

Neenah-Menasha Fire Rescue
Joint Finance & Personnel Committee Meeting
April 26, 2011 – 5:30 p.m.
City of Menasha – 3rd Floor Council Chambers

Present: Ald. Klein, Krueger, Ramos, Sevenich, Ahles and Stevenson.

Also Present: Chief Auxier, Director Easker and Officer Manager Theisen.

Chief Auxier called the meeting to order at 5:30 p.m.

Election of Chair: Chief Auxier asked for nominations for Chair.

Moved by Ald. Klein and seconded by Ald. Ahles to nominate Ald. Steve Krueger for Chairman.

Moved by Ald. Krueger and seconded by Ald. Ramos to nominate Ald. Sevenich for Chairman.

Having no other nominations, Chief Auxier called the nominations to close.

Voting for Ald. Krueger – Klein.

Voting for Ald. Sevenich – Ramos, Ahles, Sevenich and Krueger.

Ald. Sevenich was elected Chairman on a roll call vote of 4 to 1.

Election of Vice Chair: Ald. Sevenich asked for nominations of Vice-Chair.

Moved by Ald. Ahles and seconded by Ald. Klein to nominate Ald. Ramos as Vice-Chair.

Having no other nominations, Ald. Sevenich called the nominations to close.

Hearing no other nominations a unanimous ballot was cast for Ald. Ramos as Vice-Chair.

March 22, 2011 Meeting Minutes: **MSC Ahles/Klein to approve the March 22, 2011 meeting minutes, all voting aye.**

March 2011 Budget Report: The Committee reviewed the March 2011 budget report. Ald. Ahles asked about the maintenance account and Chief Auxier said we some vehicles that needed minor repairs. Ald. Sevenich asked about the radio equipment budget and how the possible new radio system will be budgeted. Chief Auxier said at this time it is not a budgeted item and we are waiting for the County to decide how they will proceed with a decision. Discussion was held on the changes that will occur in the future with the radio system changes mandated by the FCC.

5:45 p.m. Ald. Stevenson joined the meeting.

Chief Auxier discussed the overtime budget and how this is being used due to an employee on a long-term worker's compensation injury. Discussion was held on how we are trying to maximize this line item in the budget. **MSC Ahles/Ramos to accept the March 2011 budget report and place on file, all voting aye.**

March 2011 Activity Report: The Committee reviewed the March 2011 Activity Report. **MSC Ahles/Stevenson to accept the March 2011 activity report and place on file, all voting aye.**

Automatic Aid Agreement: The Committee reviewed the proposed Automatic Aid Agreement and Memorandum of Understanding. Chief Auxier did note that both City Attorneys did review and accept this agreement. He also noted that the City of Appleton Common Council did accept this agreement. The map of designated areas for automatic aid were reviewed. Chief Auxier did note that run volumes for both proposed areas were compared and the run numbers are the same for both areas. Discussion was held on how dispatching of calls in specific areas will be held. It was noted that both Counties have the capabilities to dispatch calls to both Departments. Ald. Ahles said he supported the automatic aid agreement and stated the goal is to provide the citizens with the best service possible and feels this agreement does do that. Ald. Klein asked if there were negatives to this agreement and if the reciprocation from Appleton Fire Department is the same and fair. Chief Auxier said he does feel that things equal out between both Departments. Ald. Ramos asked about the response time goals. Chief Auxier stated with the location of the old station we had major deficiencies with meeting response times and with the relocation of the new station and the automatic agreement it will improve the response times. Ald. Krueger asked how situations would be handled if we are tied up on calls and then a structure fire call is received in Appleton's area. Chief Auxier said in the agreement it would cover the issue where if we don't have resources we do not send them and then the Department who needs additional help can rely on mutual aid resources. Ald. Sevenich asked what the time frame for the Automatic Aide Agreement. Ald. Sevenich felt the Mayors and the City Attorney should decide if they want to put a time frame on the contract. Chief Auxier said there is no language for a time period but there is language that states the contract could be revoked with a 90-day notice by either party. Ald. Stevenson expressed concern regarding the language of the Chief's authority in the agreement as he feels this would provide exposure. He asked if both Chiefs make changes within the Memorandum of Understanding that they would be communicated to the Mayors and City Attorneys. **MSC Stevenson/Krueger amend the agreement to reflect any changes in the Memorandum of Understanding mutually agreed upon by both Chiefs are put in writing and copies of these changes would be sent to the Mayors and City Attorneys for their review, all voting aye.**

MSC Ahles/Ramos recommend the City of Neenah and City of Menasha Common Council approve the Automatic Agreement, as amended, all voting aye.

Merit Increase For Assistant Chief Prevention/Fire Marshal: The Committee reviewed the memorandum from Chief Auxier regarding the merit increase for the position of Assistant Chief Prevention/Fire Marshal. Discussion was held on his current salary and how it compares to other positions he supervises within the Department and also other Departments in the area. Ald. Klein asked when he would be eligible for wage increases. Discussion was held on the Neenah salary plan, the current raises that are given to employees and the history on how the raises were given in the past but has not been given to employees due to the current budget situation. Ald. Sevenich asked why the current salary was offered. Chief Auxier noted that it was the salary of that position and he has proved himself above and beyond with his knowledge. Ald. Krueger asked if he knew the salary before going into the position and how we justify the increase. Ald. Klein asked when comparing these positions with others, these people have been in their positions longer and that he knew what the salary was before accepting the position. Ald. Sevenich asked if it was fair to have Menasha alderman providing input on City of Neenah employee. Ald. Stevenson stated in the merger agreement it is noted that this Committee is in charge of making these recommendations to both City Councils. He also noted that within the City of Neenah there are many other employees who are in the same position as Assistant Chief Green. Ald. Ahles said there is concern with acting on one person and it is not fair to employees who are in the same position. He said he would prefer to look at both Assistant Chief positions and compared those to the Shift Commanders and review the entire situation versus just one position. Ald. Krueger felt the Departments that we are comparing wages to be different because they provide different services. Chief Auxier said the positions within the Departments are structure the same way regardless of the different services each Department provides.

Chief Auxier also noted that the two previous people who were in this position before Assistant Chief Green were retired and came back and performed in this position and didn't push for higher wages in this position, which set the precedence for anyone who was hired after the two previous people. Ald. Ramos said there is some compression issue, however, due to the current budget situation he is concerned about acting on this. No action on Chief Auxier's recommendation was taken at this time.

MSC Stevenson/Klein to adjourn at 7:05 p.m., all voting aye.

Respectfully Submitted,

Al Auxier
Chief

AA/tt

