

Neenah-Menasha Fire Rescue
Joint Finance & Personnel Committee Meeting Minutes
September 15, 2026 – 5:30 p.m.
City of Neenah – Hauser Room

Present: Ald. Perkins, Ald. Pollnow, Ald. Grade, Ald. Bruno, Ald. Marshall and Ald. Steiner (virtually)

Also Present: Chief Teesch, Deputy Director Kahl, MA Ellis

Public: Paul Stephans, Denis Matuszak and Mayor Brian Borchardt

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

Minutes: The Committee reviewed the July 21, 2026, meeting minutes. **Motion made by Grade and Seconded by Bruno to approve the meeting minutes from July 21, 2026, and place on file. Motion carried by voice vote 6-0.**

Finance Report: The Committee reviewed the budget report through July 31, 2026. Chief Teesch noted this report doesn't reflect the overtime from the tornado. At this time, it's estimated there is around \$70,000 of overtime monies contributed to work during, and after, the tornado. If we can obtain money from FEMA, and the State, this will help with the costs. **Motion made by Marshall and Seconded by Bruno to receive the budget report through July 31, 2026, and place on file. Motion carried by voice vote 6-0.**

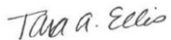
Review of Needs Assessment: Paul Stephens from Innovative Public Advisors (IPA) reviewed the report from the Organizational needs assessment that they were hired to complete for the department. Discussion was held about the benefits of the department being ISO 1, ambulance service for the two Cities, models of other communities that have an ambulance service and the key recommendations from the report. It was noted that some of recommendations already being done by the department. However, it's reflected in the report that the department is not. Concern was raised with only both Mayors being interviewed and not any council members from either City, along with no input from City of Neenah Human Resources and Information Services. IPA will get back to the committee on comparables used when putting together the report. IPA will also follow up on why these recommendations were made without defining the comparables for other departments versus only going off the survey results. Some concern was expressed by the Committee members that the report didn't reflect specific things that were requested when the contract was implemented with IPA.

Discussion was held on the next steps for this assessment. Mayor Borchardt noted that this process will be done for all departments. He would like a workshop and set a template for other departments. This should be a working document. It was agreed to keep this as a line item on future agendas for updates on the process. **Motion made by Perkins and Seconded by Bruno to approve the Public Advisors Organizational Structure Assessment and Future Needs Analysis, and place on file. Motion carried by voice vote 6-0.**

Progress Report on L275: Ald. Pollnow noted the Tentative Agreement and Side letter has been passed by Menasha council, the union and it will be reviewed by the Neenah Council tomorrow. Discussion was held on the process, why the attorneys cut the Mayors and Committee members out of updates/processes and what should be changed in the future to ensure this doesn't happen again. Ald. Pollnow will reach out to CA Rashid on the process and why it happened. This should be put on next month's agenda for review.

Motion made by Marshall and Seconded by Bruno to adjourn at 6:40 p.m. Motion carried by voice vote 6-0.

Respectfully submitted,



Tara Ellis

Management Assistant