building/structure	1	0.03%	0	3	0	8	1	0.00	3	8.43	6.966666	4.63

CODE	DESCRIPTOR	FREQUENCY	FREQ. PERCENT	EXPS	AVG # SUPPR. PERS	AVG # EMS PERS	AVG # OTHER PERS	AVG # SUPPR. APPR.	AVG # EMS APPR.	AVG # OTHER APPR.	AVERAGE # MAN HOURS	TOTAL MAN HOURS	AVERAGE RESPONSE TIME (min)
352	Extrication of victim(s) from vehicle	2	0.07%	0	1.5	0	9	0.5	0.00	3	7.70	11.233332	5.04
357	Extrication of victim(s) from machinery	2	0.07%	0	0	0	6.5	0	0.00	2.5	1.35	1.833332	5.62
360	Water & ice-related rescue, other	2	0.07%	0	3	0	14	1	0.00	8	8.07	10.266663	3.81
365	Watercraft rescue	4	0.13%	0	1.5	0	9.75	0.5	0.00	4.5	9.33	31.599994	3.84
381	Rescue or EMS standby	3	0.10%	0	0	0	5.67	0	0.00	2.67	1.67	3.666665	3.97
410	Combustible/flammable gas/liquid condition, other	1	0.03%	0	3	0	0	1	0.00	0	1.80	1.800000	4.10
411	Gasoline or other flammable liquid spill	4	0.13%	0	1.75	0	4	0.5	0.00	1.25	4.60	19.266665	3.98
412	Gas leak (natural gas or LPG)	39	1.27%	0	0.77	0	5.72	0.23	0.00	2.31	5.30	198.499982	4.16
413	Oil or other combustible liquid spill	3	0.10%	0	0	0	3.33	0	0.00	1	1.04	3.150000	0.92
421	Chemical hazard (no spill or leak)	1	0.03%	0	0	0	5	0	0.00	1	1.00	1.000000	0.00
422	Chemical spill or leak	3	0.10%	0	0	0	3	0	0.00	1	1.18	3.550000	4.55
424	Carbon monoxide incident	16	0.52%	0	0.38	0	3.06	0.13	0.00	1.06	2.55	33.899999	4.01
440	Electrical wiring/equipment problem, other	8	0.26%	0	1.38	0	3.25	0.38	0.00	1.25	1.78	11.749999	4.52
442	Overheated motor	10	0.33%	0	2.7	0	9.8	0.8	0.00	4.1	6.65	44.849991	3.43
444	Power line down	24	0.78%	0	1.33	0	1.75	0.42	0.00	0.58	1.46	34.733332	5.55
445	Arcing, shorted electrical equipment	6	0.20%	0	1.5	0	10.5	0.5	0.00	4.67	8.00	38.566661	5.16
463	Vehicle accident, general cleanup	11	0.36%	0	2.36	0	2.09	0.73	0.00	0.73	2.05	21.749999	4.69
480	Attempted burning, illegal action, other	2	0.07%	0	1.5	0	2	0.5	0.00	1	0.53	1.083333	3.92

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500	Service Call, other	2	0.07%	0	3	0	2.5	1	0.00	1.5	1.97	3.366666	2.43
510	Person in distress, other	2	0.07%	0	1.5	0	3.5	0.5	0.00	1.5	1.62	2.033333	3.87
511	Lock-out	46	1.50%	0	0.67	0	3.09	0.22	0.00	0.93	0.95	40.749993	4.55
520	Water problem, other	2	0.07%	0	0	0	6	0	0.00	1.5	1.75	2.416666	7.80
522	Water or steam leak	2	0.07%	0	1.5	0	1.5	0.5	0.00	0.5	1.30	2.600000	5.44
531	Smoke or odor removal	19	0.62%	0	1.47	0	6.58	0.47	0.00	2.68	3.47	47.499987	4.16
541	Animal problem	2	0.07%	0	2	0	3	0.5	0.00	1.5	3.37	7.116665	3.21
542	Animal rescue	11	0.36%	0	0.55	0	2.64	0.18	0.00	0.82	1.27	13.983332	3.72
550	Public service assistance, other	14	0.46%	0	0.43	0	3.36	0.14	0.00	1	1.14	16.116664	3.56
551	Assist police or other governmental agency	9	0.29%	0	1	0	4.78	0.33	0.00	2.22	3.03	35.466662	4.18
553	Public service	26	0.85%	0	1.12	0	2.88	0.35	0.00	1	1.81	35.633325	2.54
554	Assist invalid	7	0.23%	0	0.43	0	3.14	0.14	0.00	2	1.31	7.133330	5.37
561	Unauthorized burning	37	1.20%	0	0.92	0	3.3	0.27	0.00	1.11	1.18	41.716659	4.53
571	Cover assignment, standby, moveup	1	0.03%	0	0	0	17	0	0.00	14	9.92	15.433328	19.13
600	Good intent call, other	1	0.03%	0	4	0	5	1	0.00	2	3.45	2.316666	5.27
611	Dispatched & canceled en route	57	1.86%	0	0.89	0.07	3.81	0.26	0.02	1.88	0.55	24.666635	0.38
622	No incident found on arrival at dispatch address	60	1.95%	0	1.87	0	3.25	0.58	0.00	1.48	1.17	58.999971	4.51
631	Authorized controlled burning	2	0.07%	0	1.5	0	1.5	0.5	0.00	0.5	0.67	1.350000	2.98

