City of Neenah

Common Council AMENDED Agenda

Wednesday, November 4, 2026 at 6:00 PM
Neenah City Hall – 211 Walnut Street
Council Chambers

I. Roll Call and Pledge of Allegiance

II. Proclamations - None

III. Introduction and Confirmation of Mayor's Appointment(s) - None

IV. Approval of Council Proceedings

A. Approval of the minutes and proceeding of the October 21, 2026 meeting.

V. Public Forum

Speakers must state their name and residential address and are allowed five minutes to speak on any topic.

VI. Mayor/Council Consideration of Public Forum Issues

VII. Consent Agenda - None

VIII. Reports of Standing Committees

A. Public Services & Safety Committee meeting of October 27, 2026: (Chairman Weber/Vice Chairman Pollnow) (Minutes can be found on the City website)

1. Committee recommends Council approve amending Ordinance Chapter 16 Article III, Section 16-149, combining two prior subsections. (Roll Call Vote)

B. Finance & Personnel Committee meeting of October 26, 2026: (Chairman Erickson/Vice Chairman Ellis) (Minutes can be found on the City website)

1. Committee recommends Council approve the reallocation of $22,000 from the budgeted Capital Fund for Riverside Park lighting project to the unbudgeted Capital Improvement Plan Freedom Acres Park grading and seeding project to be completed this fall. (Roll Call Vote)

2. Committee recommends Council approve an amendment to the Ground Lease with VB Nimbus, LLC. (Roll Call Vote)

3. Committee recommends Council approve Resolution No. 2026-12 to ratify the budget transfer for executive coaching services. (Requires 2/3 vote of Council) (Roll Call Vote)

4. Committee recommends Council authorize the sale of public property located along the south side of W. Winneconne Avenue to Keen Capital Management, LLC in the amount of $30,000 and subject to the terms of the Real Estate Purchase and Sale Agreement. (Roll Call Vote)

C. **NMFR Joint Finance & Personnel Committee meeting of October 20, 2026: (Alderman Pollnow) (Minutes can be found on the City website) (Attached)**

1. **Committee recommends both the Cities of Neenah and Menasha Common Councils accept the proposed 2027 budget as edited by both mayors for a total of 11,144,380.00. (Roll Call Vote) (Attachment)**

2. **Committee recommends the City of Neenah Common Council approve Resolution 2026-11 to Exceed the Levy Limit for Neenah-Menasha Fire Rescue for Fiscal year 2027. (Roll Call Vote) (Attachment)**

IX. Reports of Special Committees and Liaisons and Various Special Projects Committees

A. Plan Commission meeting of October 27, 2026: (Ald. Neuman) (Minutes can be found on the City website)

1. Meeting canceled, no report.

B. Report from the Sustainable Neenah Committee – Alderman Linski

C. **Report from the Bergstrom Mahler Museum – Alderman Bruno**

X. Presentation of Petitions

A. Any other petition received by the City Clerk's Office after distribution of the agenda.

XI. Council Directives

XII. Unfinished Business

XIII. New Business

A. Any announcements/questions that may legally come before the Council.

XIV. Closed Session

A. The Common Council may convene into closed session pursuant to Wis. Stat. §19.85(1)(e) for the purpose of deliberating or negotiating the purchase of public properties, the investing of public funds, and the conducting of other specified public business as competitive or bargaining reasons require closed session for properties along the westside of the 1300 block of S. Commercial Street. (Roll Call Vote)

B. The Common Council may reconvene into open session pursuant to Wis. Stats. §19.85(2) to consider or act on any item (s) discussed in closed session. (Voice Vote)

XV. 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.

NEENAH-MENASHA FIRE RESCUE - (Total)

Department Head

Travis Teesch

Major Activities

Neenah-Menasha Fire rescue (NMFR) is committed to providing a quality of public service that ensures the safety and well-being of our communities. We are committed to protecting lives and property to help provide an exceptional quality of life for our citizens. NMFR responds to over 3,500 emergency calls for service annually. NMFR provides our citizens fire suppression, emergency medical services, special operations, and water/ice rescue. NMFR spends numerous hours training to prepare its firefighters and provide skills needed to deal with the many hazardous conditions that occur when responding to emergencies. Fire prevention activities include conducting over 3,200 inspections annually, fire investigations, tank inspections and plan reviews. NMFR's award winning public education programs reach over 12,000 people a year through open houses, safety fairs, parades, station tours, school visits and formal programs. The Cities of Neenah and Menasha share department costs based upon a four-factor formula. The estimated share of departmental costs for 2027 is City of Neenah - 60.68% and City of Menasha - 39.32%

Operating Budget Information/Number of Employees
(Full Department)

	2025 Actual	2026 Budget	2027 Requested	% Increase	2027 Proposed	% Increase
Operating Budget	$ 10,052,409	$ 10,961,040	$ 11,359,760	3.64%	$ 11,144,380	1.67%
No. of Employees (FTE)	68	68	69	1.47%	68	0%

Budget Adjustments

Increases (Decreases) to Expenditures Requested

Mayor Proposed **$ (215,380)**

Mayor's Comments:

