

# Committee of the Whole Meeting Agenda

---



May 26, 2026 - 6:00 PM  
City Hall Council Chambers  
3805 S. Casper Drive

Published: 5/22/2026

## AGENDA

1. **CALL MEETING TO ORDER**
2. **ROLL CALL; DECLARATION OF QUORUM; PUBLIC NOTICE**
3. **APPROVAL OF MINUTES**
  - A. May 12, 2026, Committee of the Whole Meeting Minutes
4. **UTILITY & FINANCE**
  - A. Discussion and possible recommendation to the Common Council to approve the May 27, 2026, Water Utility claims in the amount of \$25,454.42, Sewer Utility claims in the amount of \$25,699.68, and General City claims in the amount of \$453,595.87, including a We Energies EFT payment of \$89,230.77. Tax overpayment checks totaling \$3,134.06 were also generated.
5. **LICENSES & PERMITS**
  - A. Discussion and possible recommendation to the Common Council to approve the alcohol renewal licenses, designated agents, and premise descriptions as outlined in the list as presented, for the license year expiring June 30, 2027, contingent upon the satisfaction of all City requirements.
6. **MISCELLANEOUS**
  - A. Discussion and possible recommendation to the Common Council to approve an agreement with the Professional Firefighters of Wisconsin Charitable Foundation, Inc. for use of the area near Fire Station No. 7 and the Streets Building parking lot in connection with the 2026 Ride to Burn Camp event scheduled for August 11, 2026, contingent upon receipt of a signed agreement and Certificate of Insurance in a form approved by the City Attorney.
  - B. Discussion and possible recommendation to the Common Council to approve Ordinance No. 2721, amending the City of New Berlin Municipal Code related to ambulance billing fees to formally codify the fee schedule previously approved by the Common Council on April 14, 2026.
  - C. Discussion and possible direction to staff regarding public awareness and community outreach efforts related to a potential Public Safety Referendum for the November 3, 2026, Election, including preliminary public safety staffing needs, operational impacts, and funding scenarios.
7. **ADJOURN**

Additional Information

- The agenda packet, including supplemental information related to agenda items, is available online at [www.NewBerlinWI.gov](http://www.NewBerlinWI.gov). Once finalized by the governing body, approved meeting minutes will also be posted online.
- Agenda items may be taken out of order at the governing body's discretion.
- Members, and possibly a quorum, of other municipal governmental bodies may attend this meeting to gather information. However, no action will be taken by any governmental body other than the one referenced in this notice.
- Accommodations will be provided under the Americans with Disabilities Act (ADA) to meet the needs of individuals with disabilities. If you require assistance or appropriate aids and services, please contact the Office of the City Clerk at (262) 786-8610 with reasonable notice.

# Committee of the Whole MEETING MINUTES



May 12, 2026 - 6:00 PM  
Council Chambers  
3805 S. Casper Drive

## MINUTES

### 1. CALL MEETING TO ORDER

Mayor Ament called the meeting to order at 6:00 PM.

### 2. ROLL CALL; DECLARATION OF QUORUM; PUBLIC NOTICE

City Clerk Rubina R. Medina took the roll call as follows:

Present: Alderperson Hopkins, Alderperson Gardner, Alderperson Maxey, Alderperson Harenda, Alderperson Kroupa

Excused: Alderperson Stribl, Alderperson Horbinski

Staff Present: Mayor Dave Ament, City Attorney Mark Blum, City Clerk Rubina R. Medina

The City Clerk confirmed that a quorum was present and that the meeting was properly posted in compliance with the open meetings law.

### 3. APPROVAL OF MINUTES

#### A. April 28, 2026, Committee of the Whole Meeting Minutes

**MOTION:** Motion to Approve

**VOTE:** Motion by: Alderperson Kroupa  
Second by: Alderperson Maxey  
Motion Passed 5-0

### 4. UTILITY & FINANCE

**A.** Discussion and possible recommendation to the Common Council to approve the May 13, 2026, Water Utility claims in the amount of \$130,756.54, Sewer Utility claims in the amount of \$87,714.40, and General City claims in the amount of \$612,605.53, including a US Bank EFT payment of \$22,012.56 and a City Water/Sewer/Storm bills EFT of \$17,947.60

**MOTION:** Motion to Approve

**VOTE:** Motion by: Alderperson Maxey

Second by: Alderperson Harenda  
Motion Passed 5-0

## 5. LICENSES & PERMITS

- A. Discussion and possible recommendation to the Common Council to approve the Extension of Premise for Mary's Caddyshack, located at 1959 S. 124th Street, for the Shackfest event to be held on June 27, 2026, contingent upon the satisfaction of all City requirements

**MOTION:** Motion to Approve

**VOTE:** Motion by: Alderperson Hopkins  
Second by: Alderperson Kroupa  
Motion Passed 5-0

- B. Discussion and possible recommendation to the Common Council to approve the alcohol licenses, designated agents, and premise descriptions as outlined in the list as presented, for the license year expiring June 30, 2027, contingent upon the satisfaction of all City requirements

**MOTION:** Motion to Approve

**VOTE:** Motion by: Alderperson Maxey  
Second by: Alderperson Gardner  
Motion Passed 5-0

## 6. MISCELLANEOUS

- A. Discussion and possible recommendation to the Common Council to approve the School Resource Officer Memorandum of Understanding Agreement between the City of New Berlin and the School District of New Berlin for the term of July 1st, 2026, through June 30, 2027, with an automatic renewal for one-year terms thereafter commencing July 1 of each year for two consecutive years (July 1st, 2027, and July 1st, 2028) with the last renewal term expiring June 30th of 2029.

**MOTION:** Motion to Approve

**VOTE:** Motion by: Alderperson Maxey  
Second by: Alderperson Hopkins  
Motion Passed 5-0

- B. Discussion and possible recommendation to the Common Council to approve Resolution No. 2026-04 amending the 2026 Capital Improvement Projects (CIP) Budget to reallocate remaining Fire Department Engine project funds for the purchase of an ambulance and tanker.

**MOTION:** Motion to Approve

**VOTE:** Motion by: Alderperson Harenda  
Second by: Alderperson Hopkins

Motion Passed 5-0

- C.** Discussion and possible recommendation to the Common Council to approve Resolution No. 2026-05 amending the 2026 Capital Improvement Projects (CIP) Budget to increase funding for the Citywide Radio Replacement Project by \$371,600.

**MOTION:** Motion to Approve

**VOTE:** Motion by: Alderperson Maxey  
Second by: Alderperson Hopkins  
Motion Passed 5-0

- D.** Discussion and possible recommendation to the Common Council to authorize the Mayor to execute all necessary contracts and related documents with Motorola for the Citywide Radio Replacement Project in an amount not to exceed \$1,371,600, contingent upon review and approval as to form by the City Attorney.

**MOTION:** Motion to Approve

**VOTE:** Motion by: Alderperson Harenda  
Second by: Alderperson Kroupa  
Motion Passed 5-0

- E.** Discussion regarding goals and directives for the development of the 2027 budget, including a potential tax levy target.

No Motion.

- F.** Discussion and possible recommendation to the Common Council to authorize staff to proceed with the process for a public safety levy limit referendum question on the November 3, 2026, ballot.

**MOTION:** Motion to Approve

**VOTE:** Motion by: Alderperson Hopkins  
Second by: Alderperson Gardner  
Motion Passed 5-0

**7. ADJOURN**

**MOTION:** Motion to Adjourn at 6:36 PM

**VOTE:** Motion by: Alderperson Kroupa  
Second by: Alderperson Harenda  
Motion Passed 5-0

**Respectfully Submitted,  
Rubina R. Medina, City Clerk**

## RENEWAL ALCOHOL LICENSE APPLICANTS

The establishments listed below hereby submit their application to the Common Council of the City of New Berlin for an alcohol license, as described herein and in their accompanying application materials, pursuant to the applicable provisions of the Wisconsin Statutes and the Ordinances of the City of New Berlin, for the licensing period ending June 30, 2027. Licenses shall be issued by the City Clerk contingent upon the fulfillment of all statutory and municipal requirements, such as, but not limited to, the successful completion of all required inspections and the payment of all applicable fees.

Page: 1

Trade Name	Invited Agent Name	Applying for License
1. Air City 360 5320 S. Moorland Rd New Berlin, WI 53151 Location:	Ryan Voight 1803 Wexford Ln. Waukesha, WI 53186 PREMISE DESCRIPTION: BEER AND WINE WILL BE SOLD AND SERVED IN THE CAFE.	Class C Wine
Air City 360 Location:	Ryan Voight PREMISE DESCRIPTION: BEER AND WINE WILL BE SOLD AND SERVED IN THE CAFE.	Class "B" - Beer
2. BP Kwik Stop 15815 W National Ave. New Berlin, WI 53151 Location:	Jerry Spencer 3470 N Pierce St Milwaukee, WI 53212 Premise Description: Gas station with beer, wine and liquor. Coolers inside establishment.	"Class A" Retail - Combo
3. BP New Berlin 14001 W. National Ave. New Berlin, WI 53151	Dhruba Wagle 1036 Pilgrim Pkwy Elm Grove, WI 53122	"Class A" Retail - Combo
4. Bobbleheads Pub 12785 W. Janesville Road New Berlin, WI 53150 Location:	Daniel W. Petrie S73 W14596 Woods Road Muskego, WI 53150 PREMISE DESCRIPTION: TAVERN & OUTDOOR BAR (SOLD, SERVED, CONSUMED AND STORED), BASEMENT & STORAGE (STORED), DECK ON EAST SIDE OF BUILDING (CONSUMED), DESIGNATED BAGS AREA (CONSUMED)	"Class B" - Combo
5. Cleveland Pub & Grill 14000 W. Cleveland Ave. New Berlin, WI 53151 Location:	Susan H. Griese 14560 W Fairfield Ct New Berlin, WI 53151 PREMISE DESCRIPTION: MAIN BUILDING, OUTSIDE STORAGE SHEDS, PATIO + 2ND FLOOR OF WEST PORTION OF BUILDING (OUTSIDE PATIO)	"Class B" - Combo
6. Cocina Real 15366 W. Beloit Rd. New Berlin, WI 53151 Location:	Rafael Escamilla 1016 N Gammon Rd Madison, WI 53717 PREMISE DESCRIPTION: RESTAURANT SERVICE AREAS, BAR & PATIO AREA. OFFICE STORAGE & BAR AREAS	"Class B" - Combo

## RENEWAL ALCOHOL LICENSE APPLICANTS

The establishments listed below hereby submit their application to the Common Council of the City of New Berlin for an alcohol license, as described herein and in their accompanying application materials, pursuant to the applicable provisions of the Wisconsin Statutes and the Ordinances of the City of New Berlin, for the licensing period ending June 30, 2027. Licenses shall be issued by the City Clerk contingent upon the fulfillment of all statutory and municipal requirements, such as, but not limited to, the successful completion of all required inspections and the payment of all applicable fees.

