



Neenah-Menasha Fire Rescue

AGENDA

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

- I. Attendance
- II. Public Forum
- III. Election of Chair – City of Neenah
- IV. Election of Vice-Chair – City of Menasha
- V. Approval of Minutes:
 - a. January 20, 2026 (attached)
- VI. Call Summary Review
 - a. 1st Quarter 2026 (attached)
- VII. Budget:
 - a. 2025 Final Budget Review (attached)
 - b. 1st quarter 2026 (attached)
- VIII. 2025 Annual Report
- IX. Consideration and action to replace an impending firefighter vacancy (attached)
- X. 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 Finance & Personnel Committee Meeting Minutes
January 20, 2026 – 5:30 p.m.
Hauser Room – City of Neenah

Present: Ald. Borchardt, Grade, Bruno and Pollnow

Excused: Ald. Perkins & and Ald. Marshall

Also Present: Chief Teesch, AC Rodriguez, Director Rasmussen and MA Ellis

Public: No members of the public were present.

Ald. Grade called the meeting to order at 5:30 p.m.

Introduction of new Assistant Chief of Alexander Rodriguez: Chief Teesch introduced our new Assistant Chief.

AC Rodriguez left the meeting at 5:35 p.m.

Approval of Minutes: The committee reviewed the December 9, 2025 meeting minutes. **MSC Pollnow/Bruno to approve the December 9, 2025 meeting minutes, all voting aye.**

Call Summary: The Committee reviewed the 2025 call summary. **MSC Pollnow/Borchardt to approve the 2025 call summary and place on file, all voting aye.**

Consideration and Action to approve the Agreement with Innovative Advisors (IPA) for the Neenah-Menasha Fire Rescue Organizational Structure Assessment & Future Needs Assessment: The Committee reviewed the memo and contract.

Ald. Pollnow said he is more comfortable now in reviewing this information. Chief Teesch reviewed the process on how the recommendation came about for the proposed vendor. He noted once this is approved, the company will complete a final report and it will go to Joint Finance & Personnel and both Common Councils to review and decide on the recommendations and actions suggested in the final report.

Director Rasmussen noted IPA is also doing the City of Neenah's strategic plan and they will know how to integrate their suggestions within the City of Neenah's strategic plan.

Ald. Pollnow asked for the scoring rubric for scoring. Chief Teesch said he used this as a tool for himself and not something that the Committee did. Everyone did their own scoring independently and came up with a decision. Reference checks were also done on the companies. Ald. Bruno noted she was on the panel and confirmed they did their own scoring, nothing formal, and it was a unanimous decision.

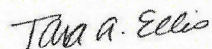
MSC Pollnow/Bruno recommends the City of Neenah and City of Menasha Common Council approve the Professional Services Agreement with Innovative Public Advisors for the NMFR Organizational Structure Assessment and Future Needs Analysis in the amount not to exceed \$33,500 with the City of Neenah's portion of \$20,374.70 to be funded by ARPA Interest and the City of Menasha's portion of \$13,125.30 to be funded through a budget amendment, and authorize the appropriate City officials to execute the agreement, all voting aye.

MSC Borchardt/Pollnow adjourn into closed session for the purpose of updating the progress of labor contract with Local 275, as bargaining reasons require a closed session, all voting aye.

MA Ellis left the meeting at 5:45 p.m.

Meeting adjourned at 6:07 p.m. TT

Respectfully Submitted,



Tara Ellis

Management Assistant

REPORT



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 2026	Jan 2025	Feb 2026	Feb 2025	Mar 2026	Mar 2025
Fire	6	9	5	12	11	7
Medical	206	195	175	243	209	208
Rescue	5		3		0	
Hazardous Situation	11	8	21	4	15	18
Law Enforcement	2		1		0	
Public Service	41	27	19	13	40	10
No Emergency	36	39	18	49	31	43
Total	307	278	242	321	306	286
Main Incident Type	April 2026	April 2025	May 2026	May 2025	June 2026	June 2025
Fire						
Medical						
Rescue						
Hazardous Situation						
Law Enforcement						
Public Service						
No Emergency						
Total						

Total calls January 1, 2026 through March 31, 2026: 885
 Total Calls January 1, 2025 through March 31, 2025: 885

2025 Activity Review

Main Incident Type	2025	2024	2023	2022	2021
Hazardous Condition (No Fire)	108	132	148	141	134
Service Call	206	189	195	187	177
False Alarm & False Call	373	399	386	329	314
Overpressure Rupture, Explosion, Overheat(no fire)	3	2	2	5	4
Rescue & Emergency Medical Service Incident	2477	2524	2377	2336	2150
Good Intent Call	246	215	197	101	74
Special Incident Type	8	7	9	17	33
Unknown		3	2	32	11
Fire	92	84	79	77	78
Total	3,513	3,555	3,395	3,225	2,975

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2024		CURRENT MONTH		2025		ADJUSTED BUDGET	2025 REMAINING BALANCE	BUDGET % USED
		Y-T-D ACTUAL		MONTH EXPEND		Y-T-D ACTUAL				
Fire Department										
180-2301-712.01-01	Salaries	5,918,784		797,862		5,721,536		5,992,950	271,414	95
180-2301-712.01-04	Overtime Wages	233,012		38,073		277,856		220,000	57,856-	126
180-2301-712.01-05	Reimbursement / Overtime	5,259-		0		1,595-		10,000-	8,405-	16
180-2301-712.01-06	FLSA Overtime Wages	66,908		9,814		59,847		60,000	153	100
180-2301-712.01-10	Health Insurance	1,183,936		108,395		1,325,017		1,406,910	81,893	94
180-2301-712.01-11	Fringes	1,570,641		235,604		1,695,199		1,758,340	63,141	96
180-2301-712.01-15	Schools/Seminars/Training	25,101		1,431		28,023		30,000	1,977	93
180-2301-712.01-16	Test/Certification for Eq	14,786		550		12,737		16,000	3,263	80
180-2301-712.01-17	Clothing Allowance	39,116		2,845		41,141		42,000	859	98
180-2301-712.01-18	License Renewal	52		0		296		2,100	1,804	14
180-2301-712.01-25	Employee School Reimb	305		0		0		400	400	0
180-2301-712.01-28	Empl Recognition Awards	0		0		221		1,200	979	18
180-2301-712.02-02	Outside Printing	314		58		1,070		1,000	70-	107
180-2301-712.02-03	Postage	522		146		1,339		1,000	339-	134
180-2301-712.02-06	Advertising & Publication	0		0		0		200	200	0
180-2301-712.02-07	Dues & Memberships	815		0		744		1,600	856	47
180-2301-712.02-09	Maintenance of PPE/SCBA	6,496		3,294		10,159		10,250	91	99
180-2301-712.02-10	Maint of Computer Hardware	0		0		0		1,000	1,000	0
180-2301-712.02-11	Maint of Other Equipment	1,922		220		3,162		5,000	1,838	63
180-2301-712.02-13	Maint of Motor Vehicles	110,658		28,790		126,182		125,000	1,182-	101
180-2301-712.02-14	Maint of Buildings	10,809		601		4,530		15,000	10,470	30
180-2301-712.02-15	Maint of Radio Equipment	388		450		2,532		1,000	1,532-	253
180-2301-712.02-16	Maint of Operating Equip	4,316		2,463		3,924		4,000	76	98