After compiling budget requests from all departments and reviewing the impact on the budget as a whole, NMFR management was asked to identify specific line-item reductions to assist in balancing the budget. In addition, the proposed Chief of Administration position was removed from the 2027 budget request. As a result, the Mayors are recommending the following reductions to the NMFR budget:

Salaries (remove new position requested)	$ (99,080)
Overtime Wages	(19,000)
Health Insurance (remove new position requested)	(15,000)
Fringes (remove new position requested)	(27,800)
Training	(41,000)
Maintenance of Computer Hardware	(500)
Employee Recognition Awards	(500)
Maintenance of Motor Vehicles	(2,000)
Maintenance of Buildings	(2,000)
Maintenance of Training Tower	(3,500)
Public Relations	(2,000)
All Other Equipment	(3,000)
Total	**$ (215,380)**

Department/Office:	Budget:
Neenah-Menasha Fire Rescue (NMFR)	Fire Department Operations
Program:	**Submitted by:**
Public Safety	Travis Teesch

Mission Statement:

Neenah-Menasha Fire Rescue consists of committed professionals whose mission is to provide the highest standard of service through fire suppression, prevention, education, emergency medical response, technical rescue and community interaction to preserve the quality of life and property for all of those within the Cities of Neenah and Menasha.

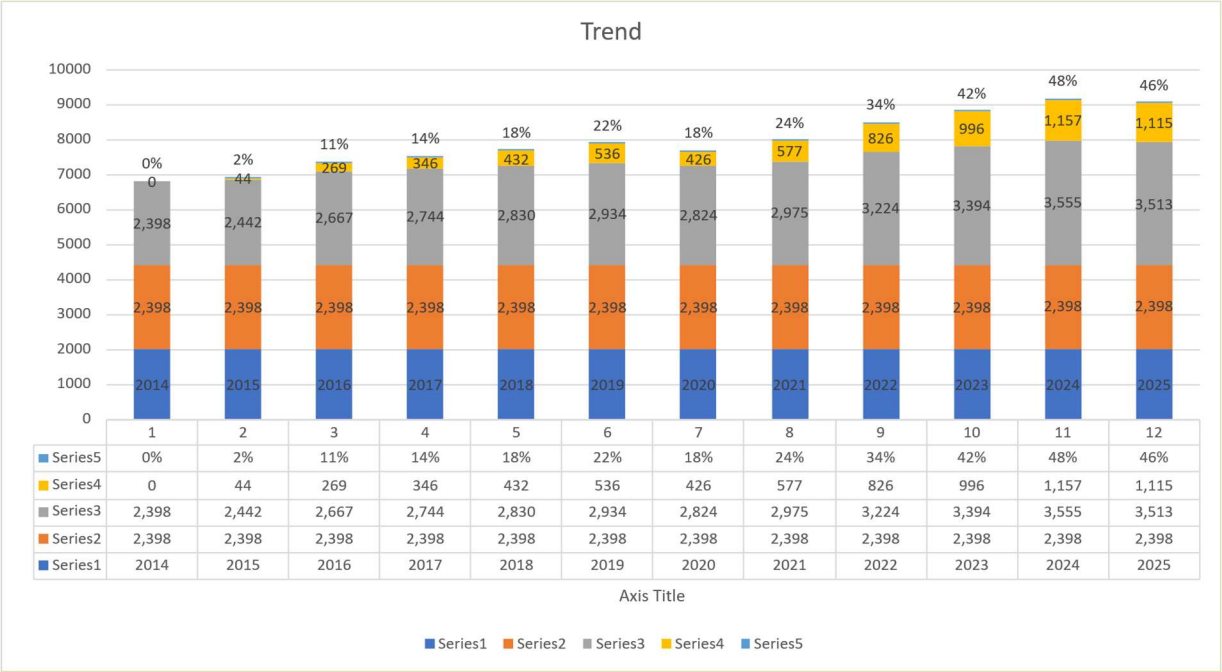
Vision Statement:

Our vision at Neenah-Menasha Fire Rescue is to have a positive, motivated, educated department. We strive to meet the community demands. We will accomplish this with an organized and defined structure. We encourage change, use resources to the full extent and work closely with outside agencies.

Our department activities can be broken down into three major divisions: **Operations, Training and Prevention**

Operations

Neenah – Menasha Fire Rescue maintains and operates out of four fire stations strategically placed in Neenah and Menasha to ensure an excellent response time to all areas of the cities. Total call volume continues to rise with **In the last decade our call volume has increased by 46+% along with a 10% population increase over the last six years.**



In 2025, our department began working with Lexipol to update our policies and operating guidelines, ensuring alignment with industry standards, best practices, and federal and state laws. This project represents a significant step toward modernizing our administrative framework and enhancing organizational accountability. The work on this project continued through 2026 with a goal to have all policies reviewed, and updated, by the end of 2026.

Department/Office:	Budget:
Neenah-Menasha Fire Rescue (NMFR)	Fire Department Operations
Program:	**Submitted by:**
Public Safety	Travis Teesch

Deputy Fire Chief Shane Krueger oversees department operations.