Page: 2

Trade Name	Invited Agent Name	Applying for License
7. Costco Wholesale #1212 15300 W. Grange Avenue New Berlin, WI 53151  Location:	John Checa 906 E. Glenbrook Rd Milwaukee, WI 53217	"Class A" Retail - Combo
PREMISE DESCRIPTION: ONE STORY 155,488 SQ FT BUILDING LOCATED IN THE CITY OF NEW BERLIN. PRODUCT RECEIVED THROUGH RECEIVING DOCK. PRODUCT STOCKED WITHIN 24 HRS OF RECEIVING AND MERCHANDISED WITHIN THE PERIMETERS OF THE RETAIL BUILDING. RECORDS ARE ELECTRONICALLY STORED IN RECEIVING & OFFICE AREAS. RETAIL HOURS ARE MONDAY TO FRIDAY 10AM TO 8:30PM, SATURDAY 9:30AM TO 6PM. SUNDAY 10AM TO 6PM.		
8. Greenfield Pub 16461 W. Greenfield Ave. New Berlin, WI 53151  Location:	Jennifer Halverson W174 S6986 Hiawatha Drive Muskego, WI 53150	"Class B" - Combo
PREMISE DESCRIPTION: BAR AREA/KITCHEN AREA, OUTSIDE TO PATIO, BASEMENT COOLER, BASEMENT OFFICE, LIQUOR ROOM.		
9. Hoepfner Horn Bros VFW Post 5716 17980 W. Beloit Rd. New Berlin, WI 53151  Location:	David M. Chappell 13924 W Stratford Ct New Berlin, WI 53151	"Class B" - Combo
Sold, served, consumed, and stored in two banquet halls (one on the main level, one downstairs), and a tavern on the main level—consumption permitted on the designated patio area located outside of the establishment. Beer/alcohol is stored in a cooler on the main level and in the basement. Consumption is also permitted in the designated outdoor horseshoe and firepit areas located to the rear of the premises from April through October for horseshoe tournaments and related activities until 10 PM. Outdoor sales/consumption may also extend to designated outdoor event areas, including the establishment's parking lot used for car shows, live music, and other special events until 10 PM on Thursdays from May through October, between 4:00 PM and 10:00 PM. Licensed bartenders shall conduct all alcohol services, and all licensed areas shall be monitored by staff.		
10. Hometown New Berlin 13996 W. National Ave New Berlin, WI 53151  Location:	Sangita Wagle 1036 Pilgrim Pkwy Elm Grove, WI 53122	"Class A" Retail - Combo
PREMISE DESCRIPTION: STORED IN COOLERS BEHIND THE COUNTER AND WALK-IN COOLER ON SALES FLOOR. SOLD FROM BEHIND COUNTER COOLERS AND WALK-IN COOLER.		

## RENEWAL ALCOHOL LICENSE APPLICANTS

The establishments listed below hereby submit their application to the Common Council of the City of New Berlin for an alcohol license, as described herein and in their accompanying application materials, pursuant to the applicable provisions of the Wisconsin Statutes and the Ordinances of the City of New Berlin, for the licensing period ending June 30, 2027. Licenses shall be issued by the City Clerk contingent upon the fulfillment of all statutory and municipal requirements, such as, but not limited to, the successful completion of all required inspections and the payment of all applicable fees.

Page: 3

Trade Name	Invited Agent Name	Applying for License
11. Kwik Trip #499 15700 W. Small Rd. New Berlin, WI 53151  Location:	Melanie D. Sternig 6328 W Fremont Pl Milwaukee, WI 53219  PREMISE DESCRIPTION: ONE-STORY FRAME CONSTRUCTION WITH STORAGE IN LOCKABLE WALK-IN COOLER, ON SALES FLOOR, BEHIND SALES COUNTER.	"Class A" Retail - Combo
12. Kwik Trip #534 13975 W Cleveland Ave New Berlin, WI 53151  Location:	Samuel T. McCormick 1417 S. 88th Street West Allis, WI 53214  PREMISE DESCRIPTION: ONE-STORY FRAME CONSTRUCTION WITH STORAGE IN COOLERS, ON SALES FLOOR AND BEHIND SALES COUNTER	"Class A" Retail - Combo
13. Kwik Trip #971 2101 S Moorland Rd New Berlin, WI 53151  Location:	Eric S. Thomas 1N226S9393 Ripplebrook Ct Big Bend, WI 53103  PREMISE DESCRIPTION: ONE-STORY FRAME WITH STORAGE IN WALK-IN COOLER, ON SALES FLOOR AND BEHIND THE SALES COUNTER.	"Class A" Retail - Combo
14. Kwik Trip #977 15075 W National Ave New Berlin, WI 53151  Location:	Mario F. Baregi 3509 N. 93rd St. Milwaukee, WI 53222  PREMISE DESCRIPTION: ONE-STORY FRAME CONSTRUCTION WITH STORAGE IN WALK-IN COOLER, ON SALES FLOOR, BEHIND SALES COUNTER.	"Class A" Retail - Combo
15. Lagniappe Brasserie 17001 W. Greenfield Ave. New Berlin, WI 53151  Location:	Andrew P. Tenaglia 985 Post Rd. Brookfield, WI 53005  PREMISE DESCRIPTION: STORED IN LOCKED STOREROOM. SERVED AND CONSUMED AT BAR, IN DINING ROOM AND OUTSIDE PATIO.	"Class B" - Combo
16. Mary's Caddyshack 1959 S 124th Street New Berlin, WI 53151  Location:	Mary Pakula 15500 W Cleveland Ave New Berlin, WI 53151  PREMISE DESCRIPTION: ALCOHOL SOLD FROM SPEED RAILS BEHIND BAR AND STORED IN ENCLOSED ROOM IN BASEMENT. BEER IS SOLD FROM COOLERS BEHIND BAR AND STORED IN WALK-IN COOLER AND ON SHELVES IN BASEMENT. BEER IS SERVED FROM COOLERS BEHIND BAR.	"Class B" - Combo

## RENEWAL ALCOHOL LICENSE APPLICANTS

The establishments listed below hereby submit their application to the Common Council of the City of New Berlin for an alcohol license, as described herein and in their accompanying application materials, pursuant to the applicable provisions of the Wisconsin Statutes and the Ordinances of the City of New Berlin, for the licensing period ending June 30, 2027. Licenses shall be issued by the City Clerk contingent upon the fulfillment of all statutory and municipal requirements, such as, but not limited to, the successful completion of all required inspections and the payment of all applicable fees.

Page: 4

Trade Name	Invited Agent Name	Applying for License
17. Matty's Bar & Grille 14460 W. College Ave. New Berlin, WI 53151  Location:	Matthew L. Anderson 5405 S. Sunnyslope Rd. New Berlin, WI 53151  PREMISE DESCRIPTION: 1ST & 2ND FLOOR OF PREMISES, OUTDOOR PATIOS, PAVILLION, EVENT CENTER ON PREMISE, FRONT SIDEWALKS & SURROUNDING GRASS AREAS AND YARD	"Class B" - Combo
18. My Pantry 1410 S. Calhoun Rd. New Berlin, WI 53151  Location:	Murad M. Ali 5310 S. Old Orchard Ct. New Berlin, WI 53146  PREMISE DESCRIPTION: SOLD AND STORED IN COOLER	"Class A" Retail - Combo
19. New Berlin BP Market 12401 W. Beloit Rd. New Berlin, WI 53151  Location:	Twinkle Kaur 1415 S. 164th Street New Berlin, WI 53151  PREMISE DESCRIPTION: FIRST FLOOR BEHIND THE COUNTER STORAGE. SOLD OVER THE COUNTER.	"Class A" Retail - Combo
20. New Berlin Hills Golf Course 13175 W. Graham St. New Berlin, WI 53151  Location:	Matthew Tausig 16960 Beverly Drive Brookfield, WI 53005  PREMISE DESCRIPTION: GOLF COURSE, CLUBHOUSE, PATIO, BAR AND BANQUET ROOM (SOLD, SERVED & CONSUMED), STORED IN COOLERS, KITCHEN AND BAR	"Class B" - Combo
21. New Berlin Sports Park 17980 W. Beloit Rd. New Berlin, WI 53151  Location:	Kim M. Cook 11409 W. Janet Ct. Franklin, WI 53132  PREMISE DESCRIPTION: CONCESSION STAND AND PICNIC TABLES AT CONCESSION STAND, WALK-IN COOLER, AND SEATING AREA/BLEACHERS OF BALL FIELDS AND ALONG BALL FIELD FENCE LINES. SEASONAL APRIL-OCTOBER	Class "B" - Beer
22. Nickels Pub 13915 W. Greenfield Ave. New Berlin, WI 53227  Location:	David A. Nappier 10141 W. Coldspring Rd #3 Greenfield, WI 53228  PREMISE DESCRIPTION: BLOCK BUILDING, STORAGE IN BACK, BAR IN FRONT.	"Class B" - Combo

## RENEWAL ALCOHOL LICENSE APPLICANTS

The establishments listed below hereby submit their application to the Common Council of the City of New Berlin for an alcohol license, as described herein and in their accompanying application materials, pursuant to the applicable provisions of the Wisconsin Statutes and the Ordinances of the City of New Berlin, for the licensing period ending June 30, 2027. Licenses shall be issued by the City Clerk contingent upon the fulfillment of all statutory and municipal requirements, such as, but not limited to, the successful completion of all required inspections and the payment of all applicable fees.

