



Neenah-Menasha Fire Rescue

AGENDA

**Neenah-Menasha Fire Rescue Joint Finance & Personnel Committee
January 20, 2026 – 5:30 p.m.
City of Neenah – Hauser Room**

- I. Attendance
- II. Public Forum
- III. Introduction of new Assistant Chief Alexander Rodriguez
- IV. Approval of Minutes:
 - a. December 9, 2025 (attached)
- V. Call Summary Review
 - a. 2025 (attached)
- VI. Consideration and action to recommend the Cities of Neenah and Menasha approve the Agreement with Innovative Advisors (IPA) for the Neenah-Menasha Rescue Organizational Structure Assessment & Future Needs Analysis in an amount not to exceed \$33,500 (attached)
- VII. Pursuant to Wis. Stat. ss. 19.85(1)(e) the Committee may adjourn into closed session for the purpose of updating the progress of labor contract with Local 275, as bargaining reasons require a closed session. The Committee may reconvene into Open session thereafter to take action on matters discussed in closed session.
- 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 Joint Finance & Personnel Committee Meeting Minutes

December 9, 2025 – 5:30 p.m.

Hauser Room – City of Neenah

Present: Ald. Grade, Perkins, Borchardt and Pollnow

Excused: Ald. Bruno and Marshall

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

Public: Scott Becker and Cari Lendrum

Ald. Grade called meeting to order at 6:03 p.m.

Public: Scott Becker is hopeful that a labor agreement is beneficial for the tax payers.

Meeting Minutes: The Committee reviewed the meeting minutes from October 29, 2025. **MSC Pollnow/Borchardt approves the minutes from October 29, 2025, all voting aye.**

Call Summary: The Committee reviewed the Call Summary Report through November 30, 2025. **MSC Pollnow/Perkins to approve the Call Summary report and place on file, all voting aye.**

Neenah-Menasha Fire Rescue Needs Assessment Agreement: The Committee reviewed the memo regarding the Needs Assessment Agreement. The agreement was inadvertently not attached to the agenda. **MSC Pollnow/Borchardt table this agenda item and bring to the January meeting, all voting aye.**

Purchase of a 2025 Chevy 1500 Silverado with Related Equipment: The Committee reviewed the information to purchase a 2025 Chevy 1500 Silverado with related equipment. DC Krueger noted this purchase has been approved in our 2026 CIP budget. **MSC Pollnow/Perkins recommends the Cities of Neenah and Menasha Common Councils approve the purchase of a stock 2025 Chevrolet 1500 Silverado from Bergstrom Automotive not to exceed \$50,000 and to purchase radio, lights, graphics and other miscellaneous equipment form various vendors for a total project cost not to exceed \$67,000, all voting aye.**

Report

2026 Meetings: Discussion was held on how we have had to change meetings quite a bit due to lack of quorums since the meetings were changed to Wednesdays at 5:30 p.m. The group directed MA Ellis to poll everyone on the Committee to see if there is a different Tuesday of the month that works at 5:30 p.m.

Closed Session: There is no update for a labor contract with Local 275. Therefore, this agenda item was not acted upon.

MSC Pollnow/Perkins to adjourn at 6:20 p.m., all voting aye.

Respectfully Submitted,



Tara Ellis
Management Assistant



Neenah-Menasha Fire Rescue

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

NMFR Call Review

Monthly Summary Review						
Main Incident Type	Jan 2025	Jan 2024	Feb 2025	Feb 2024	Mar 2025	Mar 2024
Hazardous Condition (No Fire)	8	17	2	9	18	13
Service Call	7	16	13	12	10	9
False Alarm & False Call	39	35	29	27	24	32
Overpressure Rupture, Explosion, Overheat(no fire)	0	0	2	0	0	0
Rescue & Emergency Medical Service Incident	195	228	244	239	208	169
Good Intent Call	20	24	20	16	19	17
Special Incident Type	0	1	0	0	0	0
Unknown	0	0	0	0	1	0
Fire	9	9	12	3	7	8
Total	278	330	322	306	287	248
Main Incident Type	April 2025	April 2024	May 2025	May 2024	June 2025	June 2024
Hazardous Condition (No Fire)	11	18	9	12	11	12
Service Call	10	12	22	8	17	33
False Alarm & False Call	20	27	28	31	30	36
Overpressure Rupture, Explosion, Overheat(no fire)	0	0	0	0	0	0
Rescue & Emergency Medical Service Incident	180	200	213	192	227	189
Good Intent Call	26	16	24	18	15	14
Special Incident Type	0	0	2	1	0	0
Unknown	0	0	0	0	0	0
Fire	5	8	6	4	4	2
Total	252	281	304	266	304	286
Main Incident Type	July 2025	July 2024	Aug 2025	Aug 2024	Sep 2025	Sep 2024
Hazardous Condition (No Fire)	7	4	10	9	5	5
Service Call	17	17	25	13	18	10
False Alarm & False Call	35	38	31	36	29	29
Overpressure Rupture, Explosion, Overheat(no fire)	1	1	0	0	0	0
Rescue & Emergency Medical Service Incident	175	190	202	228	193	246
Good Intent Call	21	13	24	15	16	16
Special Incident Type	2	1	0	2	2	0
Unknown	0	0	0	0	0	0
Fire	11	20	7	5	5	4
Total	269	284	299	308	268	310