Professional Development

"Professional Development" for many jobs you get "trained" on how to use or do a specific tool or task on your orientation, other careers that require perfection with specific equipment and decision making skills have continued education or "Professional Development".

Professional Development and Credentialing: A wide variety of people, such as teachers, military officers, health care professionals, firefighters, law enforcement officers, lawyers, accountants and engineers engage in professional development. Individuals may participate in professional development because of an interest in lifelong learning, a sense of moral obligation, to maintain and improve professional competence, to enhance career progression, to keep abreast of new technology and practices, or to comply with professional regulatory requirements. Approaches to professional development, include consultation, coaching, lesson study, mentoring, reflective supervision and technical assistance.

NMFR uses all of these professional development approaches through our Job Performance Requirements (JPR's), Task Books and Subject Matter Experts (SME). Currently, NMFR has nearly 200 JPR's which are used to train and hone firefighters skills. We use these JPR's in our Task Books which include Probationary Firefighter, Driver/Operator, Inspector/Investigator (under development) and Fire Officer. One of my greatest challenges is the department structure 3 shifts, 4 stations and 68 personnel. NMFR has SME's in; water rescue, technical rescue, vehicle extrication, fire suppression and incident management. I use these SME's to continue to develop department personnel skills and knowledge.

- Structure Fire Attack
- Wild Land Fire Attack
- Pump Operations – Water Movement
- High Rise – Aerial Operations
- Shore & Boat Based Open Water Rescue
- SCUBA Dive Rescue – Open Water & Ice
- Active Shooter
- Emergency Medical Training
- Technical Rescue – Trench, Building Collapse, High Angle
- Mental Health – EAP, PTSD & Suicide

In 2026, a joint recruit training academy was held with Grand Chute Fire Department for three new hires between both departments. Due to the re-construction of the training grounds, training was held in both communities.

Department credentialing through the Center for Public Safety Excellence (CPSE) is a key component of NMFR's commitment to professional development. The CPSE credentialing process is designed to validate the knowledge, skills, and competencies of fire service professionals, ensuring they meet the highest standards in the industry.

Professional Development is not practicing until you get it right…
… It is practicing until you can't get it wrong.

Assistant Fire Chief Alexandar Rodriguez oversees training activities and our internship program.

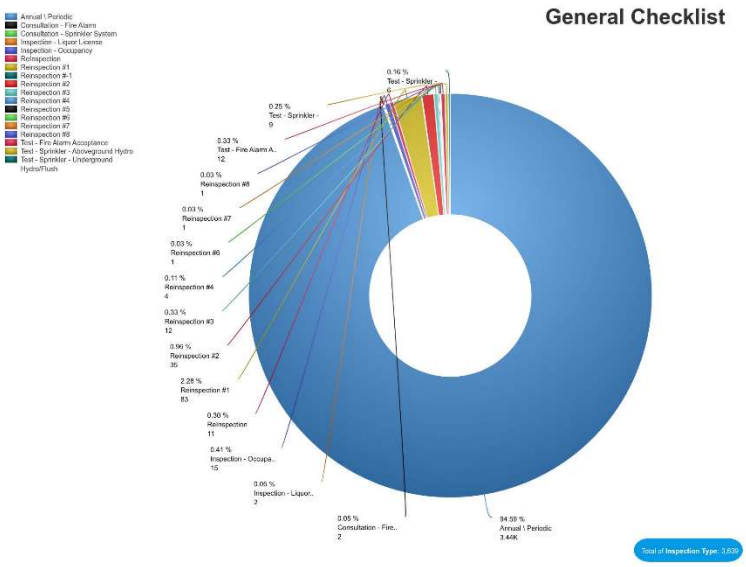
Department/Office: Neenah-Menasha Fire Rescue (NMFR)	**Budget:** Fire Department Operations
Program: Public Safety	**Submitted by:** Travis Teesch

Fire Prevention, Fire Investigations and Public Education

NMFR Fire Prevention Bureau, encompasses Fire Prevention, Fire Inspections, Fire Investigations, and Public Education.

Fire prevention programs include detailed review of all new construction, remodeling of existing structures, refurbishing older facilities, and changes to any and all fire detection and suppression systems of all commercial properties and multi-family residential facilities.

Inspection History by Inspection Type



Fire inspections are required to be completed by Wisconsin State Statute, for all commercial businesses and multi-family (3 family or more) residential structures, within our jurisdiction, with most occupancies being done two times annually. *This requirement is aided by the 2% dues funding from the State of Wisconsin.* **In *2026, the City of Neenah's 2% dues funding check was $149,838.53, and the City of Menasha's was $84,000.60 for a total of $233,839.13 which is an increase of the budgeted amount of $13,898.13***

