

NMFR Joint Finance & Personnel Committee Meeting Minutes

September 27, 2022 – 5:30 p.m.

City of Neenah – Hauser Room

Present: Ald. Stevenson, Eisenach, Grade, Boyette, Borchardt and Sevenich

Also Present: Chief Kloehn, Director Easker and MA Ellis

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

Public: No members of the public were present.

Minutes: The Committee reviewed the meeting minutes from August 23, 2022. **MSC Stevenson/Grade to approve the August 23, 2022 meeting minutes, all voting aye.**

Summary of Calls: The Committee reviewed the year-to-date summary of calls. **MSC Sevenich/Stevenson to approve the year-to-date summary and place on file, all voting aye.**

Year to Date Budget Report: The Committee reviewed the year-to-date budget summary. The overtime budget was reviewed. Chief Kloehn explained the challenges we have had with staffing this year. Ald. Sevenich asked what would have not happened if we would not have hired the third person to cover the FMLA's. In the end, it has helped save money in the budget as we ended up with three long-term FMLA's versus only two. Chief Kloehn said the other challenge we have had is with equipment and vehicles this year. He expressed gratitude for our mechanics with how busy they have been with trying to keep up on the repairs along with the preventative maintenance on the vehicles in addition to their firefighting duties. **MSC Stevenson/Grade to approve the year-to-date budget report through August 31, 2022 and place on file, all voting aye.**

Levy Limit Resolutions: The Committee reviewed Resolutions 2022-16 (City of Menasha) and Resolution R-34-22 (City of Neenah) authorizing a signatory municipality to exceed the levy limit for Neenah-Menasha Fire Rescue. Ald. Sevenich noted this was an annual item just in case one, or both, Cities need this for their budget. **MSC Sevenich/Stevenson to recommend the City of Neenah Common Council approve Resolution 2022-16 and the City of Menasha Common Council approve Resolution R-34-22 authorizing a signatory municipality to exceed the levy limit for Neenah-Menasha Fire Rescue, all voting aye.**

Report

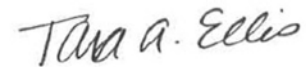
Proposed 2023 Operating and CIP Budget: The Committee reviewed the proposed 2023 operating and CIP budgets. Chief Kloehn noted that both Mayors and Finance Directors met with him to review the proposed budget. He also met with Director Easker and Mayor Lang separately and they have proposed some reductions in the budget that include eliminating the request for another position and overtime. There are a couple of retirements in 2023 that will help with the budget and we will hire replacements at a lower starting salary. Director Easker also noted the City of Neenah is currently working on finalizing their health insurance contract for 2023 and there may be some savings with this. Ald. Sevenich asked about the overtime budget proposed for 2023. He noted we should be in better shape with our recent changes in hiring practices. Chief Kloehn said this discussion was held with both Finance Directors and we proposed this number based on trend of actual usage for the last few years. Director Easker said we can plug a number into that line item at budget time but it may not be realistic. They are looking at possibly adjusting this down. Ald. Sevenich asked if we will hire ahead of time instead of waiting until the person leaves. Chief Kloehn said he will stick with this process as this has worked and saves money. He said he tries his best to stay status quo when putting together the budget. However, in addition to the overtime due to various reason and the many issues with all of our vehicles, we are also trying to work within with the rising costs of everything. He would like keep monies in the overtime budget to train the next group of fire officers since we will have another large group of retirements in 2024. Ald. Stevenson noted we implemented the joint training academy

with Oshkosh and this has worked well. He asked if there is an opportunity to save money in the school and training. Chief Kloehn noted that savings is reflected in the line item. Ald. Grade reviewed the Officer salary and asked about the numbers. By taking the salary amount listed and the total number of employees that doesn't equal out. MA Ellis noted the base pay is listed but total amount also includes longevity pay and education credits, etc.

Chief Kloehn thanked Director Easker for his service for the City of Neenah and also for our department and the City of Neenah. He appreciates all his work during the merger along with the support he gave our department throughout the years. Everyone wished him well in his retirement.

MSC Stevenson/Boyette to adjourn at 6:00 p.m., all voting aye.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Tara A. Ellis".

Tara Ellis

Management Assistant