Page: 5

Trade Name	Invited Agent Name	Applying for License
23. Ojibwa Bowhunters Of Milwaukee P.O. Box 511306 New Berlin, WI 53151  Location:	Rodd M. Szmania 16301 W. Vogel Dr. New Berlin, WI 53151  PREMISE DESCRIPTION: CLUBHOUSE IS PRIMARY PLACE BEVERAGES ARE SERVED. BEVERAGES DURING LARGE EVENTS ARE ALSO SERVED IN PAVILLION NEXT TO CLUBHOUSE.	Class "B" - Beer
24. PRP Wine International 2700 S. 163rd St. New Berlin, WI 53151  Location:	Sally L. Anschuetz 2109 N 57th St Milwaukee, WI 53208  PREMISE DESCRIPTION: PREMISES DIVIDED BETWEEN SALES OFFICE (FRONT OF BUILDING) AND WAREHOUSE SPACE. PRODUCT IS STORED PERMANATELY IN WAREHOUSE SPACE, SOME MAY BE STORED ON TEMPORARY BASIS IN OFFICE SPACE.	"Class A" Retail - Combo
25. Pick N Save #6382 15445 W. National Ave. New Berlin, WI 53151  Location:	Diane Young S76W23870 Big Bend, WI 53103  PREMISE DESCRIPTION: SINGLE STORY GROCERY AND LIQUOR STORE; INCLUDING THE EXTERIOR PARKING STALLS SPECIFICALLY DESIGNATED FOR THE ONLINE MERCHANDISE ORDER & PICKUP SERVICE AND THE PATHWAY UTILIZED TO ACCESS THE PARKING STALLS	"Class A" Retail - Combo
26. Quickmart 19400 W. College Ave New Berlin, WI 53146  Location:	Satinder K. Dhillon 9879 W Saint Stephan Dr Franklin, WI 53132  PREMISE DESCRIPTION: FRONT COUNTER, SOUTHWEST CORNER ALONG WEST WALL, AND WALK IN COOLER	"Class A" Retail - Combo
27. Ridge Cinema 5200 S. Moorland Rd. New Berlin, WI 53151  Location:	LaMarvon J. Jackson 431 15th Street Racine, WI 53403  PREMISE DESCRIPTION: ENTIRE INTERIOR OF THE THEATRE BUILDING INCLUDING LOBBY, LOUNGE CORRIDORS AND ALL AUDITORIUMS.	"Class B" - Combo
28. Senor Luna 1901 S. Calhoun Rd. New Berlin, WI 53151  Location:	Kevin E. Larson 1901 S. Calhoun Rd. New Berlin, WI 53151  PREMISE DESCRIPTION: 1ST FLOOR, OUTDOOR DECK & BASEMENT	"Class B" - Combo

## RENEWAL ALCOHOL LICENSE APPLICANTS

The establishments listed below hereby submit their application to the Common Council of the City of New Berlin for an alcohol license, as described herein and in their accompanying application materials, pursuant to the applicable provisions of the Wisconsin Statutes and the Ordinances of the City of New Berlin, for the licensing period ending June 30, 2027. Licenses shall be issued by the City Clerk contingent upon the fulfillment of all statutory and municipal requirements, such as, but not limited to, the successful completion of all required inspections and the payment of all applicable fees.

Page: 6

Trade Name	Invited Agent Name	Applying for License
29. Sunny Side Up Cafe 15744 W. National Ave New Berlin, WI 53151  Location:	Lee C. Chiroff 15365 W. Mark Dr. New Berlin, WI 53151  PREMISE DESCRIPTION: ALCOHOL TO BE STORED IN KITCHEN AND STORAGE ROOM. ALCOHOL TO BE SERVED IN DINING ROOM AND OUTSIDE PATIO.	RESERVE "Class B" - Combo
30. Sunnyslope Golf Course 4285 S Sunnyslope Rd New Berlin, WI 53151  Location:	Stu Bloom 301 Glacier Ct Waukesha, WI 53188  PREMISE DESCRIPTION: CLUBHOUSE AND PRO-SHOP OFFICES, BAR, PATIO, RANGE, GOLF COURSE.	"Class B" - Combo
31. Tail Spin 6290 S MARTIN RD New Berlin, WI 53151  Location:	Jennifer Halverson W174 S6986 Hiawatha Drive Muskego, WI 53150  PREMISE DESCRIPTION: DINING ROOM, BEHIND BAR, KITCHEN, BACKROOM IN KITCHEN, PATIO AREA.	"Class B" - Combo
32. Tail Spin Cafe 19680 W. National Ave New Berlin, WI 53146  Location:	Jennifer Halverson W174 S6986 Hiawatha Drive Muskego, WI 53150  PREMISE DESCRIPTION: OFFICE, KITCHEN, DINING ROOM, BEHIND BAR.	"Class B" - Combo
33. Target Store T-1311 4798 S. Moorland Rd. New Berlin, WI 53151  Location:	Justin Wallschlager 926 5th Ave Grafton, WI 53024  PREMISE DESCRIPTION: ONE STORY BUILDING; STORED IN GROCERY DEPARTMENT AISLES AND COOLERS; SOLD AT FRONT CHECKLANES AND DEDICATED CURBSIDE PICKUP PARKING SPACES IN FRONT OF LOT.	"Class A" Retail - Combo
34. The 19th Hole Country Club 1525 S. 124th St. New Berlin, WI 53151  Location:	Susan J. Pirlot 3762 Maplewood Ct Hubertus, WI 53033  PREMISE DESCRIPTION: Main bar and back storage room including basement. Premise description also includes an area in the establishment parking lot for a golf league which occurs every Wednesday from 6pm to 10pm from July 2025 to September 2025 and May 2026 until the expiration of said license.	"Class B" - Combo

## RENEWAL ALCOHOL LICENSE APPLICANTS

The establishments listed below hereby submit their application to the Common Council of the City of New Berlin for an alcohol license, as described herein and in their accompanying application materials, pursuant to the applicable provisions of the Wisconsin Statutes and the Ordinances of the City of New Berlin, for the licensing period ending June 30, 2027. Licenses shall be issued by the City Clerk contingent upon the fulfillment of all statutory and municipal requirements, such as, but not limited to, the successful completion of all required inspections and the payment of all applicable fees.

Page: 7

Trade Name	Invited Agent Name	Applying for License
35. The Bull Pen Sports Bar & Grill 19745 W National Avenue New Berlin, WI 53151  Location:	Steven Dunn W258 S8010 Prairieside Dr. Mukwonago, WI 53149  Premise Description: Beer Coolers, Behind bar, liquor rails and displays behind bar, beer cooler, downstairs, basement storage room, deck, bar and dining area.	"Class B" - Combo
36. The Varsity Club 12400 W. Beloit Rd. New Berlin, WI 53151  Location:	Michael J. Teipner 4450 S. Delphine Dr. New Berlin, WI 53151  PREMISE DESCRIPTION: MAIN BAR AND DINNING AREA, FRONT PORCH PICNIC TABLES, LIQUOR STORE ROOM.	"Class B" - Combo
37. Uncle Jimmy's Bar & Grill 18540 W. NATIONAL AVE New Berlin, WI 53146  Location:	James C. Lidwin 15100 W. Maple Ridge Rd New Berlin, WI 53151  Premise Description: Basement locked closet for all storage of product. Office that locks for all records & invoices. Sold in the Main Bar area with 28 Bar Stools & 22 Tables. Consumed in the Main Bar Area.	"Class B" - Combo
38. Wal-Mart Stores East LP 702 SW 8th St. Dept. 8196 Bentonville, AR 72716-0500  Location:	Michelle Michek 2009 N. 56th St. Milwaukee, WI 53208  PREMISE DESCRIPTION: One-room, one-story building approximately 152,298 square feet including stalls in parking lot specifically designated for online grocery pickup and Grab n Go area of store. Product is located in coolers and on shelves in Grocery Department and displayed in seasonal aisles. Overstock product is located in Receiving area.	"Class A" Retail - Combo
39. Walgreens #07259 3855 S. Moorland Rd. New Berlin, WI 53151  Location:	Linda M. Wasiak W158 S7286 Martin Rd Muskego, WI 53150  PREMISE DESCRIPTION: RETAIL DRUG STORE WITH SUNDRIES IN A ONE-STORY BUILDING OF 14,491 SQUARE FEET. LIQUOR IS SOLD ON SALES FLOOR AND COOLERS. OVERSTOCK IS STORED IN LOCKED STORAGE ROOM. INVOICES ARE KEPT IN A FILING CABINET IN THE MANAGERS OFFICE.	"Class A" Retail - Combo

## RENEWAL ALCOHOL LICENSE APPLICANTS

The establishments listed below hereby submit their application to the Common Council of the City of New Berlin for an alcohol license, as described herein and in their accompanying application materials, pursuant to the applicable provisions of the Wisconsin Statutes and the Ordinances of the City of New Berlin, for the licensing period ending June 30, 2027. Licenses shall be issued by the City Clerk contingent upon the fulfillment of all statutory and municipal requirements, such as, but not limited to, the successful completion of all required inspections and the payment of all applicable fees.

Page: 8

Trade Name	Invited	Agent Name	Applying for License
40. Welcome Mart 15551 W. Cleveland Ave New Berlin, WI 53151 Location:		Harjeet Walia 9519 S. River Bend Ct. Milwaukee, WI 53217	"Class A" Retail - Combo  PREMISE DESCRIPTION: INSIDE COOLER & SHELVES & STORAGE IN BASEMENT.
41. Welcome Mart 17200 W. Cleveland Ave. New Berlin, WI 53146 Location:		Harjeet Walia 9519 S. River Bend Ct. Milwaukee, WI 53217	"Class A" Retail - Combo  PREMISE DESCRIPTION: INSIDE CONVENIENCE STORE & STORAGE
42. West Side Pub 20385 W. National Ave. New Berlin, WI 53146 Location:		Michael J. Jost 1613 Grey Fox Trail, Unit D Mukwonago, WI 53149	"Class B" - Combo  PREMISE DESCRIPTION: MAIN LEVEL BAR, BACK PATIO, BASEMENT STORAGE, ATTIC.