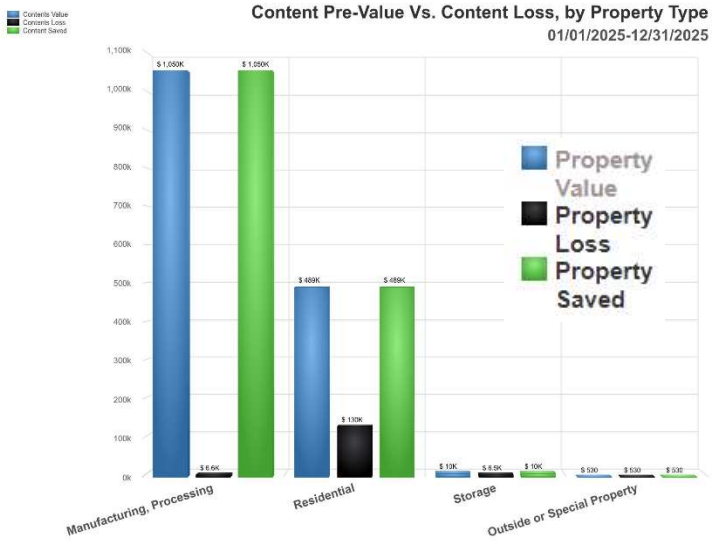
3,639 Inspections

CITY OF NEENAH
2027 OPERATING BUDGET

PROGRAM COMMENTS

Department/Office: Neenah-Menasha Fire Rescue (NMFR)	**Budget:** Fire Department Operations
Program: Public Safety	**Submitted by:** Travis Teesch

Fire investigations are required by Wisconsin State statute 165.55, which requires that every fire shall be investigated for cause and origin, as well as circumstances. NMFR conducts investigations of every fire that occurs within our jurisdiction and works in conjunction with law enforcement when a fire is determined or suspected to be incendiary or criminal in nature.



Total Pre-Incident Value	**$11,397,800**
Total Fire Loss	**$505,500**
Total Saved	**$10,892,300**

Fire and life safety education (public education), including our juvenile fire setter intervention program, remain active as well. Our Public Education Team, along with operations personnel, provided public education programs, fire/life safety presentations, and general fire safety educational information, to more than 17,400 children and adults through video, social media, and virtual meetings when in person meetings couldn't be held. The team continues to conduct fire safety programs at public and private schools in the Neenah and Menasha school districts during the fire prevention month of October. NMFR has a multi-age based program for Elementary, Middle and High School students to provide age-appropriate fire safety presentations. NMFR focuses on adult and elderly programs including our ongoing residential smoke detector installs in single family residential homes throughout the cities of Neenah and Menasha at no cost to the residents through donations from the American Red Cross.

All these special disciplines have proven to reduce injury and death yet is difficult when we attempt to compile a true perspective of the impact. Actual quantifiable numbers for fires prevented, and/or lives saved, by the information shared and lessons learned during our interaction with individuals cannot be measured as we cannot place a number or dollar amount on an incident that never occurs. However, we are very confident that maintaining the outstanding level of service that is provide through NMFR, certainly makes a huge difference and is without a doubt saving lives and property within the communities of Neenah and Menasha.

Assistant Fire Chief – Fire Marshal Jerry Mavroff oversee Fire Prevention, Fire Investigations and Public Education.

Department/Office:	Budget:
Neenah-Menasha Fire Rescue (NMFR)	Fire Department Operations
Program:	**Submitted by:**
Public Safety	Travis Teesch

Accomplishments and Future Goals

2026 Accomplishments:

- Organizational Structure and Needs Assessment completed by IPA.
- Begin construction on Station #31 and regional training grounds for completion in Fall of 2026.
- New Assistant Chief of Training hired.
- Hired one new employee to replace one retirement.
- One person promoted to Driver/Operator.
- Joint Emergency Operations training with the Cities of Neenah and Menasha.
- Four firefighters certified as divers.
- Joint Training with area fire departments.
- AC Mavroff helped develop the first joint annual food truck inspection/permit process with Appleton, Fond du Lac, Oshkosh, Green Bay, Harrison, Kimberly, Fox Crossing and Waupun Fire Departments. This helps vendors be able to go to these communities and not have redundant inspection/permit processes.
- Delivery and training of new fire truck to replace Engine 32.

2027 Goals:

- Professional development & Succession planning based on study
- Review Administrative positions to include comp & class of similar size departments.
- Review and close out the current five-year strategic plan and begin development of the next five-year plan.
- Implement an officer training academy for newly promoted officers (Captain rank).
- Prepare the department for CPSE accreditation.
- Implement a Chaplain/PEER support program.
- Implement a Fire Ops academy for elected officials and other stakeholders.
- Expand Emergency Management Coordination Between Neenah and Menasha.

Major Increases/Decreases in 2027 Operating Budget: Listed below are major increases/decreases $5,000 and over. Increases/decreases less than $5,000 are not listed below.

Salaries (0101): Increase of $348,310 per the City of Neenah Finance Department.

Current Staffing: At the time of consolidation, staffing was reduced from 73 to 68 personnel and has remained relatively unchanged for more than two decades. While the department continues to meet current operational demands, the 2026 Organizational Structure and Future Needs Assessment identified the need to strengthen administrative and leadership capacity as responsibilities and service demands have grown. The assessment recommends transitioning to a three-Assistant Chief structure, including an Assistant Chief of Administration, to better distribute executive responsibilities, improve communication and accountability, and provide additional organizational capacity

Overtime (0104): Increase of $30,000 **based on historical usage**. Funds are used for training, staffing, and public relations activities. **Retirements are usually done within the first quarter of every year and the positions are not filled until after the first quarter**. This creates open positions that need to be backfilled when staffing drops below minimum.