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2024 Y-T-D ACTUAL	CURRENT MONTH EXPEND	2025 Y-T-D ACTUAL	2025 ADJUSTED BUDGET	2025 REMAINING BALANCE	BUD & USED
180-2301-712.02-18	Maint of Software	52,726	1,174	79,707	96,500	16,793	83
180-2301-712.02-21	Telephone	1,307	197	1,183	1,220	37	97
180-2301-712.02-22	Electricity	54,424	10,136	54,944	54,840	104-	100
180-2301-712.02-23	Natural Gas	18,249	9,471	30,741	27,530	3,211-	112
180-2301-712.02-24	Water & Sewer	12,226	2,906	11,963	13,100	1,137	91
180-2301-712.02-26	Storm Water	3,572	771	3,653	3,610	43-	101
180-2301-712.02-27	Cellular Telephone	15,683	2,537	16,485	17,000	515	97
180-2301-712.02-32	Auditing Services	2,350	0	2,425	2,430	5	100
180-2301-712.02-36	Outside Services	13,832	1,881	14,709	15,000	291	98
180-2301-712.02-37	Pest Control	285	0	7	400	393	2
180-2301-712.02-38	Professional Services	30,473	15,000	40,925	41,000	75	100
180-2301-712.02-41	Tree Planting & Landscape	85	0	0	1,000	1,000	0
180-2301-712.02-42	Permits	0	0	0	0	0	0
180-2301-712.02-46	Liability Insurance	29,602	0	34,134	31,700	2,434-	108
180-2301-712.02-47	Auto/Physical Damage Ins	24,022	0	27,116	21,810	5,306-	124
180-2301-712.02-50	Maint of Training Tower	12,778	87	375	2,500	2,125	15
180-2301-712.02-52	Rental of Equipment	764	118	600	1,400	800	43
180-2301-712.02-54	Printer / Copies	2,476	446	2,438	3,720	1,282	66
180-2301-712.02-55	Neenah City I/S Services	118,500	8,942	107,300	107,300	0	100
180-2301-712.02-56	Neenah City Finance Ser.	28,750	2,475	29,700	29,700	0	100
180-2301-712.02-57	Neenah City H/R Services	72,450	6,238	74,850	74,850	0	100
180-2301-712.02-58	GIS Services/Internal	13,900	1,197	14,360	14,360	0	100
180-2301-712.02-62	Public Relations/Services	13,918	3,399	7,695	8,000	305	96

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2024	CURRENT	2025	2025	2025	BUD
		Y-T-D ACTUAL	MONTH EXPEND	Y-T-D ACTUAL	ADJUSTED BUDGET	REMAINING BALANCE	% USFD
180-2301-712.02-93	Maint of Motor Veh./Fleet	0	0	0	0	0	0
180-2301-712.02-94	Oil and Fluids/Fleet	0	0	0	0	0	0
180-2301-712.02-96	Maint of Equipment/Fleet	0	0	0	0	0	0
180-2301-712.03-01	Office Supplies	1,838	553	1,782	2,250	468	79
180-2301-712.03-06	Cleaning/Janitor Supplies	15,292	3,428	15,686	17,000	1,314	92
180-2301-712.03-08	Books and Periodicals	213	102	3,020	3,200	180	94
180-2301-712.03-10	Gasoline & Oil	46,533	10,605	47,039	48,000	961	98
180-2301-712.03-19	Safety Supplies	2,891	1,332	1,677	4,500	2,823	37
180-2301-712.03-20	Small Tools	3,104	434	3,033	3,150	117	96
180-2301-712.03-25	Consumable supplies	1,720	0	2,788	3,300	512	84
180-2301-712.03-26	Photography Supplies	975	0	17	1,000	983	2
180-2301-712.03-33	All Other Supplies	2,276	339	2,800	3,800	1,000	74
180-2301-712.03-44	Small Equipment	13,643	2,993-	10,798	15,000	4,202	72
180-2301-712.03-47	Small Computer Hardware	201	0	598	1,000	402	60
180-2301-712.03-48	Per Protective Equipment	75,214	3,419	9,433	10,000	567	94
180-2301-712.03-50	Training Supplies	4,852	0	97	6,000	5,903	2
180-2301-712.07-23	Fire Property Damage	0	0	0	0	0	0
180-2301-712.08-00	Mayor's Executive Adj	0	0	0	0	0	0
180-2301-712.81-08	Office Furniture & Equip	4,907	4,000	5,118	5,000	118-	102
180-2301-712.81-13	Communication Equipment	7,547	12,983	13,568	12,000	1,568-	113
180-2301-712.81-14	Computer Software Outlay	0	0	0	0	0	0
180-2301-712.81-15	Computer Hardware Outlay	10,175	0	9,746	13,600	3,854	72
180-2301-712.81-33	All Other Equipment	29,964	13,292	21,335	30,000	8,665	71
180-2301-712.81-49	Household Purchases	17,968	11,765	17,767	18,000	233	99

PREPARED 04/22/26, 10:57:52
 PROGRAM GM601L
 REPORT NAME: BS-FIRE

NEENAH MENASHA FIRE-RESCUE
 MONTH-END DEPARTMENT BUDGET REPORT
 12/31/25 100% OF YEAR ELAPSED

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2024		2025		2025 ADJUSTED BUDGET	2025 REMAINING BALANCE	BUD % USED
		Y-T-D ACTUAL	CURRENT MONTH EXPEND	Y-T-D ACTUAL				
* Fire		9,945,309	1,356,829	10,035,531		10,450,720	415,189	96

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 PROGRAM GM601L
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NEENAH MENASHA FIRE-RESCUE
 MONTH-END DEPARTMENT BUDGET REPORT
 12/31/25 100% OF YEAR ELAPSED