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651	Smoke scare, odor of smoke	46	1.50%	0	1.83	0	6.5	0.57	0.00	2.5	3.12	115.13331 0	3.73
652	Steam, vapor, fog or dust thought to be smoke	3	0.10%	0	1.33	0	5.33	0.33	0.00	1.33	1.96	5.766665	5.02
653	Smoke from barbecue, tar kettle	3	0.10%	0	0	0	7.67	0	0.00	2.33	1.96	4.366665	5.02
661	EMS call, party transported by non-fire agency	1	0.03%	0	0	0	5	0	0.00	2	1.00	.816666	7.53
671	HazMat release investigation w/no HazMat	4	0.13%	0	1.5	0	4.5	0.5	0.00	2	2.32	7.199998	4.72
672	Biological hazard investigation, none found	1	0.03%	0	0	0	3	0	0.00	1	1.30	1.300000	7.77
700	False alarm or false call, other	1	0.03%	0	3	0	8	1	0.00	4	3.30	2.933333	5.15
710	Malicious, mischievous false call, other	2	0.07%	0	1.5	0	10.5	0.5	0.00	5	2.50	2.283331	4.08
711	Municipal alarm system, malicious false alarm	4	0.13%	0	2.5	0	8.5	0.75	0.00	3.75	3.30	8.699996	4.40
712	Direct tie to FD, malicious false alarm	2	0.07%	0	0	0	8	0	0.00	4.5	2.13	3.616664	5.12
714	Central station, malicious false alarm	11	0.36%	0	0.82	0	10.09	0.27	0.00	4.09	3.01	21.633328	4.71
715	Local alarm system, malicious false alarm	7	0.23%	0	1.14	0	8.57	0.29	0.00	3.43	4.70	15.533327	4.00
730	System malfunction, other	1	0.03%	0	0	0	8	0	0.00	4	0.80	.366666	0.62
731	Sprinkler activation due to malfunction	3	0.10%	0	1.33	0	10.67	0.33	0.00	4.67	7.07	18.483330	4.98
733	Smoke detector activation due to malfunction	14	0.46%	0	1.29	0	6.29	0.36	0.00	2.43	2.27	22.183327	3.59
734	Heat detector activation due to malfunction	3	0.10%	0	0	0	8.67	0	0.00	3.67	4.00	6.116663	4.85
735	Alarm system sounded due to malfunction	46	1.50%	0	1.3	0	9.35	0.39	0.00	3.89	4.67	140.43329 8	4.63
736	CO detector activation due to malfunction	4	0.13%	0	1.5	0	2	0.5	0.00	0.5	1.11	4.583333	3.01
740	Unintentional transmission of alarm, other	7	0.23%	0	0.43	0	8.57	0.14	0.00	3.71	1.14	5.316662	1.88

CODE	DESCRIPTOR	FREQUENCY	FREQ. PERCENT	EXPS	AVG # SUPPR. PERS.	AVG # EMS PERS.	AVG # OTHER PERS.	AVG # SUPPR. APPR.	AVG # EMS APPR.	AVG # OTHER APPR.	AVERAGE # MAN HOURS	TOTAL MAN HOURS	AVERAGE RESPONSE TIME (min)
741	Sprinkler activation, no fire - unintentional	9	0.29%	0	1.78	0	9.89	0.56	0.00	4.33	3.80	26.349988	5.08
742	Extinguishing system activation	2	0.07%	0	1.5	0	10	0.5	0.00	4	5.17	8.149998	3.75
743	Smoke detector activation, no fire - unintentional	47	1.53%	0	2.23	0	8.98	0.66	0.00	3.77	3.49	110.88329	4.86
744	Detector activation, no fire - unintentional	11	0.36%	0	1	0	10.82	0.27	0.00	4.27	5.96	37.849989	4.93
745	Alarm system activation, no fire - unintentional	146	4.75%	0	1.44	0	9.4	0.44	0.00	3.96	3.43	315.74987	4.68
746	Carbon monoxide detector activation, no CO	32	1.04%	0	0.69	0	3.03	0.22	0.00	0.94	1.44	44.516660	4.53
813	Wind storm, tornado/hurricane assessment	1	0.03%	0	0	0	4	0	0.00	1	3.40	3.400000	30.72
814	Lightning strike (no fire)	1	0.03%	0	3	0	12	1	0.00	5	10.25	8.583332	2.05
911	Citizen complaint	9	0.29%	0	2.22	0	4.33	0.67	0.00	1.67	1.42	8.683332	2.95
Totals		3,072	100%	2	0.87	0.01	4.62	0.27	0.00	2.01	2.02	4,837.20	4.53
Mutual Aid Given Incidents		15											