Health Insurance (0110): Decrease of ($212,250), per Neenah Finance.

Fringes (0111): Increase of $128,700, per Neenah Finance.

Schools/Seminars/Training (0115): Increase of $41,000. Increase supports expanded professional and leadership development based on recommendations from the organizational assessment, including officer development, succession planning, mentoring, and Clifton-Strength's training to strengthen individual and team effectiveness.

Cellular Telephone (0227) Increase of $6,580. MDC providers were switched and now provided by a cellular carrier. We also switched to a tablet for MDC's which is cheaper than the old MDC. While this line item increases, line item 8113 (communication equipment) decreased by $6,000.

Professional Services (0238): Increase of $7,000 based upon specific testing done every two years. In 2027, this testing is due for staff.

Maint of Training Grounds (0250): Increase of $8,000. This line item was reduced in 2026's budget due to the construction of the new training tower and props. Increase is based upon maintenance of several training props and lawn maintenance/care for the grounds.

City of Neenah IS Services (0255): $21,800 per Neenah IS.

Budget Justification

These budget recommendations align with our mission and values, ensuring we continue to provide exceptional service and strengthen our community:

Mission
We strengthen our community by building on the past, owning the present, and stewarding the future together.

Values

- **Pursue Growth**: Investing in additional personnel and training fosters individual and community development.
- **Encourage Innovation**: Implementing Lexipol demonstrates our commitment to anticipating change and embracing new solutions.
- **Cultivate Collaborative Relationships**: Adding a training captain and administrative assistant will enhance our teamwork and operational effectiveness.
- **Engage with Our Community**: Increased staffing levels and improved response times will enable us to better serve and include our community members in our mission.

Over the past twenty years, since consolidation, **it is conservatively estimated that NMFR have saved $10 million in payroll** alone. This significant financial achievement underscores the resourcefulness and cooperation of our two communities. However, the time has come to expand our staffing levels.

Investing in additional personnel and resources will enable us to meet the increasing demands and sustain the high standards of service our communities expect. By aligning our budget with our mission and values, **we reaffirm our commitment to the safety and well-being of the Cities of Neenah and Menasha**

CITY OF NEENAH
2027 OPERATING BUDGET

PROGRAM COMMENTS

Department/Office: Neenah-Menasha Fire Rescue (NMFR)	**Budget:** Fire Department Operations
Program: Public Safety	**Submitted by:** Travis Teesch

Object Code No.	Description and Justification	Detail Amounts Within Object	Total of Object Code
	SUPPLEMENTARY DETAIL WORKSHEET FOR CAPITAL OUTLAY		
8108	Office Furniture & Equipment To replace old office/living furniture as necessary for the four stations. Total projected cost is $5,000.	$5,000	$5,000
8113	Communication Equipment Funds are used replacements of communication equipment on vehicles (i.e. headsets and new radios) Total projected cost is $6,000. Decrease is due to going to a tablet for truck MDC's and these are now through a cellphone provider. This $6,000 decrease causes cellphone line item to increase by $6,000.	$6,000	$6,000
8115	Computer Hardware Outlay To replace computers in 2027, based on Neenah IS's replacement program recommendation.	$10,000	$10,000
8133	All Other Equipment These funds are used to replace major equipment relating such as nozzles, adaptors, hose, ladders, large equipment. This includes water rescue and in-house EMS training.	$35,000	$35,000
8149	Household Purchases This is requested by the Joint Finance & Personnel Committee to budget purchases and repairs that are needed in the future for various household items (refrigerators, stoves, chairs, washer, dryers, etc.) for all four fire stations.	$20,000	$20,000

CITY OF NEENAH
2027 OPERATING BUDGET
PROGRAM COMMENTS

Department/Office: Neenah-Menasha Fire Rescue	**Budget:** Regional Special Operations Team
Program: Public Safety	**Submitted by:** Travis Teesch

Neenah-Menasha Fire Rescue Special Operations Team:

In 2005, NMFR joined with another 11 fire departments from around the state including: Green Bay, Appleton and Oshkosh Fire Departments to create Wisconsin Task Force (WITF). WIFT has provided beneficial, and extremely technical training to many members of NMFR. This training has created several subject matter experts (SME's) that have assisted NMFR Training Bureau with department awareness and operations training to better protect our communities.

NMFR has gained valuable training, as well as approximately $200,000 worth of vehicles and equipment. These funds have been provided by the State of Wisconsin through the Department of Homeland Security.

In 2011, the State of Wisconsin reviewed the Special Operations program and moved forward with one statewide team versus four regional teams. Working under a signed contract with the State of Wisconsin, NMFR personnel continue involvement with the State of Wisconsin/Wisconsin Emergency Management Rescue Team as Wisconsin Task Force 1 (WI-TF1). Their participation increases their level of knowledge, skills, and abilities, enabling them to bring those skills and provide this service at the local level.

Major Increases (Decreases) in 2027 Budget: None.