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2024 Y-T-D ACTUAL	CURRENT MONTH EXPEND	2025 Y-T-D ACTUAL	2025 ADJUSTED BUDGET	2025 REMAINING BALANCE	BUD % USED
Reg Spec Oper Resp Team							
180-2314-712.01-04	Overtime Wages	62,541	3,667	58,368	32,000	26,368-	182
180-2314-712.01-05	Reimbursement / Overtime	65,489-	4,111-	67,898-	26,500-	41,398	256
180-2314-712.01-11	Fringes	15,546	2,623	15,504	8,500	7,004-	182
180-2314-712.01-15	Schools/Seminars/Training	162	376	534	300	234-	178
180-2314-712.02-16	Maint of Operating Equip	0	0	0	500	500	0
180-2314-712.03-20	Small Tools	0	0	0	250	250	0
180-2314-712.03-48	Per Protective Equipment	7,457	5,670	6,072	7,500	1,428	81
180-2314-712.03-50	Training Supplies	0	0	0	500	500	0
180-2314-712.81-33	All Other Equipment	0	0	520	750	230	69
* Reg Spec Oper Resp Team							
		20,218	8,224	13,100	23,800	10,700	55

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NEENAH MENASHA FIRE-RESCUE
 MONTH-END DEPARTMENT BUDGET REPORT
 12/31/25 100% OF YEAR ELAPSED

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2024	CURRENT	2025	2025	2025	BUD % USED
		Y-T-D ACTUAL	MONTH EXPEND	Y-T-D ACTUAL	ADJUSTED BUDGET	REMAINING BALANCE	
Joint Fire Commission							
180-2320-712.02-03	Postage	0	0	0	0	0	0
180-2320-712.02-06	Advertising & Publication	1,000	0	0	1,000	1,000	0
180-2320-712.02-36	Outside Services	4,410	825	3,150	2,500	650-	126
180-2320-712.02-61	Misc Expenditures	354	0	627	3,000	2,373	21
* Joint Fire Commission							
		5,764	825	3,777	6,500	2,723	58

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 PROGRAM GM601L
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NEENAH MENASHA FIRE-RESCUE
 MONTH-END DEPARTMENT BUDGET REPORT
 12/31/25 100% OF YEAR ELAPSED

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2024		2025		2025 ADJUSTED BUDGET	2025 REMAINING BALANCE	BUD & USED
		Y-T-D ACTUAL	CURRENT MONTH EXPEND	Y-T-D ACTUAL	BUDGET			
Special Reserves & Escrow								
180-2326-712.01-01	Salaries	0	0	0	0	0	0	0
180-2326-712.01-10	Health Insurance	0	0	0	0	0	0	0
180-2326-712.01-11	Fringes	0	0	0	0	0	0	0
-----		0	0	0	0	0	0	0
*	Special Reserves & Escrow	9,971,290	1,365,878	10,052,408	10,481,020	428,612	0	96
**	Fire Department	9,971,290	1,365,878	10,052,408	10,481,020	428,612	0	96
***	Neenah Menasha Fire							

PREPARED 04/22/26, 09:44:24
 PROGRAM/0601L
 REPORT NAME BS-FIRE

NEENAH NEWS-A FIRE RESCUE
 MONTH-END DEPARTMENT BUDGET REPORT
 3/31/26 25% OF YEAR ELAPSED

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2025 Y-T-D ACTUAL	CURRENT MONTH EXPEND	2026 Y-T-D ACTUAL	2026 ADJUSTED BUDGET	2026 REMAINING BALANCE	BUD % USED
Fire Department							
180-2301-712-01-01	Salaries	1,207,997	437,023	1,255,856	6,198,940	4,943,084	20
180-2301-712-01-04	Overtime Vages	49,941	9,608	26,698	265,000	238,302	10
180-2301-712-01-05	Reimbursement / Overtime	116-	0	0	10,000-	10,000-	0
180-2301-712-01-06	FLSA Overtime Vages	15,495	5,927	14,348	65,000	50,652	22
180-2301-712-01-10	Health Insurance	344,225	106,521	332,027	1,494,450	1,162,423	22
180-2301-712-01-11	Fines	357,806	123,589	359,419	1,804,230	1,444,811	20
180-2301-712-01-15	Schools/Seminars/Training	2,989	3,858	7,264	39,000	31,736	19
180-2301-712-01-16	Test/Certification for Eq	7,403	6,360	8,260	18,000	9,740	46
180-2301-712-01-17	Printing Allowance	32,175	314	28,664	42,000	13,336	68
180-2301-712-01-18	Licenses Renewal	296	168	3,403	3,000	403-	113
180-2301-712-01-23	Auto Allowance	0	0	19	0	19-	0
180-2301-712-01-25	Employee School Reimbu	0	0	0	400	400	0
180-2301-712-01-28	Employee Recognition Awards	0	0	0	1,200	1,200	0
180-2301-712-02-02	Outside Printing	0	0	0	1,100	1,100	0
180-2301-712-02-03	Postage	120	5	64	1,300	1,236	5
180-2301-712-02-06	Advertising & Publication	0	0	0	200	200	0
180-2301-712-02-07	Dues & Memberships	292	118	1,448	2,100	652	69
180-2301-712-02-09	Maintenance of FFZ SCBA	967	1,970	2,084	10,250	8,166	20

180-2301-712.02-10	Maintenance of Computer Hardware	0	0	0	1,000	1,000	0
180-2301-712.02-11	Maintenance of Other Equipment	7	0	0	5,000	5,000	0
180-2301-712.02-13	Maintenance of Motor Vehicles	15,406	4,838	11,383	125,000	113,617	9
180-2301-712.02-14	Maintenance of Buildings	517	205	395	14,000	13,605	3
180-2301-712.02-15	Maintenance of Radio Equipment	254	0	0	1,300	1,300	0

PREPARED 04/22/26, 09:44:24
 PROGRAM/GA601L
 REPORT NAME BS-FIRE

NEENAH MENASHA FIRE RESCUE
 MONTH-END DEPARTMENT BUDGET REPORT
 3/31/26 25% OF YEAR ELAPSED

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2025 Y-T-D ACTUAL	CURRENT MONTH EXPEND	2026 Y-T-D ACTUAL	2026 ADJUSTED BUDGET	2026 REMAINING BALANCE	BUD % USED
180-2301-712-02-16	Maint of Operating Equip	610	750	810	4,000	3,190	20
180-2301-712-02-18	Maint of Software	41,407	180	45,323	114,870	69,547	39
180-2301-712-02-21	Telephone	196	99	197	1,220	1,023	16
180-2301-712-02-22	Electricity	7,417	4,056	5,973	57,580	51,607	10
180-2301-712-02-23	Natural Gas	7,791	8,726	10,498	28,910	18,412	36
180-2301-712-02-24	Water & Sewer	2,278	1,356	1,560	14,100	12,540	11
180-2301-712-02-26	Stormwater	694	339	422	3,790	3,368	11
180-2301-712-02-27	Cellular Telephone	3,022	2,549	4,073	20,000	15,927	20
180-2301-712-02-32	Auditing Services	0	0	0	2,500	2,500	0
180-2301-712-02-36	Outside Services	2,734	1,154	2,734	15,000	12,266	18
180-2301-712-02-37	Pest Control	0	17	17	400	383	4
180-2301-712-02-38	Professional Services	25,625	0	14,975	30,000	15,025	50
180-2301-712-02-41	Tree Planting & Landscape	0	0	0	1,000	1,000	0
180-2301-712-02-42	Permits	0	0	0	0	0	0
180-2301-712-02-46	Liability Insurance	30,362	0	29,992	36,800	6,808	82
180-2301-712-02-47	Auto Physical Damage Ins	27,116	0	30,236	29,240	996	103
180-2301-712-02-50	Maint of Training Tower	0	0	0	500	500	0
180-2301-712-02-52	Rental of Equipment	84	56	116	1,400	1,284	8