## ***LICENSE AGREEMENT***

This License Agreement is made and entered into this \_\_\_\_ day of \_\_\_\_\_, 2026, by and between the CITY OF NEW BERLIN, a Wisconsin municipal corporation, with its principal office and place of business located at 3805 South Casper Drive, New Berlin, Wisconsin, 53151 (hereinafter referred to as the “CITY”) and the PROFESSIONAL FIREFIGHTERS OF WISCONSIN CHARITABLE FOUNDATION, INC., a Wisconsin non-stock corporation, with its principal office and place of business located at 321 East Main Street, Suite 200, Madison, Wisconsin, 53703 (hereinafter referred to as “Professional Firefighters”).

WHEREAS, the City operates Fire Station No. 7 as part of the City Public Safety Building located at 16300 West National Avenue in New Berlin; and

WHEREAS, Professional Firefighters have applied to the City for a license to utilize the area adjacent to Fire Station No. 7 along Casper Dr., as well as the streets building parking lot, hereinafter referred to as the Licensed Area as the registration station and starting point for the 2026 Ride to Burn Camp, which is to occur on August 11, 2026 from 5:00 p.m. to 5:45 p.m.; and

WHEREAS, the City is agreeable to permitting the use of the Licensed Area for said event subject to the approval by the City of New Berlin Common Council, as well as the terms and conditions of this Agreement.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties do hereby covenant and agree as follows:

1. Professional Firefighters, their licensees and attendees of the 2026 Ride to Burn Camp shall be permitted to use the City property referred to as the Licensed Area on August 11, 2026, between 5:00 p.m. and 5:45 p.m., solely for the purpose of accommodating the registration for and initiation point for the 2026 Ride to Burn Camp.
2. Professional Firefighters warrants and represents that the City property referenced as the Licensed Area will only be used for the purposes of the registration for the 2026 Ride to Burn Camp event and as the start off point for the Ride.
3. Professional Firefighters warrants and represents that all activities engaged on City property on said date will be in conformance with applicable City Ordinances, Wisconsin Statutes and regulations of other governmental entities with jurisdiction.
4. Professional Firefighters shall supervise the Licensed Area being used for the aforementioned purposes throughout the duration of its use and will following the event restore said areas to the conditions that existed before the commencement of the event, reasonable wear and tear excepted.

5. Professional Firefighters agree to hold the City, its officers, employees, agents and assigns (hereinafter referred to as the “Parties Indemnified”) harmless and will indemnify the Parties Indemnified as and against any and all claims, demands, actions or causes of action, costs and expenses, including actual attorney fees, arising from the City’s approval of this License Agreement and the use by the Professional Firefighters, their licensees and attendees of the Licensed Area provided for hereunder.
6. Professional Firefighters agree to obtain public liability insurance coverage to insure their use, as well as the use by their licensees and attendees, for the 2026 Ride to Burn Camp as provided for hereunder. Said liability insurance coverage shall provide limits of not less than \$1 Million per occurrence and \$2 Million in the aggregate. Professional Firefighters shall provide a valid Policy Endorsement issued by their insurer identifying the City as an Additional Insured on said Policy on a primary and non-contributory basis. Professional Firefighters shall require that any entities they may contract with to assist in the holding of this event shall carry liability insurance as provided for in this paragraph, which coverage shall also list the City as an Additional Insured on a primary and non-contributory basis. They will also be required to provide evidence of automobile liability insurance coverage relative to any vehicles being utilized in the event.
7. This Agreement shall be governed and construed in accordance with the laws of the State of Wisconsin.
8. This Agreement may be terminated in the event of a breach by either party upon ten (10) days written notice.
9. This Agreement represents the complete understanding of the parties with respect to subject matter set forth herein and may only be modified in a written agreement executed by both parties and approved by the City of New Berlin Common Council.
10. This Agreement may not be assigned without the express written consent of the City.
11. The parties acknowledge that there are no third party beneficiaries to this License Agreement.

*[Signature Page To Follow]*

**CITY:**  
**City of New Berlin**

**CITY:**  
**City of New Berlin**

By: \_\_\_\_\_  
David Ament, Mayor

By: \_\_\_\_\_  
Rubina R. Medina, City Clerk

**PROFESSIONAL FIREFIGHTERS:**  
**Professional Firefighters of**  
**Wisconsin Charitable Foundation, Inc.**

By: \_\_\_\_\_  
\_\_\_\_\_  
Print Name & Title



**REQUESTED ACTION STATEMENT**

**DATE:** May 22, 2026  
**TO:** Mayor Ament  
 Common Council  
**FROM:** Mark Polzin, Fire Chief  
 Rubina R. Medina, City Clerk

**ISSUE:**

On April 14, 2026, the Common Council approved adjustments to the City’s ambulance billing fee schedule following review and recommendation by the Fire Department. Subsequent review by the City Clerk’s Office identified that the ambulance billing fee schedule is codified within the City’s Municipal Code and that an ordinance amendment is required to formally amend and codify the approved changes.

The original Requested Action Statement presented to the Common Council on April 14, 2026, included the proposed fee adjustments but did not include the corresponding ordinance amendment required for codification purposes. Accordingly, the attached ordinance 2721 is being presented for Common Council consideration to formally amend the applicable Municipal Code provisions consistent with the fee schedule previously approved by the Common Council.

**REQUESTED:**

Recommend Common Council approve Ordinance 2721 amending the City of New Berlin Municipal Code related to ambulance billing fees consistent with the fee schedule previously approved by the Common Council on April 14, 2026.

The previously approved fee adjustments included a \$300 increase for non-resident BLS, ALS, and critical care services and a \$250 increase for resident BLS, ALS, and critical care services effective July 1, 2026. In addition, effective January 1, 2027, and January 1, 2028, all base rates will increase by \$50 from the previous year as outlined in the following fee schedule:

**Effective July 1, 2026:**

<b>Non-Resident:</b>		Current Rate	Proposed Rate
ALS	A0427	\$ 1,550.00	\$ 1,850.00
ALS 2	A0433	\$ 1,550.00	\$ 1,850.00
BLS	A0429	\$ 1,300.00	\$ 1,600.00
BLS NE	A0428	\$ 1,300.00	\$ 1,600.00
NO TRANSPORT	A0998	\$ 600.00	\$ 600.00
MILEAGE	A0425	\$ 24.00	\$ 24.00
MILEAGE ALS	A0390	\$ 24.00	\$ 24.00
MILEAGE BLS	A0380	\$ 24.00	\$ 24.00
SCT	A0434	\$ 1,900.00	\$ 2,200.00

<b>Resident:</b>		Current Rate	Proposed Rate
ALS	A0427	\$ 1,350.00	\$ 1,600.00
ALS 2	A0433	\$ 1,350.00	\$ 1,600.00
BLS	A0429	\$ 1,100.00	\$ 1,350.00
BLS NE	A0428	\$ 1,100.00	\$ 1,350.00
NO TRANSPORT	A0998	\$ 600.00	\$ 600.00
MILEAGE	A0425	\$ 24.00	\$ 24.00
MILEAGE ALS	A0390	\$ 24.00	\$ 24.00
MILEAGE BLS	A0380	\$ 24.00	\$ 24.00
SCT	A0434	\$ 1,600.00	\$ 1,850.00

**Effective January 1, 2027:**

<b>Non-Resident:</b>		Current Rate	Proposed Rate
ALS	A0427	\$ 1,550.00	\$ 1,900.00
ALS 2	A0433	\$ 1,550.00	\$ 1,900.00
BLS	A0429	\$ 1,300.00	\$ 1,650.00
BLS NE	A0428	\$ 1,300.00	\$ 1,650.00
NO TRANSPORT	A0998	\$ 600.00	\$ 600.00
MILEAGE	A0425	\$ 24.00	\$ 24.00
MILEAGE ALS	A0390	\$ 24.00	\$ 24.00
MILEAGE BLS	A0380	\$ 24.00	\$ 24.00
SCT	A0434	\$ 1,900.00	\$ 2,250.00

<b>Resident:</b>		Current Rate	Proposed Rate
ALS	A0427	\$ 1,350.00	\$ 1,650.00
ALS 2	A0433	\$ 1,350.00	\$ 1,650.00
BLS	A0429	\$ 1,100.00	\$ 1,400.00
BLS NE	A0428	\$ 1,100.00	\$ 1,400.00
NO TRANSPORT	A0998	\$ 600.00	\$ 600.00
MILEAGE	A0425	\$ 24.00	\$ 24.00
MILEAGE ALS	A0390	\$ 24.00	\$ 24.00
MILEAGE BLS	A0380	\$ 24.00	\$ 24.00
SCT	A0434	\$ 1,600.00	\$ 1,900.00

**Effective January 1, 2028:**

<b>Non-Resident:</b>		Current Rate	Proposed Rate
ALS	A0427	\$ 1,550.00	\$ 1,950.00
ALS 2	A0433	\$ 1,550.00	\$ 1,950.00
BLS	A0429	\$ 1,300.00	\$ 1,700.00
BLS NE	A0428	\$ 1,300.00	\$ 1,700.00
NO TRANSPORT	A0998	\$ 600.00	\$ 600.00
MILEAGE	A0425	\$ 24.00	\$ 24.00
MILEAGE ALS	A0390	\$ 24.00	\$ 24.00
MILEAGE BLS	A0380	\$ 24.00	\$ 24.00
SCT	A0434	\$ 1,900.00	\$ 2,300.00

<b>Resident:</b>		Current Rate	Proposed Rate
ALS	A0427	\$ 1,350.00	\$ 1,700.00
ALS 2	A0433	\$ 1,350.00	\$ 1,700.00
BLS	A0429	\$ 1,100.00	\$ 1,450.00
BLS NE	A0428	\$ 1,100.00	\$ 1,450.00
NO TRANSPORT	A0998	\$ 600.00	\$ 600.00
MILEAGE	A0425	\$ 24.00	\$ 24.00
MILEAGE ALS	A0390	\$ 24.00	\$ 24.00
MILEAGE BLS	A0380	\$ 24.00	\$ 24.00
SCT	A0434	\$ 1,600.00	\$ 1,950.00

**FISCAL IMPACT:**

Increasing the above ambulance fees will generate additional revenues. Approximately 70% of ambulance transports are reimbursed through Medicare. Under federal regulations, Medicare reimbursement rates are fixed and not directly influenced by local fee schedules. As a result, increases in the established fees will not significantly affect revenue collected from Medicare patients.