Memorandum

TO: NMFR Joint Finance & Personnel Committee Members
FROM: Travis Teesch
DATE: December 2, 2024
RE: Firefighter Replacement

We anticipate the retirement of two line-staff positions in 2025, one in January and one in April. In addition, we have a vacant line staff position due to the promotion of Jerry Mavroff to the Assistant Chief/Fire Marshal position. Finally, with the retirement of Assistant Chief Jim Peglow an additional vacancy may occur.

Since 2017, we have been able to hire prior to retirements rather than after staff retire, due to the financial impact our department faces with short shift overtime. Previously, the method of replacement occurred after people left, which put the department in a position to make tough decisions, such as canceling 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 all of the retirees leave. This saves us a significant amount of overtime costs.

As a reminder, position replacements must be approved by this Committee and both Common Councils before we can proceed to hire. I realize this request comes ahead of all retirements and before we begin our Joint Recruit Training Academy. However, having both councils act on this at their January meetings will allow us to extend offers to our top candidates before they are hired by other departments, complete pre-employment testing, and provide notice to their current employers. This will enable them to begin training at the start of March.

We will once again hold a Joint Recruit Training Academy with the Oshkosh Fire Department. The January positions will remain open until the new hires begin training in March and are ready for their line positions.

I am requesting consideration and action to recommend that the City of Neenah and City of Menasha Common Councils approve filling all vacancies created by retirements and promotions, with new hires starting no earlier than March 10, 2025.

If you have any questions, please feel free to call me at (920) 886-6201. Thank you for your consideration.

TT/te



Neenah-Menasha Fire Rescue

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

Timeline for replacing Assistant Chief of Training

- January 2, 2025, - January 27, 2025, application period open
- January 28th – 29th review applications
- February 3-4 phone screens
- February 10th -12th first interview
- February 17th – 21st Fire Commission
- February 28th offer finalized
- March 17 start date



Memorandum

To: Joint Finance Committee
From: Fire Chief Travis Teesch
Date: December 4, 2024
Subject: PPE / Ballistic Gear Spending

Dear Members of the Joint Finance Committee,

During the planning process for the 2025 budget, it was identified by both Mayors and Finance directors that PPE would be moved from an operating expense to a capital expense. It was further identified that for the ballistic gear portion of the PPE items, the City of Neenah would use ARPA dollars, and the City of Menasha would use APRA interest. . The ballistic gear is budgeted for \$50,000, which would equate to \$30,560 for the City of Neenah and \$19,440 for the City of Menasha.

I recommend the committee approve the following.

Approve the purchase of ballistic gear in the amount of \$50,000, with the City of Neenah using \$35,560 from APRA funds and the City of Menasha using \$19,440 from APRA interest.

Sincerely,

Travis Teesch
Fire Chief
Neenah-Menasha Fire Rescue

Nelson & Associates, LLC
 1317 Velp Ave
 Green Bay, WI 54303
 920-884-2580
 katie@nelsontactical.com
 nelsontactical.com



Quote

ADDRESS
 Neenah Menasha Fire
 Department
 125 E Columbian Ave
 Neenah, WI 54945

SHIP TO
 Neenah Menasha Fire
 Department
 125 E Columbian Ave
 Neenah, WI 54945

QUOTE # 1334
DATE 11/23/2024

DESCRIPTION	QTY	RATE	AMOUNT
Armor Express Responder 2.0 Plate Carrier, MOLLE, Black, Triton Steel Plates, Custom ID Placards & Radio Pouch	10	507.24	5,072.40
Highcom Ballistic Helmet, Striker ACH, Level IIIA, Standard Cut, Large, Black w/Striker 427 Ratchet Dial & Helmet Carry Bag (Zippered w/Padding)	10	606.16	6,061.60
Armor Express Hard Core FE w/MOLLE & Hook & Loop Cumberbund (#1201-M1)Carrier, Range Red, Ballistic Panels, Custom ID Placards, Radio Pouch & 4 x 4 Utility Pouch	43	895.56	38,509.08

SUBTOTAL	49,643.08
TAX	0.00
TOTAL	\$49,643.08

Accepted By _____ Accepted Date _____