180-2301-712 02-54 Printer / Copies	628	536	536	3,000	2,464	18
180-2301-712 02-55 Nbanah City I/S Services	26,825	11,492	34,475	134,900	100,425	26
180-2301-712 02-56 Nbanah City Finance Ser.	7,425	2,673	8,020	32,080	24,080	25
180-2301-712 02-57 Nbanah City HR Services	18,713	6,737	20,210	80,840	60,630	25
180-2301-712 02-58 G S Services/Internal	3,590	1,233	3,698	14,790	11,092	25

PREPARED 04/22/26, 09:44:24
 PROGRAM/GA601L
 REPORT NAME BS-FIRE

NEENAH NEWS-A FIRE RESCUE
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 3/31/26 25% OF YEAR ELAPSED

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2025 Y-T-D ACTUAL	CURRENT MONTH EXPEND	2026 Y-T-D ACTUAL	2026 ADJUSTED BUDGET	2026 REMAINING BALANCE	BUD % USED
180-2301-712-02-62	Public Relations/Services	607	7,927	7,986	13,000	5,014	61
180-2301-712-02-93	Maint of Motor Veh/Fleet	0	0	0	0	0	0
180-2301-712-02-94	Oil and Fluids/Fleet	0	0	0	0	0	0
180-2301-712-02-96	Maint of Equipment/Fleet	0	0	0	0	0	0
180-2301-712-03-01	Office Supplies	569	144	614	2,300	1,686	27
180-2301-712-03-06	Cleaning/Janitor Supplies	2,933	658	2,171	17,510	15,339	12
180-2301-712-03-08	Books and Periodicals	1,316	0	287	3,200	2,913	9
180-2301-712-03-10	Gasoline & Oil	9,790	3,179	6,888	48,960	42,072	14
180-2301-712-03-19	Safety Supplies	0	0	0	4,500	4,500	0
180-2301-712-03-20	Stair Tools	1,885	83	83	3,300	3,217	3
180-2301-712-03-25	Consumable supplies	0	0	305	3,400	3,095	9
180-2301-712-03-26	Photography Supplies	0	0	0	1,000	1,000	0
180-2301-712-03-33	All Other Supplies	192	89	547	3,800	3,253	14
180-2301-712-03-44	Stair Equipment	1,823	363	1,736	16,000	14,264	11
180-2301-712-03-47	Stair Computer Hardware	364	0	0	0	0	0
180-2301-712-03-48	Protective Equipment	3,868	976	1,227	12,000	10,773	10
180-2301-712-03-50	Training Supplies	0	6	6	6,000	5,994	0
180-2301-712-07-23	Fire Property Damage	0	0	0	0	0	0
180-2301-712-08-00	Mayor's Executive Adj	0	0	0	0	0	0

180-2301-712 81-08 Office Furniture & Equipment	0	0	1,299	5,000	3,701	26
180-2301-712 81-13 Communication Equipment	0	0	0	12,000	12,000	0
180-2301-712 81-14 Computer Software Outlay	0	0	0	0	0	0
180-2301-712 81-15 Computer Hardware Outlay	10,225	2,875	3,900	10,000	6,100	39
180-2301-712 81-33 All Other Equipment	0	0	44	35,000	34,956	0

PREPARED 04/22/26 09:44:24
 PROGRAM GA601L
 REPORT NAME BS FIRE

NEWARK NEWARK FIRE RESCUE
 MONTH END DEPARTMENT BUDGET REPORT
 3/31/26 25% OF YEAR ELAPSED

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2025 Y-T-D ACTUAL	CURRENT MONTH EXPEND	2026 Y-T-D ACTUAL	2026 ADJUSTED BUDGET	2026 REMAINING BALANCE	BUD % USED
180-2301-712-81-49	Household Purchases	1,833	172	296	20,000	19,704	1
* Fire		2,277,695	758,925	2,292,587	10,926,360	8,633,773	21

PREPARED 04/22/26, 09:44:24
 PROGRAM/0601L
 REPORT NAME BS-FIRE

NEENAH MENASHA FIRE RESCUE
 MONTH-END DEPARTMENT BUDGET REPORT
 3/31/26 25% OF YEAR elapsed

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2025 Y-T-D ACTUAL	CURRENT MONTH EXPEND	2026 Y-T-D ACTUAL	2026 ADJUSTED BUDGET	2026 FUNDING BALANCE	BUD % USED
Reg Spec Oper Resp Team							
180-2314-712-01-04	Overtime Wages	1,652	8,347	12,775	65,000	52,225	20
180-2314-712-01-05	Reimbursement / Overtime	0	385	4,978	65,000	60,022	8
180-2314-712-01-11	Fines	7	3,318	3,318	16,880	13,562	20
180-2314-712-01-15	Schools/Seminars/Training	0	0	0	300	300	0
180-2314-712-02-16	Maint of Operating Equip	0	0	0	500	500	0
180-2314-712-03-20	Small Tools	0	0	0	250	250	0
180-2314-712-03-48	Protective Equipment	0	0	0	10,000	10,000	0
180-2314-712-03-50	Training Supplies	0	0	0	500	500	0
180-2314-712-81-33	All Other Equipment	0	0	0	750	750	0
* Reg Spec Oper Resp Team							
		1,645	11,280	11,116	29,180	18,064	38

PREPARED 04/22/26, 09:44:24
 PROGRAM 06001L
 REPORT NAME BS FIRE

NEENAH MENASHA FIRE RESCUE
 MONTH-END DEPARTMENT BUDGET REPORT
 3/31/26 25% OF YEAR ELAPSED

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2025 Y-T-D ACTUAL	CURRENT MONTH EXPEND	2026 Y-T-D ACTUAL	2026 ADJUSTED BUDGET	2026 REMAINING BALANCE	BUD % USED
Joint Fire Commission							
180-2320-712-02-03	Postage	0	0	0	0	0	0
180-2320-712-02-06	Advertising & Publicity	0	0	0	0	0	0
180-2320-712-02-36	Outside Services	2,325	100	100	2,500	2,400	4
180-2320-712-02-61	Misc Expenditures	246	0	0	3,000	3,000	0
* Joint Fire Commission		2,571	100	100	5,500	5,400	2