CITY OF NEENAH
OPERATING BUDGET
FOR FISCAL YEAR 2027

ACCOUNT #	ACCOUNT DESCRIPTION	2025 ACTUAL	2026 BUDGET	2026 YTD (9 MONTHS)	2026 ESTIMATE	2027 DEPT REQUEST	2027 PROPOSED	BUDGET CHANGE
FIRE DEPARTMENT								
FIRE OPERATIONS (2301-712)								
0101	Salaries	5,721,536	6,198,940	4,277,170	6,185,920	6,547,250	6,448,170	
0104	Overtime Wages	277,856	265,000	329,635	375,000	295,000	276,000	
0105	Reimbursement / Overtime	(1,595)	(10,000)	0	(10,000)	(10,000)	(10,000)	
0106	FLSA Overtime Wages	59,847	65,000	45,141	65,000	65,000	65,000	
0110	Health Insurance	1,325,017	1,494,450	965,148	1,294,420	1,282,200	1,267,200	
0111	Fringes	1,695,199	1,804,230	1,286,062	1,831,030	1,932,930	1,905,130	
0115	Schools/Seminars/Training	28,023	39,000	19,381	39,000	80,000	39,000	
0116	Test/Certification for Eq	12,737	18,000	12,030	18,000	22,200	22,200	
0117	Clothing Allowance	41,141	42,000	29,891	42,000	42,000	42,000	
0118	License Renewal	296	3,000	3,403	3,410	3,400	3,400	
0123	Auto Allowance	0	0	19	20	0	0	
0125	Employee School Reimb	0	400	0	0	0	0	
0128	Empl Recognition Awards	221	1,200	0	1,200	1,200	700	
0202	Outside Printing	1,070	1,100	40	1,100	1,100	1,100	
0203	Postage	1,339	1,300	146	1,300	1,370	1,370	
0206	Advertising & Publication	0	200	0	200	200	200	
0207	Dues & Memberships	744	2,100	1,523	2,100	2,100	2,100	
0209	Maintenance of PPE/SCBA	10,159	10,250	6,101	10,250	13,000	13,000	
0210	Maint of Computer Hardwre	0	1,000	0	1,000	1,000	500	
0211	Maint of Other Equipment	3,162	5,000	458	5,000	5,000	5,000	
0213	Maint of Motor Vehicles	126,182	125,000	66,166	125,000	125,000	123,000	
0214	Maint of Buildings	4,530	14,000	1,756	14,000	14,000	12,000	
0215	Maint of Radio Equipment	2,532	1,300	560	1,300	1,300	1,300	
0216	Maint of Operating Equip	3,924	4,000	1,654	4,000	4,000	4,000	
0218	Maint of Software	79,707	114,870	93,102	114,870	114,870	114,870	
0221	Telephone	1,183	1,220	789	1,220	1,220	1,220	
0222	Electricity	54,944	57,580	32,094	57,580	60,460	60,460	
0223	Natural Gas	30,741	28,910	16,901	28,910	30,360	30,360	
0224	Water & Sewer	11,963	14,100	8,803	14,100	15,900	15,900	
0226	Storm Water	3,653	3,790	2,676	3,790	4,000	4,000	
0227	Cellular Telephone	16,485	20,000	21,005	21,010	26,580	26,580	
0232	Auditing Services	2,425	2,500	2,520	2,520	2,360	2,360	
0236	Outside Services	14,709	15,000	9,935	15,000	15,000	15,000	
0237	Pest Control	7	400	59	100	400	400	
0238	Professional Services	40,925	30,000	15,025	30,000	37,000	37,000	
0241	Tree Planting & Landscape	0	1,000	61	1,000	1,000	1,000	
0246	Liability Insurance	34,134	36,800	34,079	34,080	35,450	35,450	
0247	Auto/Physical Damage Ins	27,116	29,240	30,236	30,240	33,270	33,270	
0250	Maint of Training Grounds	375	500	0	500	8,500	5,000	
0252	Rental of Equipment	600	1,400	481	1,400	1,470	1,470	
0254	Printer / Copies	2,438	3,000	1,553	3,000	3,000	3,000	
0255	Neenah City I/S Services	107,300	134,900	103,425	134,900	156,700	156,700	
0256	Neenah City Finance Ser.	29,700	32,080	24,060	32,080	33,040	33,040	
0257	Neenah City H/R Services	74,850	80,840	60,630	80,840	83,270	83,270	
0258	GIS Services/Internal	14,360	14,790	11,093	14,790	15,230	15,230	