**RATIONALE:**

The increase in additional revenues can be used to offset the increase in Ambulance Supply Fees.

**ORDINANCE NO. 2721**

**ORDINANCE TO AMEND SECTION 124-20 OF THE  
MUNICIPAL CODE OF THE CITY OF NEW BERLIN  
CONCERNING REIMBURSEMENT FOR AMBULANCE FEES**

---

The Common Council of the City of New Berlin do ordain as follows:

Section 124-20 of the Municipal Code of the City of New Berlin is hereby amended as follows:

**SECTION I**

Section 124-20, A, shall be modified to \$1,350.00 for the conveyance of residents and \$1,600.00 for the conveyance of non-residents for all basic, life-support conveyances.

**SECTION II**

Section 124-20, B, shall be modified to provide that a base charge for paramedic conveyances shall be \$1,600.00 for residents and \$1,850.00 for non-residents.

**SECTION III**

Section 124-20, C, shall be modified to provide that the base charge for the conveyance of residents for critical care shall be \$1,850.00 and the base charge of \$2,200.00 for non-residents.

**SECTION IV**

Section 124-20, D, shall be modified to provide that in addition to the base fee a charge of \$24.00 per loaded mile will be assessed for all transports.

**SECTION V**

Section 124-20, E, shall be modified to provide that a base charge of \$600.00 shall be assessed where aid is rendered and requires advance treatment for all non-transport calls.

**SECTION VI**

The modifications being made to Section 124-20, A through E, shall be effective July 1, 2026.

**SECTION VII**

Section 124-20, H, is hereby amended to read as follows: The charges assessed pursuant to Section 124-20, A through C, shall each be increased by the sum of \$50.00 effective January 1, 2027 and by an additional \$50.00 effective January 1, 2028.

**SECTION VIII**

All Ordinances or parts of Ordinances contravening the terms and conditions of this Ordinance are hereby to that extent repealed.

**SECTION IX**

The several sections of this Ordinance shall be considered severable. If any section shall be considered by a court of competent jurisdiction to be invalid, such decision shall not affect the validity of the other portions of the Ordinance.

**SECTION X**

This Ordinance shall take effect upon passage and publication as approved by law, and the City Clerk shall so amend the Code of Ordinances of the City of New Berlin, and shall indicate the date and number of this amending ordinance therein.

**PASSED AND ADOPTED** by the Common Council this 26<sup>th</sup> day of May, 2026.

APPROVED:

\_\_\_\_\_  
David Ament, Mayor

Countersigned:

\_\_\_\_\_  
Rubina R. Medina, City Clerk



## REQUESTED ACTION STATEMENT

May 26, 2026

**TO:** Mayor Ament  
Common Council

**FROM:** Ralph Chipman, Matthew Uselding, Finance Department  
Melissa Beck, HR Director  
Jeff Hingis, Chief of Police  
Mark Polzin, Fire Chief  
John Hopkins, Alderperson

**ISSUE:** Public Safety funding Referendum – November 3, 2026

### REQUESTED:

Recommend Council provide staff permission to begin a public awareness campaign and community outreach regarding the proposed public safety referendum.

Recommend Council provide guidance to staff regarding the preliminary referendum dollar amount they would like staff to use as the basis for outreach and public engagement efforts.

### FISCAL IMPACT:

To be determined

### RATIONALE:

The purpose of this memorandum is to summarize the projected financial impact associated with the proposed public safety referendum currently under discussion. The referendum would support expanded public safety staffing needs. This memorandum represents staff's recommendation regarding the operational and staffing needs necessary to maintain and enhance public safety services within the community.

The proposed addition of police staffing would restore the Police Department to previous staffing levels that have been reduced over time through attrition and budget constraints. Returning to these staffing levels would improve the Department's ability to maintain proactive policing efforts, enhance response capabilities, reduce overtime pressures, and continue providing a high level of public safety service to the community as call volumes and service expectations continue to grow.

The proposed addition of fire department personnel, including paramedic staffing, is intended to strengthen emergency medical response capabilities and ensure the Department can continue meeting increasing service demands. Additional staffing would improve response reliability, enhance operational coverage, reduce strain on existing personnel, and support the long-term sustainability of emergency medical and fire protection services within the community.

As the Council reviews this memorandum and the associated financial projections, changes to the proposed staffing plan and referendum amount may continue to be made until a formal resolution is adopted in August. Council members are encouraged to identify what staffing levels and funding amounts they are willing to support, as well as any modifications or alternatives they would recommend for further consideration.

***Proposed Staffing Plan***

The proposed staffing model includes the following positions:

<b>Position</b>	<b>Number of Personnel</b>
Police Officers	3
Fire Department EMTs	0
Fire Department Paramedics	12
Police Services Aides (Part-Time)	2
Crisis Worker (Contracted)	1
Division Chief	1
Lieutenant to Captain Reclassifications	3

The proposed staffing model would add 17 new FTEs, contract with Waukesha County for a Crisis Worker, and convert 3 Fire Lieutenant positions to 3 Fire Captain positions

***Public Safety Official Staffing Cost Projections (2027–2031)***

<b>Position</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	<b>2030</b>	<b>2031</b>
PD Officer	\$338,935	\$366,647	\$417,343	\$470,761	\$524,694
FD EMT	-	-	-	-	-
FD Paramedic	\$1,342,706	\$1,458,150	\$1,614,074	\$1,788,121	\$1,996,395
Police Services – Aides PT	\$36,442	\$37,171	\$37,914	\$38,672	\$39,446
Crisis Worker – Contracted	\$95,000	\$101,650	\$108,766	\$116,379	\$124,526
Division Chief	\$186,781	\$190,984	\$195,293	\$199,710	\$204,239
Lt. to Captain	\$54,020	\$55,240	\$56,485	\$57,755	\$59,050
<b>Total Salaries &amp; Benefits</b>	<b>\$2,053,884</b>	<b>\$2,209,843</b>	<b>\$2,429,875</b>	<b>\$2,671,398</b>	<b>\$2,948,349</b>

The public safety staffing proposal reflects the full annualized cost of the requested staffing additions and associated salary and benefit projections from 2027 through 2031. Total salaries and benefits are projected to increase from approximately \$2.05 million in 2027 to \$2.95 million in 2031, primarily driven by contractual wage growth and benefits.

***Estimated Tax Levy Impact – Personnel***

Based on current assessed valuation assumptions and estimated annual growth of approximately 1.5%, the estimated levy impact to the average single-family residence attributable to personnel costs are shown below:

<b>Position</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	<b>2030</b>	<b>2031</b>
Assessed Value	\$7,505,772,437	\$7,618,359,023	\$7,732,634,408	\$7,848,623,925	\$7,966,353,283
Tax Rate	\$0.000273641	\$0.000290068	\$0.000314236	\$0.000340365	\$0.000370100
Average Single-Family Home	\$375,246	\$380,874	\$386,587	\$392,386	\$398,272
<b>Levy Increase for PS Personnel</b>	<b>\$102.68</b>	<b>\$110.48</b>	<b>\$121.48</b>	<b>\$133.55</b>	<b>\$147.40</b>

***Public Safety Equipment Costs***

Initial implementation costs associated with the increased personnel are shown below:

<b>Item</b>	<b>Estimated Cost</b>
Police Department Uniforms & Equipment	\$16,800
Fire Department Uniforms & Equipment	\$58,500
Police Squad Vehicle	\$98,500
<b>Total Equipment Costs</b>	<b>\$173,800</b>

The estimated levy impact associated with these initial costs is approximately **\$8.69** annually for the average single-family home.

***Total Proposed Levy & Tax Increase***

<b>Position</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	<b>2030</b>	<b>2031</b>
Total Additional Tax Levy	\$2,227,684	\$2,383,643	\$2,603,675	\$2,845,198	\$3,122,149
<b>Avg Tax Increase</b>	<b>\$111.37</b>	<b>\$ 119.17</b>	<b>\$130.17</b>	<b>\$142.24</b>	<b>\$156.09</b>

### ***Discussion Points / Questions***

1. Changes to the proposed referendum plan can continue to be made until a resolution is formally adopted in August.
2. The Council will need to determine what staffing levels they are willing to support and ultimately place before voters as part of the referendum question by August 11th.
3. Because Wisconsin referendum questions only allow for a single levy increase amount, the City must determine the total levy authority being requested for the 2027 through 2031 period. The Council will need to decide whether to request the full projected funding amount or a reduced amount that could require future operational adjustments.