PREPARED 04/22/26 09:44:24
 PROGRAM/GA601L
 REPORT NAME BS-FIRE

NEENAH MENASHA FIRE RESCUE
 MONTH-END DEPARTMENT BUDGET REPORT
 3/31/26 25% OF YEAR ELAPSED

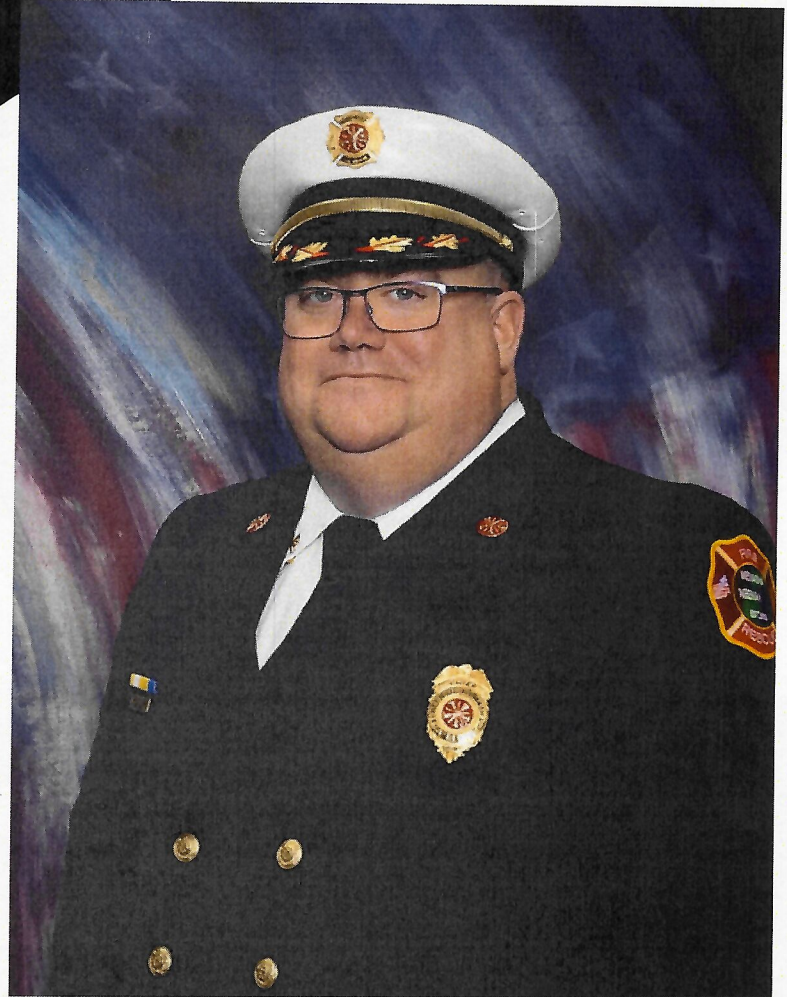
ACCOUNT NUMBER	ACCOUNT DESCRIPTION	2025 Y-T-D ACTUAL	CURRENT MONTH EXPEND	2026 Y-T-D ACTUAL	2026 ADJUSTED BUDGET	2026 REMAINING BALANCE	BUD % USED
	Special Reserves & Escrow	0	0	0	0	0	0
180-2326-712-01-01	Salaries	0	0	0	0	0	0
180-2326-712-01-10	Health Insurance	0	0	0	0	0	0
180-2326-712-01-11	Fringes	0	0	0	0	0	0
* Special Reserves & Escrow		0	0	0	0	0	0
** Fire Department		2,281,911	770,305	2,303,802	10,961,040	8,657,238	21
*** Neenah Menasha Fire		2,281,911	770,305	2,303,802	10,961,040	8,657,238	21



**2025
Review**

TABLE OF CONTENTS





Dear Citizens of Neenah & Menasha, elected officials, and fire Commissioners:

It is my honor to present the Neenah-Menasha Fire Rescue 2025 Annual Report, highlighting our accomplishments and commitment to innovation, growth, and service excellence.

I sincerely appreciate our firefighters, administration staff, elected officials, fire commission members, and all City employees who support our mission. Your dedication doesn't go unnoticed.

As we move forward, let's continue fostering collaboration, innovation, and community engagement. I look forward to working alongside each of you to ensure NMFR remains a leader in Fire and Emergency Services.

Sincerely,

Travis J. Teesch



MISSION STATEMENT

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

CORE VALUE

TRUST IS THE CORNERSTONE OF ALL RELATIONSHIPS. WE WILL CONTINUE TO STRIVE TO BUILD AND EARN TRUST BOTH WITHIN THE DEPARTMENT AND COMMUNITIES WE SERVE. WE

WILL EARN TRUST THROUGH:

INTEGRITY: WE ARE COMMITTED TO THE HIGHEST STANDARD OF MORAL AND ETHICAL CONDUCT.

DEDICATION: WE PROVIDE QUALITY SERVICE THROUGH PRIDE AND PROFESSIONALISM.

COMPASSION: WE SUPPORT OUR NEIGHBORS IN THEIR TIME OF NEED.

TEAMWORK: WE WORK TOGETHER TO ACHIEVE COMMON GOALS.

TRADITION: WE PRESERVE AND CARRY FORWARD THE LEGACY OF THOSE WHO HONORABLY SERVED BEFORE US.

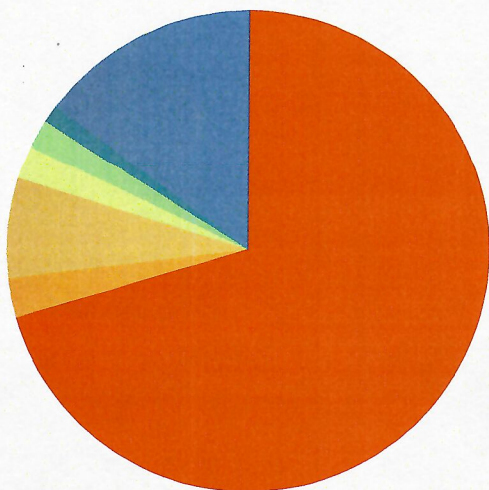
COURAGE: WE DO WHAT IS RIGHT IN THE FACE OF ADVERSITY.

VISION STATEMENT

Our vision at Neenah-Menasha Fire Rescue is to have a positive, motivated, and 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.