CITY OF NEENAH
OPERATING BUDGET
FOR FISCAL YEAR 2027

ACCOUNT #	ACCOUNT DESCRIPTION	2025 ACTUAL	2026 BUDGET	2026 YTD (9 MONTHS)	2026 ESTIMATE	2027 DEPT REQUEST	2027 PROPOSED	BUDGET CHANGE
FIRE OPERATIONS (2301-712) cont.								
0262	Public Relations/Services	7,695	13,000	9,032	13,000	16,000	14,000	
0301	Office Supplies	1,782	2,300	1,074	2,300	2,300	2,300	
0306	Cleaning/Janitor Supplies	15,686	17,510	9,911	17,510	17,510	17,510	
0308	Books and Periodicals	3,020	3,200	539	3,200	3,200	3,200	
0310	Gasoline & Oil	47,039	48,960	32,157	48,960	51,410	51,410	
0319	Safety Supplies	1,677	4,500	1,953	4,500	4,500	4,500	
0320	Small Tools	3,033	3,300	83	3,300	3,300	3,300	
0325	Consumable supplies	2,788	3,400	1,850	3,400	3,400	3,400	
0326	Photography Supplies	17	1,000	75	1,000	1,000	1,000	
0333	All Other Supplies	2,800	3,800	1,318	3,800	3,800	3,800	
0344	Small Equipment	10,798	16,000	5,454	16,000	16,000	16,000	
0347	Small Computer Hardware	598	0	0	0	0	0	
0348	Per Protective Equipment	9,433	12,000	6,777	12,000	12,000	12,000	
0350	Training Supplies	97	6,000	85	6,000	6,000	6,000	
	OPERATIONS	**9,967,998**	**10,844,360**	**7,585,119**	**10,767,150**	**11,248,750**	**11,036,370**	**192,010**
							Percent Budget Change	**1.77%**
CAPITAL OUTLAY (2301-712)								
8108	Office Furniture & Equip	5,118	5,000	1,401	5,000	5,000	5,000	
8113	Communication Equipment	13,568	12,000	0	12,000	6,000	6,000	
8115	Computer Hardware Outlay	9,746	10,000	5,378	10,000	10,000	10,000	
8133	All Other Equipment	21,335	35,000	8,887	35,000	35,000	32,000	
8149	Household Purchases	17,767	20,000	3,534	20,000	20,000	20,000	
	Capital Outlay	**67,534**	**82,000**	**19,200**	**82,000**	**76,000**	**73,000**	**(9,000)**
	CAPITAL OUTLAY	**67,534**	**82,000**	**19,200**	**82,000**	**76,000**	**73,000**	**(9,000)**
FIRE OPERATIONS/CAPITAL OUTLAY		**10,035,532**	**10,926,360**	**7,604,319**	**10,849,150**	**11,324,750**	**11,109,370**	**183,010**
							Percent Budget Change	**1.67%**
REG SPEC OPER RESP TEAM (2314-172)								
0104	Overtime Wages	58,368	65,000	42,564	65,000	65,000	65,000	
0105	Reimbursement / Overtime	(67,898)	(65,000)	(33,060)	(65,000)	(65,000)	(65,000)	
0111	Fringes	15,504	16,880	11,054	16,880	17,210	17,210	
0115	Schools/Seminars/Training	534	300	0	0	300	300	
0216	Maint of Operating Equip	0	500	0	0	500	500	
0320	Small Tools	0	250	0	250	250	250	
0348	Per Protective Equipment	6,072	10,000	3,295	10,000	10,000	10,000	
0350	Training Supplies	0	500	0	500	500	500	
8133	All Other Equipment	520	750	0	750	750	750	
	REG SPEC OPER RESP TEAM	**13,100**	**29,180**	**23,853**	**28,380**	**29,510**	**29,510**	**330**
							Percent Budget Change	**1.13%**

CITY OF NEENAH
OPERATING BUDGET
FOR FISCAL YEAR 2027

ACCOUNT #	ACCOUNT DESCRIPTION	2025 ACTUAL	2026 BUDGET	2026 YTD (9 MONTHS)	2026 ESTIMATE	2027 DEPT REQUEST	2027 PROPOSED	BUDGET CHANGE
JOINT FIRE COMMISSION (2320-712)								
0236	Outside Services	3,150	2,500	925	100	2,500	2,500	
0261	Misc Expenditures	627	3,000	442	1,000	3,000	3,000	
	JOINT FIRE COMMISSION	**3,777**	**5,500**	**1,367**	**1,100**	**5,500**	**5,500**	**0**
							Percent Budget Change	**0.00%**
FIRE DEPARTMENT		**10,052,409**	**10,961,040**	**7,629,539**	**10,878,630**	**11,359,760**	**11,144,380**	**183,340**
							Percent Budget Change	**1.67%**
REVENUES								
	Interest on Investments	63,352	25,000	48,560	60,000	30,000	30,000	
	P-Card Rebate	5,612	6,000	2,188	6,000	6,000	6,000	
	Sale of Equipment	220	500	75	500	500	500	
	Sundry Revenues	148	500	5	500	500	500	
	Revenues	69,332	32,000	50,828	67,000	37,000	37,000	**5,000**
							Percent Budget Change	**15.63%**
NET FIRE DEPARTMENT		**9,983,077**	**10,929,040**	**7,578,711**	**10,811,630**	**11,322,760**	**11,107,380**	**178,340**
								1.63%