**Staffing Options**

Personnel	# of Personnel
PD Officer	3
FD EMT	0
FD Paramedic	12
Police Services - Aides PT	2
Crisis Worker - Contracted	1
Division Chief	1
Lt. to Captain	3

PS Official	2027	2028	2029	2030	2031
PD Officer	\$ 338,935	\$ 366,647	\$ 417,343	\$ 470,761	\$ 524,694
FD EMT	\$ -	\$ -	\$ -	\$ -	\$ -
FD Paramedic	\$ 1,342,706	\$ 1,458,150	\$ 1,614,074	\$ 1,788,121	\$ 1,996,395
Police Services - Aides PT	\$ 36,442	\$ 37,171	\$ 37,914	\$ 38,672	\$ 39,446
Crisis Worker - Contracted	\$ 95,000	\$ 101,650	\$ 108,766	\$ 116,379	\$ 124,526
Division Chief	\$ 186,781	\$ 190,984	\$ 195,293	\$ 199,710	\$ 204,239
Lt. to Captain	\$ 54,020	\$ 55,240	\$ 56,485	\$ 57,755	\$ 59,050
<b>Total Salaries &amp; Benefits</b>	<b>\$ 2,053,884</b>	<b>\$ 2,209,843</b>	<b>\$ 2,429,875</b>	<b>\$ 2,671,398</b>	<b>\$ 2,948,349</b>

Assessed Value	\$ 7,505,772,437	\$ 7,618,359,023	\$ 7,732,634,408	\$ 7,848,623,925	\$ 7,966,353,283
Tax Rate	\$ 0.000273641	\$ 0.000290068	\$ 0.000314236	\$ 0.000340365	\$ 0.000370100
Average Single Family Home	\$ 375,246	\$ 380,874	\$ 386,587	\$ 392,386	\$ 398,272

<b>Levy Increase for PS Personnel</b>	<b>\$ 102.68</b>	<b>\$ 110.48</b>	<b>\$ 121.48</b>	<b>\$ 133.55</b>	<b>\$ 147.40</b>
---------------------------------------	------------------	------------------	------------------	------------------	------------------

<b>YoY Increase</b>	<b>\$ -</b>	<b>\$ 7.80</b>	<b>\$ 11.00</b>	<b>\$ 12.07</b>	<b>\$ 13.85</b>
---------------------	-------------	----------------	-----------------	-----------------	-----------------

**PS Equipment Costs**

PD Uni & Equip	\$ 16,800
FD Uni & Equip	\$ 58,500
PD Squad	\$ 98,500
<b>Total Uni &amp; Equip</b>	<b>\$ 173,800</b>

<b>Levy Increase for PS Equipment</b>	<b>\$ 8.69</b>
---------------------------------------	----------------

<b>Total Proposed Levy Increase</b>	<b>\$ 2,227,684</b>	<b>\$ 2,383,643</b>	<b>\$ 2,603,675</b>	<b>\$ 2,845,198</b>	<b>\$ 3,122,149</b>
-------------------------------------	---------------------	---------------------	---------------------	---------------------	---------------------

<b>Tax Increase</b>	<b>\$ 111.37</b>	<b>\$ 119.17</b>	<b>\$ 130.17</b>	<b>\$ 142.24</b>	<b>\$ 156.09</b>
---------------------	------------------	------------------	------------------	------------------	------------------



# NEW BERLIN POLICE DEPARTMENT

Service Needs & Budget Priorities



Presented by  
Chief Jeffrey Hingiss  
Deputy Chief Tony Pine

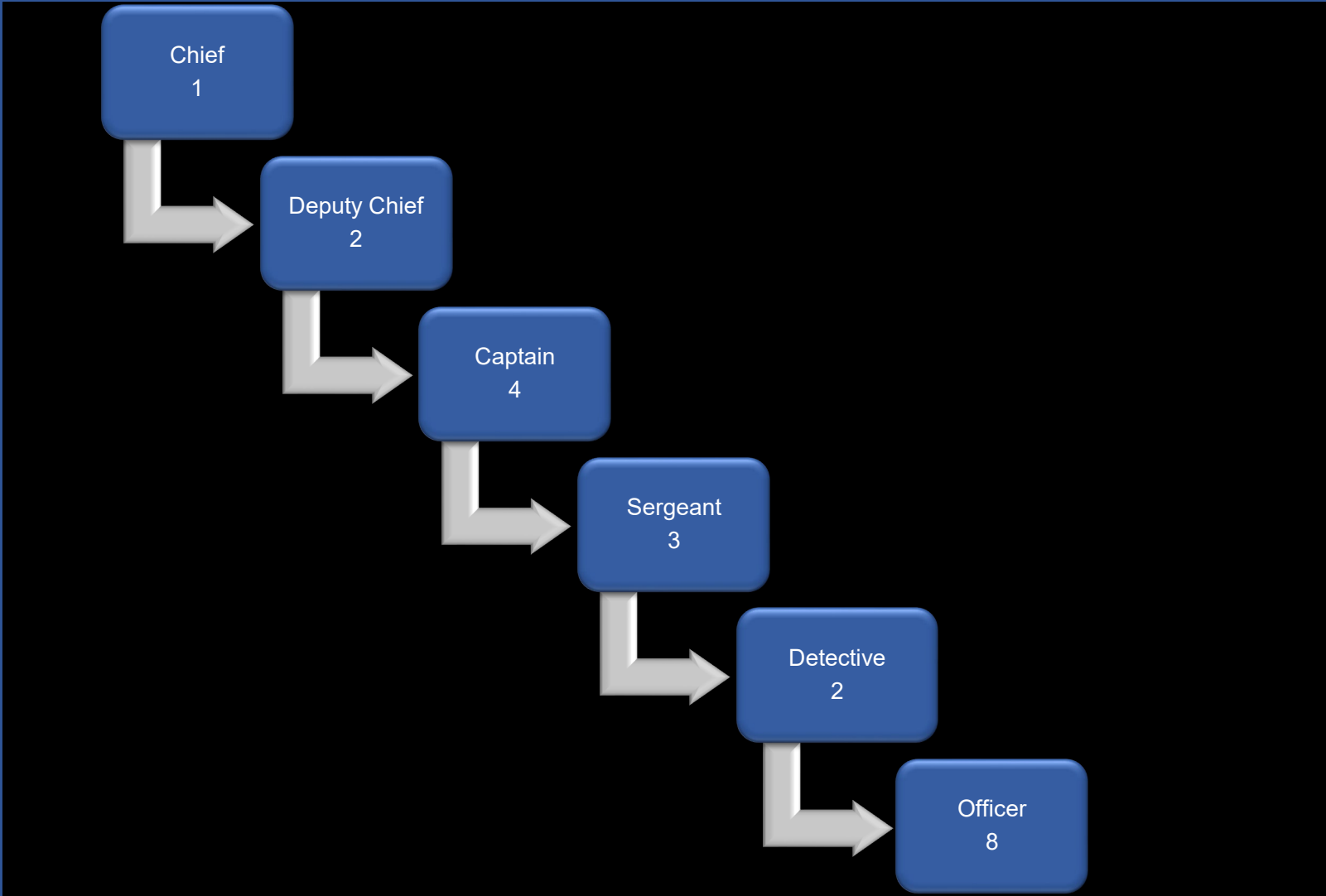
# What is Being Requested?

- 3 Additional Police Officers
  - Increase sworn staff from 70 to 73
- 1 Embedded Crisis Worker
  - Contract through Waukesha County Health and Human Services
- 2 Part-Time Police Services Aides
  - Non-sworn positions replacing the former Police Services Technician role
- 1 Marked Police Explorer

# Challenges

- Increased criminal investigations (scope, complexity)
- Increased mental health (numbers, complexity)
- Overtime, extended shifts, and staffing gaps (benefit time, injuries, FMLA)
- Recruitment numbers
- Training demands
- Specialty positions (narcotic task force, traffic enforcement)
- Administrative requirements (open records, redactions, reporting)
- Retirements (20 sworn personnel at all ranks eligible by 2030)

Eligible to  
retire by 2030



# New Hire Timeline (Recruit Officer)

- 16 Weeks
  - Application posting, Testing, Interviews, Background, and Medical
- 1 Week
  - Orientation
- 18 Weeks
  - Recruit Academy – WCTC
- 2 Weeks
  - In-house mini-academy
- 20 Weeks
  - Field Training

**Approximately 14 months: Time required to hire and fully train a recruit police officer to count towards minimum staffing. With this timeline, referendum approved officers will not improve operational staffing until 2028.**

# # Sworn Law Enforcement Officers Per 1,000 People Served Wisconsin Municipalities w/ Populations 30K-50K

<u>Agency</u>	<u>Sworn/Pop</u>	<u>Sworn/1,000</u>	<u>Agency</u>	<u>Sworn/Pop</u>	<u>Sworn/1,000</u>
Wauwatosa	(100/49,589)	2.02	Sheboygan	(88/49,981)	1.76
Beloit	(74/36,729)	2.01	<b>New Berlin</b>	<b>(70/40,044)</b>	<b>1.75</b>
Wausau	(81/40,571)	2.00	Franklin	(62/35,882)	1.68
Brookfield	(80/41,543)	1.93	Greenfield	(63/37,645)	1.67
Manitowoc	(65/34,525)	1.88	Menomonee Falls	(67/40,945)	1.64
West Bend	(60/32,491)	1.85	Sun Prairie	(63/40,079)	1.57
Oak Creek	(70/38,954)	1.80	Fitchburg	(54/36,197)	1.50
Fond du Lac	(79/44,211)	1.79			