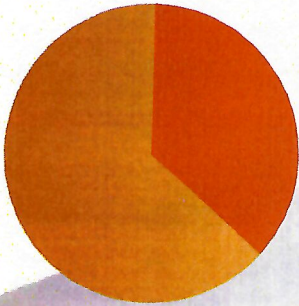
RESPONDING TO THE CALL



- 3555 Incidents
- 92 Fires
- 57 Structure fires \$2,751,305 in loss
- 2477 EMS Calls
- Turnout Time 1 min 15 sec Avg.
- 43 Vehicle incidents

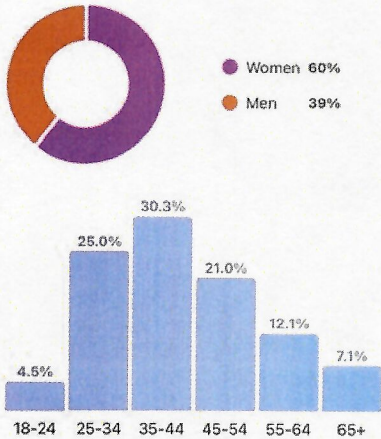


- **3381** commercial buildings inspected
- **99 new properties**
- **40% commercial Type 1& 2 (most fire resistive)**





PUBLIC EDUCATION



- 12K followers on Social Media
- 8,922 students reached
- 165 Pub Ed Events
- 38 Residential detector installs

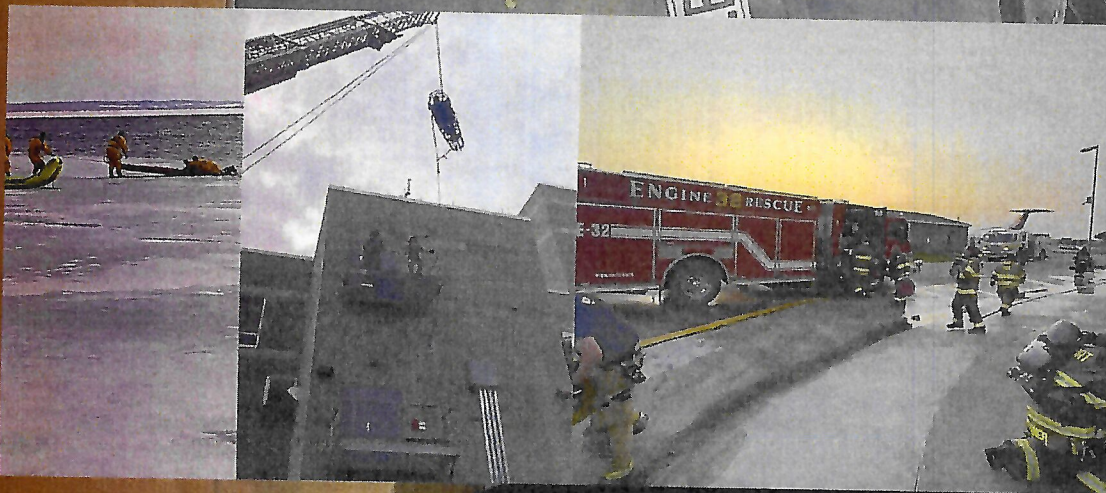


TRAINING

- 14,235 Hours logged
- 2795 Hours logged at Burn Tower/Training Facility
- 480 Hours with inter-agencies
- Training with Grand Chute, Fox Crossing, Kaukauna, Appleton, and Oshkosh FD.