CITY OF NEENAH
REQUEST FOR 2027 OPERATING
BUDGET SUPPLEMENTARY DETAIL
SHEET FOR STAFFING AND SALARIES

Department/Office:
Neenah-Menasha Fire Rescue
Program:
Public Safety

	STAFFING					
	Current Budget		**Requested Budget**		**Proposed Budget**	
POSITION TITLE	**Grade/Monthly Sal./Hr. Rate**	**No.**	**Grade/Monthly Sal./Hr. Rate**	**No.**	**Grade/Monthly Sal./Hr. Rate**	**No.**
FULL TIME						
Fire Chief	20	1.00	20	1.00	20	1.00
Deputy Fire Chief / Operations	15	1.00	15	1.00	15	1.00
Asst Chief-Emerg Mgmt/Trng	13	1.00	13	1.00	13	1.00
Asst Chief-Prevention/Inspect	13	1.00	13	1.00	13	1.00
Asst Chief-Administration	-	-	13	1.00	-	-
Management Assistant	8	1.00	8	1.00	8	1.00
Fire Officers	92,683 - 94,073	15.00	95,484 - 97,155	15.00	95,484 - 97,155	15.00
Assistant Inspectors	87,959 - 89,278	6.00	90,617 - 92,203	6.00	90,617 - 92,203	6.00
Shift Commanders	96,152 - 97,594	3.00	99,058 - 100,792	3.00	99,058 - 100,792	3.00
Drivers	86,455 - 87,751	15.00	89,068 - 90,626	15.00	89,068 - 90,626	15.00
Fire Fighters	59,537 - 84,735	24.00	61,336 - 87,511	24.00	61,336 - 87,511	24.00
Subtotal		68.00		69.00		68.00
TOTAL	XXX	68.00	XXX	69.00	XXX	68.00

Neenah-Menasha Fire Rescue
Cost Distribution Formula for Budget Year 2027
Factors as of 12/31/25

	Formula Item	Total	Proportionate Share	25% Weighted Factor	Weighted Share Neenah	Weighted Share Menasha
1.	Population Estimate - Neenah	27,817	59.82%	0.25	0.1496	
	Population Estimate - Menasha	18,683	40.18%	0.25		0.1004
	Population Estimate (a)	46,500	100.00%			
2.	Equalized Value (w/TIF) - Neenah (b)	$ 3,608,794,700	63.78%	0.25	0.1595	
	Equalized Value (w/TIF) - Menasha (c)	2,049,216,400	36.22%	0.25		0.0905
	Equalized Value as of 1/1/25	$ 5,658,011,100	100.00%			
3.	Service Calls - Neenah	2,168	62.50%	0.25	0.1562	
	Service Calls - Menasha	1,301	37.50%	0.25		0.0938
	Service Calls during 2025	3,469	100.00%			
4.	Square Miles - Neenah	10,005	56.61%	0.25	0.1415	
	Square Miles - Menasha	7,670	43.39%	0.25		0.1085
	Square Miles as of 12/31/25	17,675	100.00%			
	Total Weighted Factors				0.6068	0.3932
	Total Proposed Cost Distribution Formula - 2025 Factor for 2027 Budget				**60.68%**	**39.32%**
	Previous Year Cost Distribution Formula				60.82%	39.18%
	Increase (Decrease) from Previous Year				**-0.14%**	**0.14%**

a. Population estimates per the State of Wisconsin Department of Administration (DOA)

b. *Neenah - Equalized Value*

Equalized Value (Per Wisconsin Dept of Revenue)	$ 3,606,794,700
Alliant Energy (Per WI Dept. of Administration)	2,000,000
	$ 3,608,794,700

c. *Menasha - Equalized Value*

Equalized Value (Per Wisconsin Dept of Revenue)	2,008,384,100
UW-Fox Valley (Per WI Dept. of Administration)	40,832,300
	$ 2,049,216,400

RESOLUTION NO. 2026-11

RESOLUTION FOR AUTHORIZING A SIGNATRORY MINICIPALITY TO EXCEED THE LEVY LIMIT FOR NEENAH MENASHA FIRE RESCUE FOR FISCAL YEAR 2027

WHEREAS, pursuant to Section 66.0602(2) Wisconsin Statutes. The State of Wisconsin has adopted levy limits that limit the amount a municipality may impose on its tax levy; and

WHEREAS, the City of Neenah and the City of Menasha are parties to a joint fire department within the definition of Section 66.0602(3)(h) Wisconsin Statutes; and

WHEREAS, pursuant to Section 66.0602(3)(h) Wisconsin Statutes. The State of Wisconsin allows for adjustments to the levy limit calculation to account for the contribution to a joint fire department; and

WHEREAS, Section 66.0602(3)(h)2.b. requires that each municipality that is served by a joint fire department adopt a resolution pursuant to that subsection in order for any participating municipality to apply the levy limit exception of Section 66.0602(3)(h) Wisconsin Statutes.

NOW THEREFORE, BE IT RESOLVED, BY THE Common Council of the City of Neenah that any participating municipality is authorized to exceed the levy limit in accordance with Section 66.0602(3)(h) if they are so qualified and so elect.

Adopted, approved and recorded this 21st day of October, 2026.

Recommended by: Neenah Menasha Fire Rescue Joint Finance and Personnel Committee

Moved: _____

Passed: _____

City of Neenah, Wisconsin

_____
Brian Borchardt, Mayor

_____
Charlotte K. Nagel, City Clerk