Monthly Summary Review						
Main Incident Type	Oct 2025	Oct 2024	Nov 2025	Nov 2024	Dec 2025	Dec 2024
Hazardous Condition (No Fire)	9	10	10	8	7	13
Service Call	26	24	16	14	18	16
False Alarm & False Call	33	44	30	26	41	29
Overpressure Rupture, Explosion, Overheat(no fire)	0		0	0	0	1
Rescue & Emergency Medical Service Incident	189	179	204	191	199	214
Good Intent Call	19	18	16	19	16	22
Special Incident Type	1	0	0	2	1	0
Unknown		0	1	0	0	2
Fire	8	8	8	10	7	6
Total	285	283	285	270	289	303

2025 Activity Review					
Main Incident Type	2025	2024	2023	2022	2021
Hazardous Condition (No Fire)	130	132	148	141	134
Service Call	189	189	195	187	177
False Alarm & False Call	399	399	386	329	314
Overpressure Rupture, Explosion, Overheat(no fire)	2	2	2	5	4
Rescue & Emergency Medical Service Incident	2520	2524	2377	2336	2150
Good Intent Call	215	215	197	101	74
Special Incident Type	7	7	9	17	33
Unknown	3	3	2	32	11
Fire	82	84	79	77	78
Total	3,547	3,555	3,395	3,225	2,975

Professional Services Agreement

This Professional Services Agreement (the "Agreement") is entered into as of November 7, 2025, by and between the Neenah-Menasha Fire Rescue (the "Client"), and Innovative Public Advisors ("IPA"). Collectively, the Client and IPA are referred to herein as the "Parties."

1. Scope of Services

IPA agrees to conduct an *Organizational Structure Assessment and Future Needs Analysis of Neenah-Menasha Fire Rescue*, which is incorporated herein by reference as the "Plan." The scope of services for the Plan includes the specific tasks and deliverables outlined in IPA's technical and pricing proposals dated October 6, 2025.

The Plan will include the following deliverables:

- Review of NMFR's organizational structure, governance, and staffing model, including merger impact analysis.
- Evaluation of the current funding formula with recommendations for future options.
- Updated organizational chart and draft job descriptions for proposed or reclassified positions.
- Benchmarking and best-practice comparison report.
- Service demand analysis with growth projections.
- Fiscal analysis of all recommendations (staffing, fleet, equipment, and capital).
- Comprehensive final report with presentation-ready materials for both City Councils and the Joint Fire Commission and/or Joint Finance and Personnel Committee.

2. Compensation

The Client agrees to compensate IPA for the Services in the total amount of \$33,500.00. Payment shall be made as follows:

- **50% (\$16,750.00)** due upon execution of this agreement
- **50% (\$16,750.00)** due upon final delivery of the Plan.

All payments shall be made payable to Innovative Public Advisors LLC and mail to:

Innovative Public Advisors, P.O. Box 122, West Bend, WI 53095

3. Term and Termination

This Agreement shall commence on the date first written above and continue until the Services are completed, unless terminated earlier as provided below:

- Either Party may terminate this Agreement upon 30 days' written notice to the other Party.

- If the Client terminates the Agreement prior to completion of the Services, IPA shall be entitled to compensation for work performed up to the effective date of termination.

4. Responsibilities of IPA

The Client's study will take approximately 120 days to complete, outlined in detail in the project proposal. IPA will facilitate the project and schedule below:

- Phase 1: Project Initiation and Discovery (January 2026)
- Phase 2: Data Collection and Operational Assessment (January/February 2026):
- Phase 3: Onsite Engagement and Benchmarking (February/March 2026)
- Phase 4: Analysis and Preliminary Recommendations (April 2026)
- Phase 5: Report Finalization and Presentation (Early May 2026)

Timeline is subject to change based on the Client's preferences.

5. Responsibilities of the Client

The Client agrees to:

- Provide IPA with access to necessary information, resources, and personnel to facilitate the completion of the Services.
- Make payments in accordance with Section 2 of this Agreement.

6. Independent Contractor

IPA is an independent contractor and not an employee, agent, or partner of the Client. Nothing in this Agreement shall be construed to create a joint venture or partnership between the Parties.

7. Confidentiality

IPA shall maintain the confidentiality of any proprietary or confidential information disclosed by the Client during the course of performing the Services.

8. Entire Agreement

This Agreement constitutes the entire agreement between the Parties with respect to the subject matter hereof and supersedes all prior proposals, agreements or understandings.

9. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Wisconsin.

10. Amendments

This Agreement may only be amended or modified by a written document signed by both Parties.

11. Notices

All notices required or permitted under this Agreement shall be in writing and sent to the respective addresses of the Parties as set forth above.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the date first written above.

NEENAH-MENASHA FIRE RESCUE:

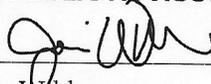
Signature: _____

Name: _____

Title: _____

Date: _____

INNOVATIVE PUBLIC ADVISORS LLC:

Signature:  _____

Name: Jessica Wildes

Title: Partner

Date: 11/7/2025