2795

TRAINING
FACILITY
HOURS

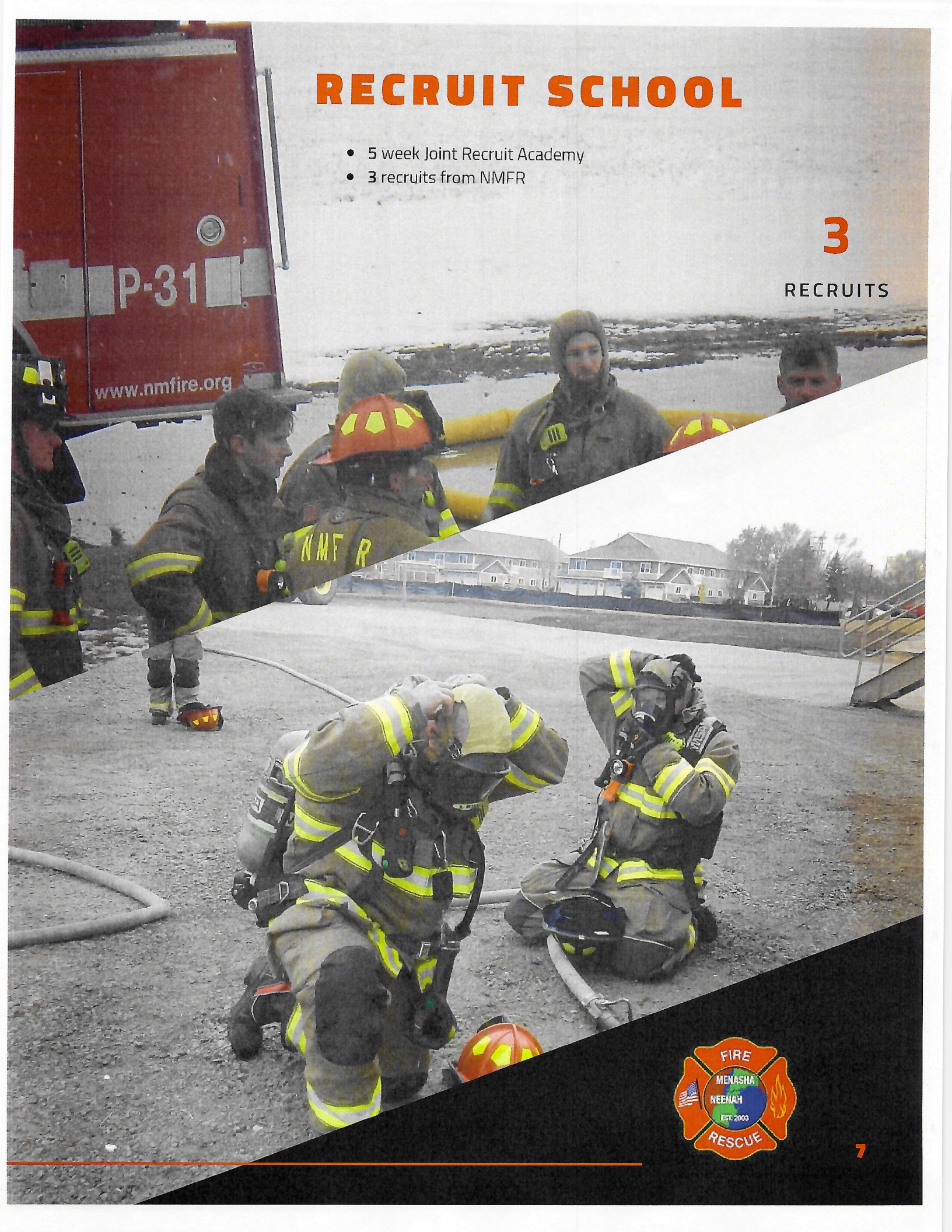


RECRUIT SCHOOL

- 5 week Joint Recruit Academy
- 3 recruits from NMFR

3

RECRUITS





NEW STAFF & PERSONNEL

3

NEW





STAFF & PERSONNEL



Tim Gonnering
Driver
27 years of service

Jeff Ellis
Captain
27 years of service



James Peglow
Assistant Chief
31 years of service

3

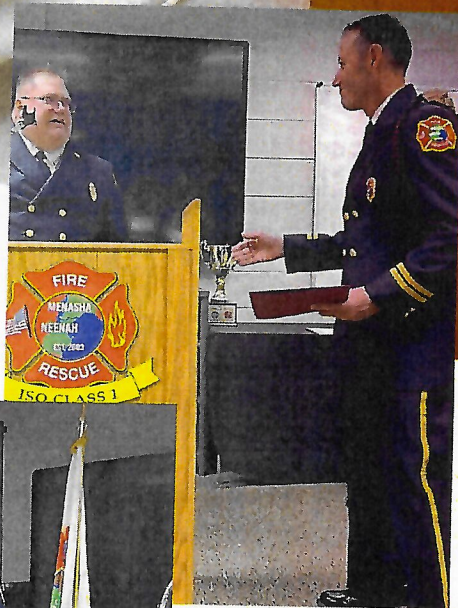
RETIREES





RECOGNITIONS

A Tradition to Recognize Special Achievements and those talents that go above and beyond!