Adding 3 sworn positions = 1.82

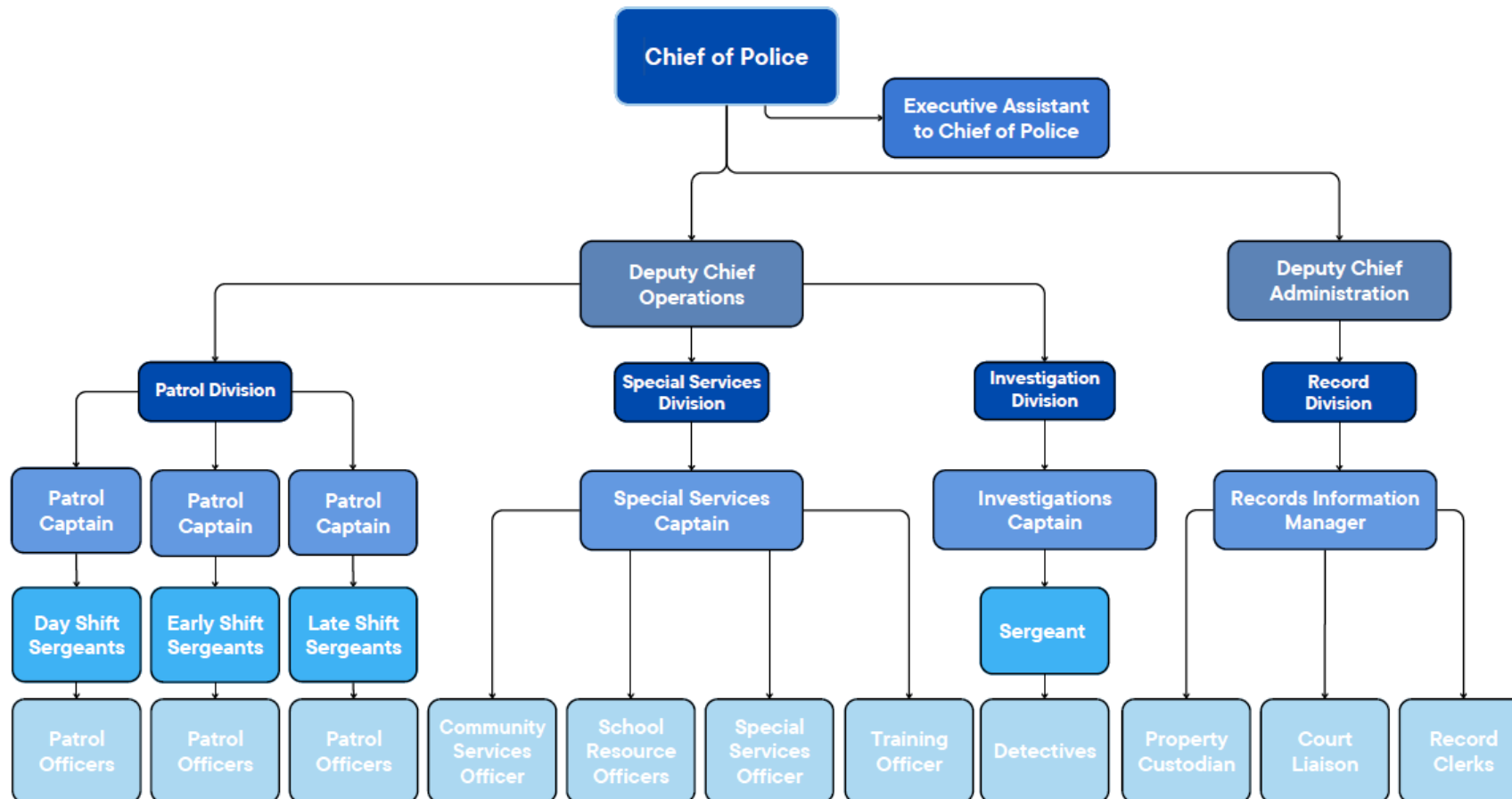
Sources:

WiPEG Agency Information

[DOA Population and Housing Unit Estimates](#)

# Organizational Chart

## New Berlin Police Department



# What is the cost to outfit a new officer?

- **Uniform cost- \$2018.31**

- Pants (\$105x4)
- SS Shirt (\$77x3)
- LS Shirt (\$82.57x3)
- Pullover (\$139)
- Fleece (\$100)
- Jacket (\$290.60)
- Raincoat (\$165)
- Puncture resistant gloves (\$40)
- Boots (\$150)
- Uniform Belt (\$31)
- Hat (\$70)
- Knit Hat (\$20)
- Suspenders (\$115)

- **Mandatory Gear \$3621.95**

- Ballistic Vest W/Carrier (\$1400)
- Traffic Vest (\$69.95)
- Duty Belt (\$60)
- Belt Keepers (\$20)
- Handcuffs (\$65)
- Baton (\$91)
- Tourniquet (\$40)
- OC Spray (\$22)
- Duty belt gear (\$210)
- Taser holster (\$40)
- BWC (\$500)
- Flashlight (\$125)
- Firearm W/PMO and Light(\$979)

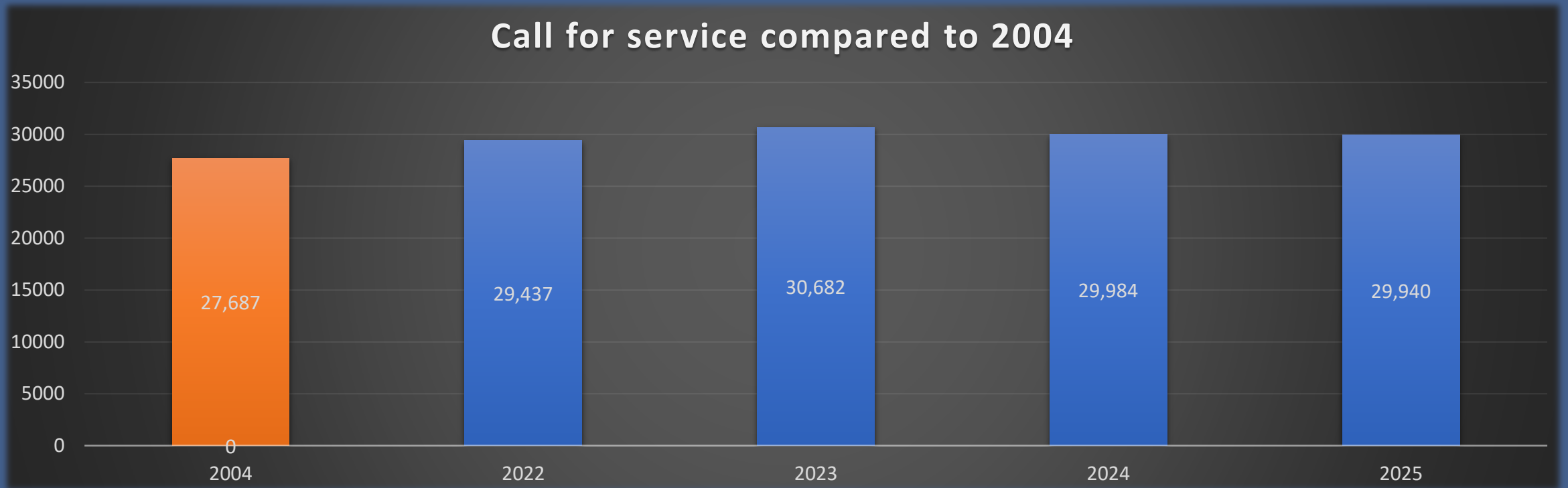
# Outfitting cost for Squad

- Squad \$45,128
- Emergency Lighting/Setup \$27,170
- Police Decal \$550
- Radio \$5500
- Radar \$2000
- Axon Fleet Camera \$1500
- Computer and cradle point \$7000.00
- Misc. Equipment \$2200
  - *Stopsticks, cones, med bag, fire ext., PBT etc)*
- AED \$2000.00
- Rifle \$1500
- Ballistic Shield \$2000
- Less Lethal \$1900

Total Cost **\$98,448**

# Calls for Service

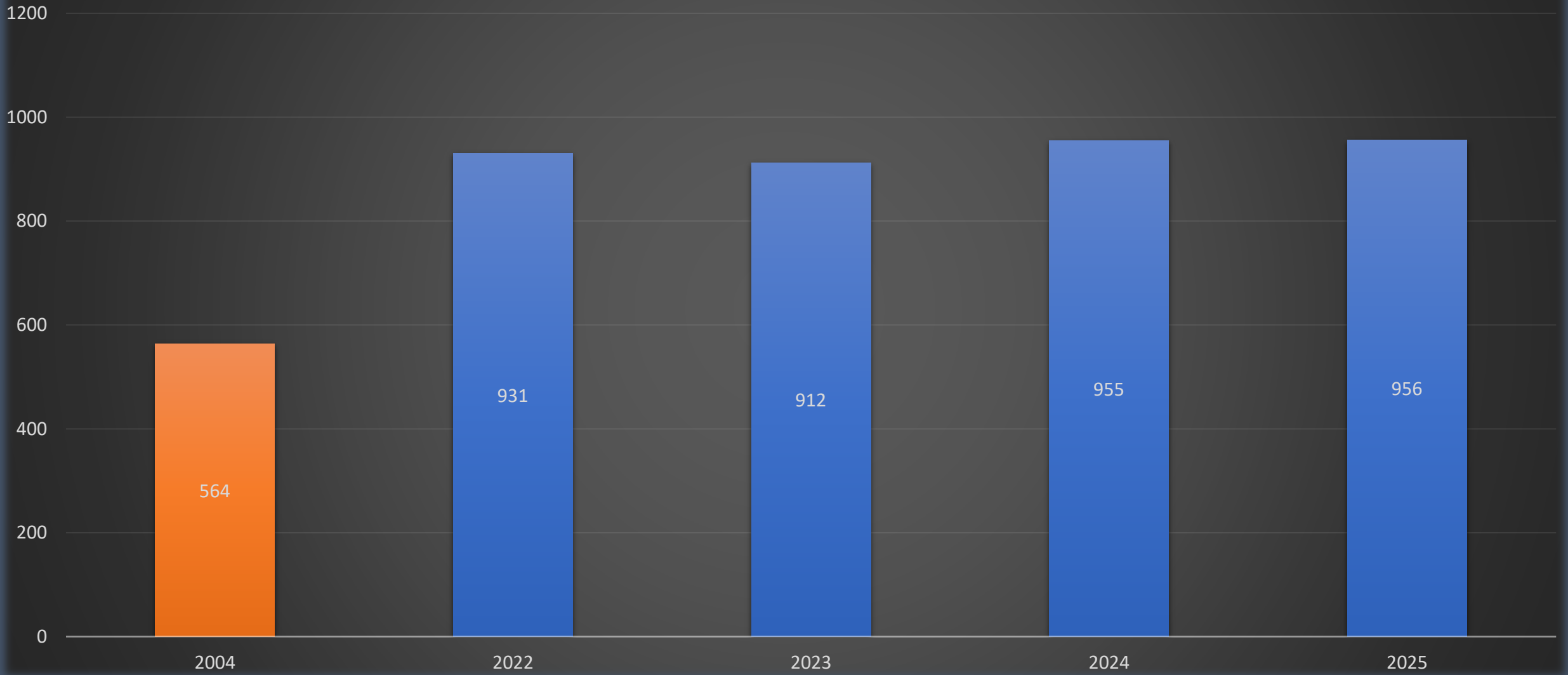
*Calls for service continue to rise. Specifically, the number of complex calls that require either though preliminary investigation, extensive follow up, or precise evidence collection and processing*