5



8

15



10

NMFR ORGANIZATION

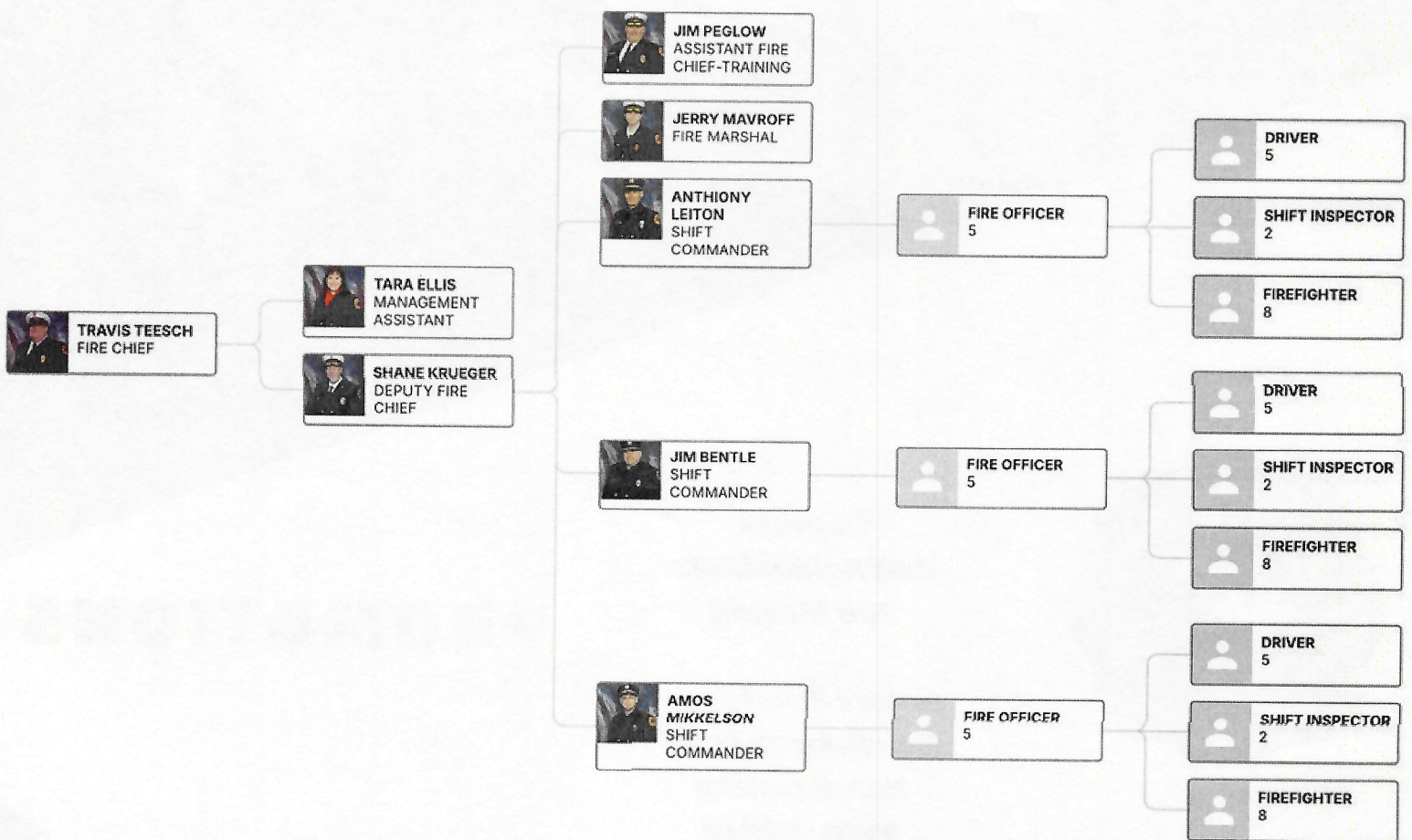


21

LINE STAFF
ON DUTY

3

SHIFTS



4

STATIONS



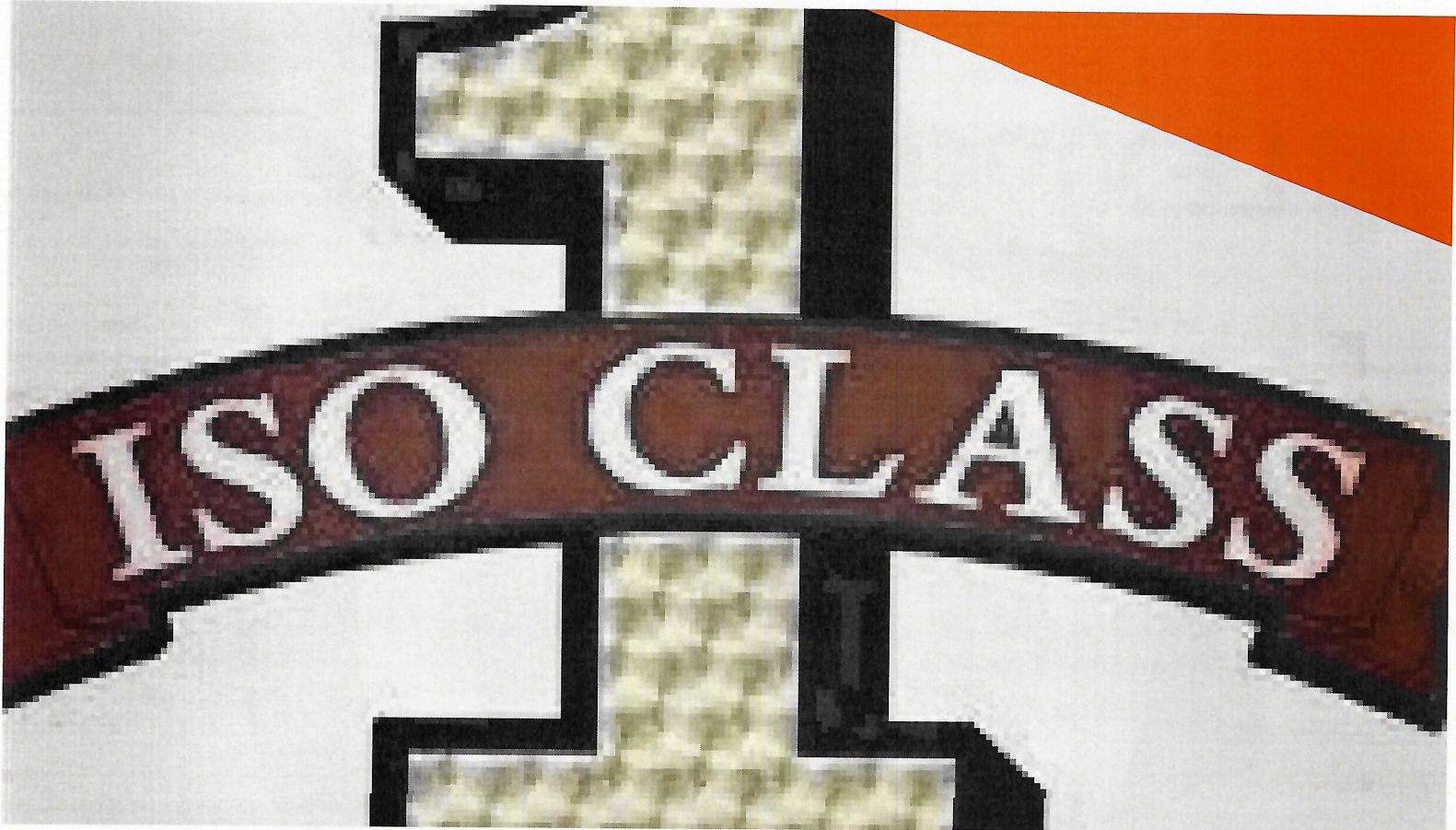
Captain
Jeff Schweitzer
Joe Muthig

Driver/Operator
Ben Fahrenkrug
Adam Lemke
Tyler Hillen

PROMOTIONS

68

FULL TIME STAFF



Cities of Neenah & Menasha Maintains ISO 1 classification

Only 9 departments in Wisconsin have met this achievement.

Only 498 Communities in the United States are ISO 1





POLICY PROGRAM LAUNCHED

COMPREHENSIVE POLICY MANAGEMENT TOOL

LEGAL AND DEFENSIBLE

BETTER PREPAREDNESS

CONTINUOUS IMPROVEMENT



Lexipol

Predictable is Preventable[®]





- 1 - RUDOLPH RUN/WALK**
- 2 - ANNUAL SANTA FLOAT**
- 3 - A VERY MERRY CHRISTMAS MARKET**
- 4 - FAHRENKRUG FAMILY GRANT**



COMMUNITY INVOLVED

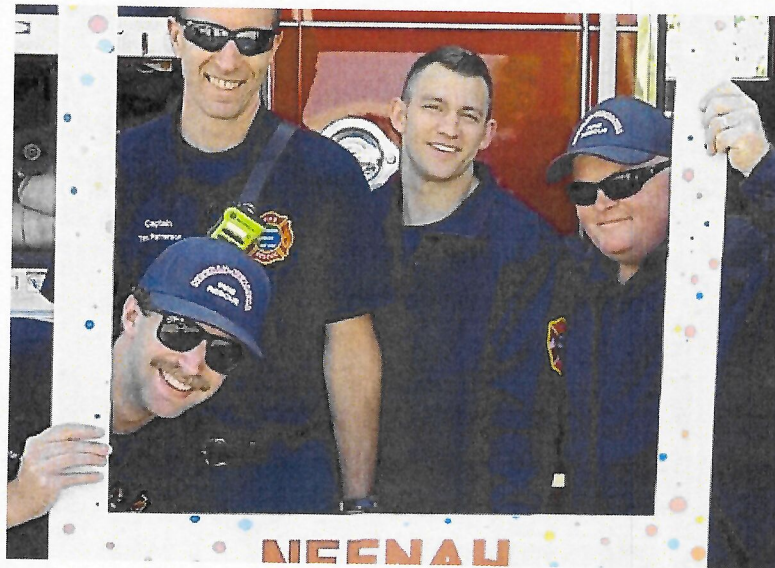
\$18K+

GIVEN TO
LOCAL CHARITIES



75YRS.

SANTA FLOAT





VETERANS

Jeff Ellis - Air Force

Chris Ederer - Army

Pat Meyer - Army

Mike Novy - Army

Jaine Martinez - Marine Corps

Nic Schroeder - Army

Chris Killeen - Marine Corps

THANK YOU FOR YOUR SERVICE!





Memorandum

TO: NMFR Joint Finance & Personnel Committee Members
FROM: Travis Teesch
DATE: April 22, 2026
RE: Firefighter Replacement

We have received notice of a retirement effective June 5, 2026.

Since 2017, our department has prioritized hiring in advance of retirements to reduce overtime costs associated with short staffing. Previously, positions were filled only after vacancies occurred, often requiring difficult operational adjustments such as canceling training to maintain staffing levels. Hiring ahead of time has allowed us to train new personnel before departures, resulting in significant overtime savings.

This year presents unique challenges. We currently lack access to a training center for most training evolutions, our new Training Chief has not yet participated in a recruit academy and we only have one retirement.

The Oshkosh Fire Department plans to hire two to three firefighters mid-June/early July. Conducting a joint training academy, as done in previous years, would provide cost savings through shared resources. While the vacant position may require temporary overtime coverage, overall costs will be reduced by limiting the need to call in off-duty personnel for training. Additionally, Oshkosh instructors with prior academy experience will ensure consistent, high-quality training and assist in coordinating a joint academy location.

As a reminder, all position replacements require approval from this Committee and both Common Councils. Although this request is being made in advance of the retirement and the joint academy, approval at the May council meetings would allow us to extend an offer to our top candidate before they are hired elsewhere, complete pre-employment requirements, and allow candidates to provide proper notice to their current employers. This timing would enable a start date for us to participate in a joint recruit academy.

I respectfully request consideration and approval to recommend that the City of Neenah and City of Menasha Common Councils authorize filling the anticipated vacancy no earlier than June 6, 2026.

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

TT/te