# Increased Complexity of Calls for Service

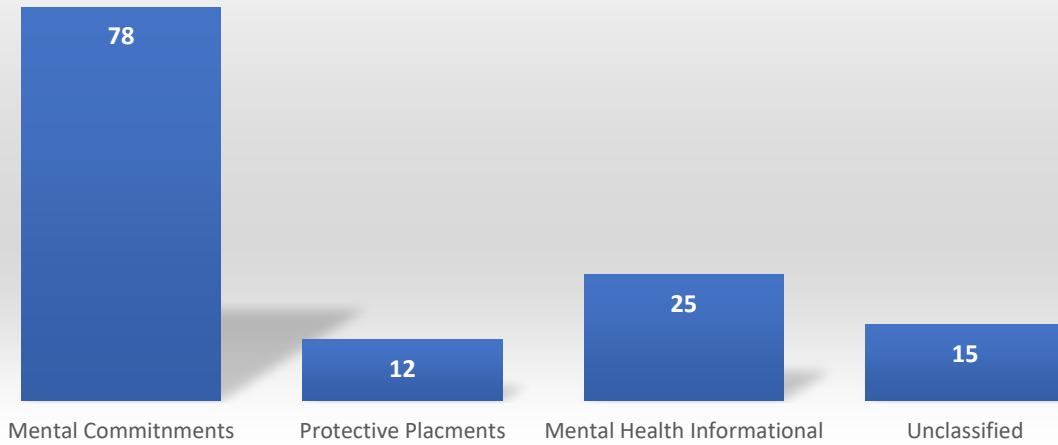
- Motor vehicle accidents
  - Fatal, Personnel injury, Property Damage Only, Car vs Deer
  - Growing population and major thorough ways through the county
- Mental health-related calls
  - Welfare checks, Suicide Assessment, Alcohol/Drug Incapacitation, ADRC
- Critical incidents
  - Sexual Assaults, Possession of Child pornography, Sextortion, Child Abuse Overdose deaths
  - Vehicle Pursuits
- Domestic violence cases
  - Battery, Disorderly Conduct, Harassment, Threats
- Fraud and financial crime investigations
  - Elderly fraud, Cryptocurrency scam, Identity Theft

# Motor Vehicle Accidents compared to 2004

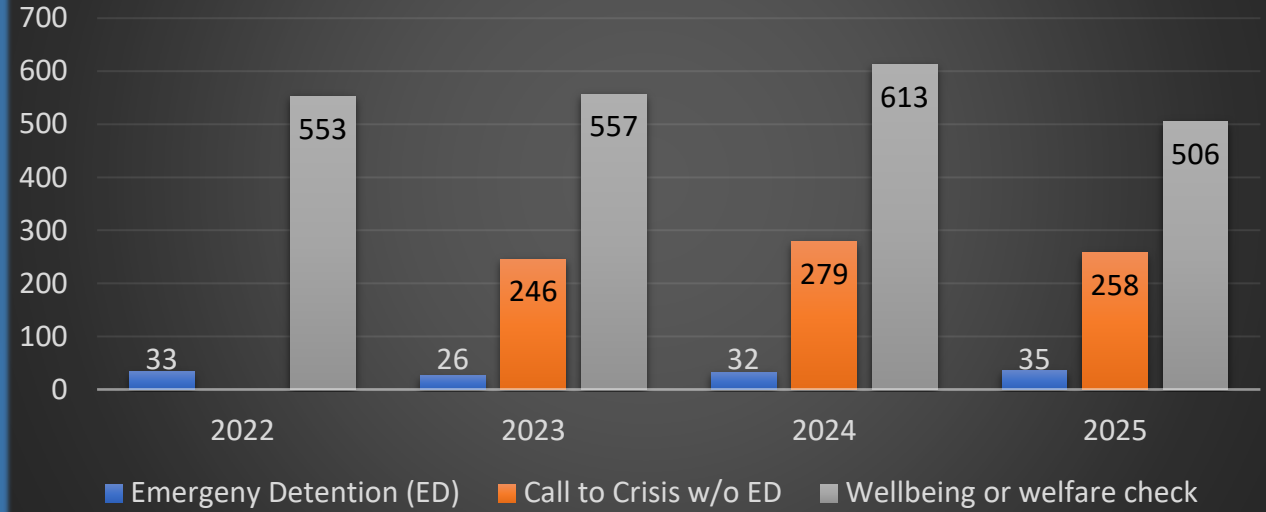


### Mental Health Related Calls 2004

■ Mental Health Related Calls 2004

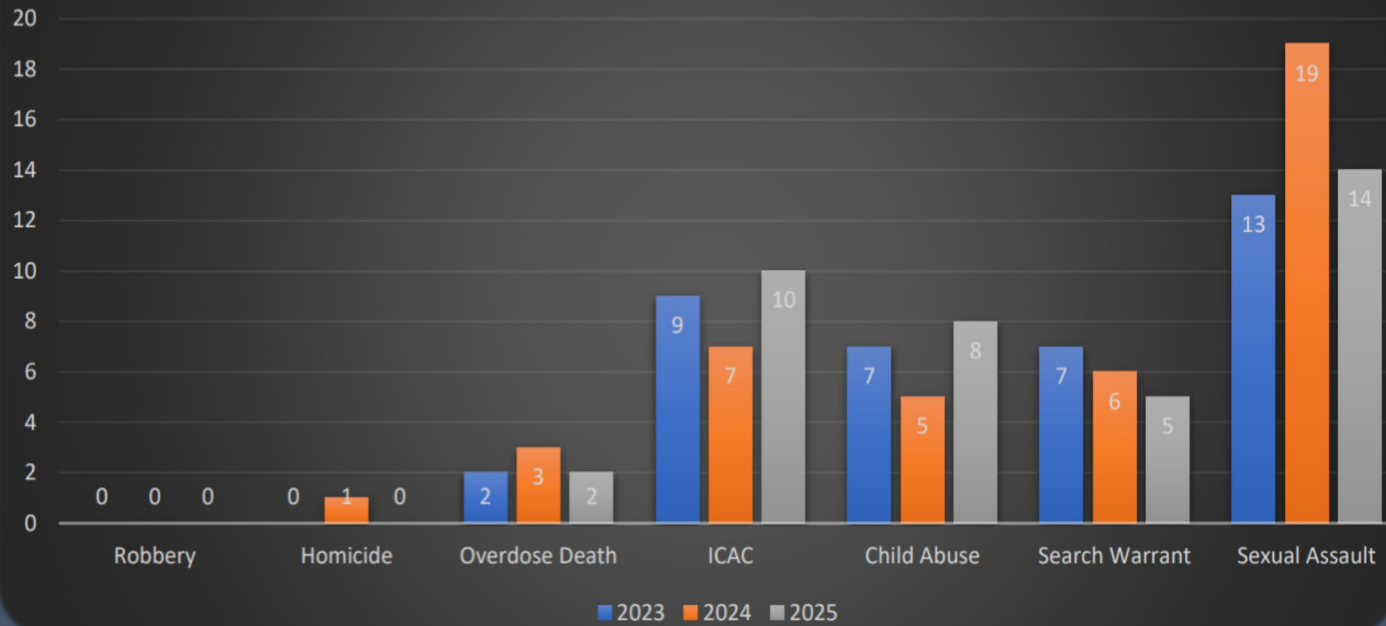


### Emergency Detention and Wellbeing Check 2022-2025

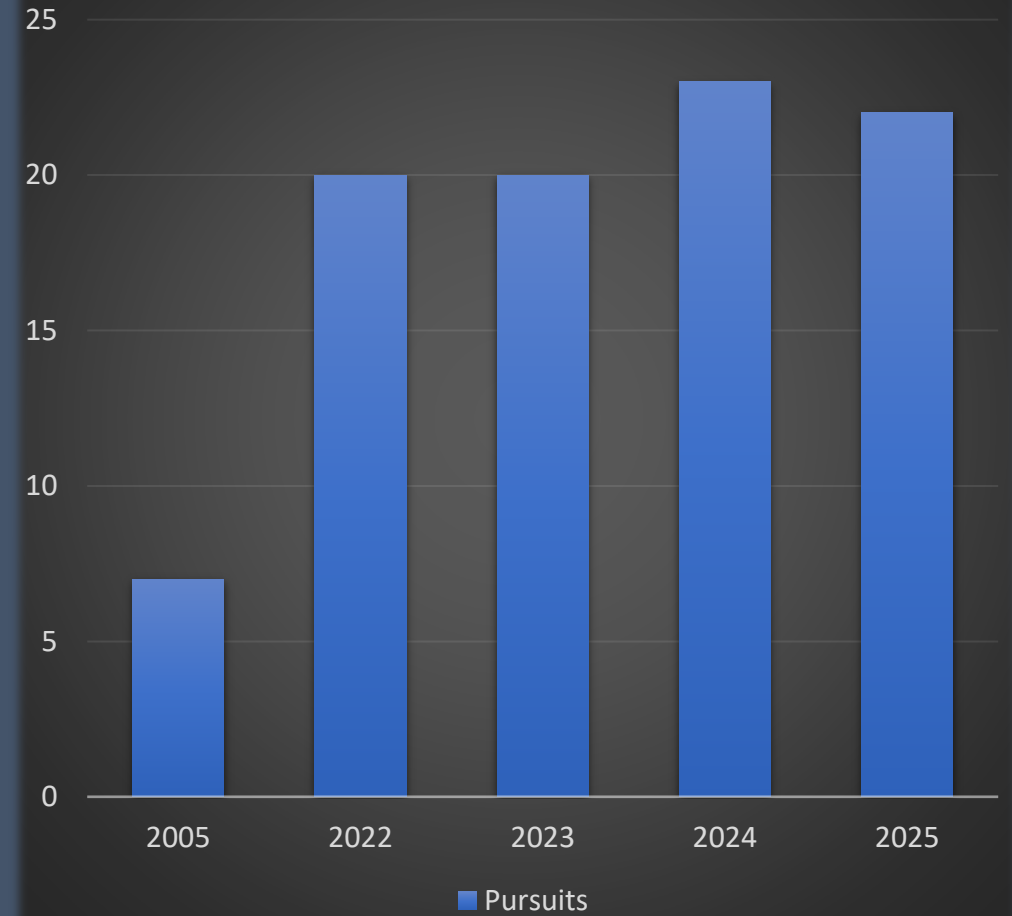


# Rise in Critical incidents

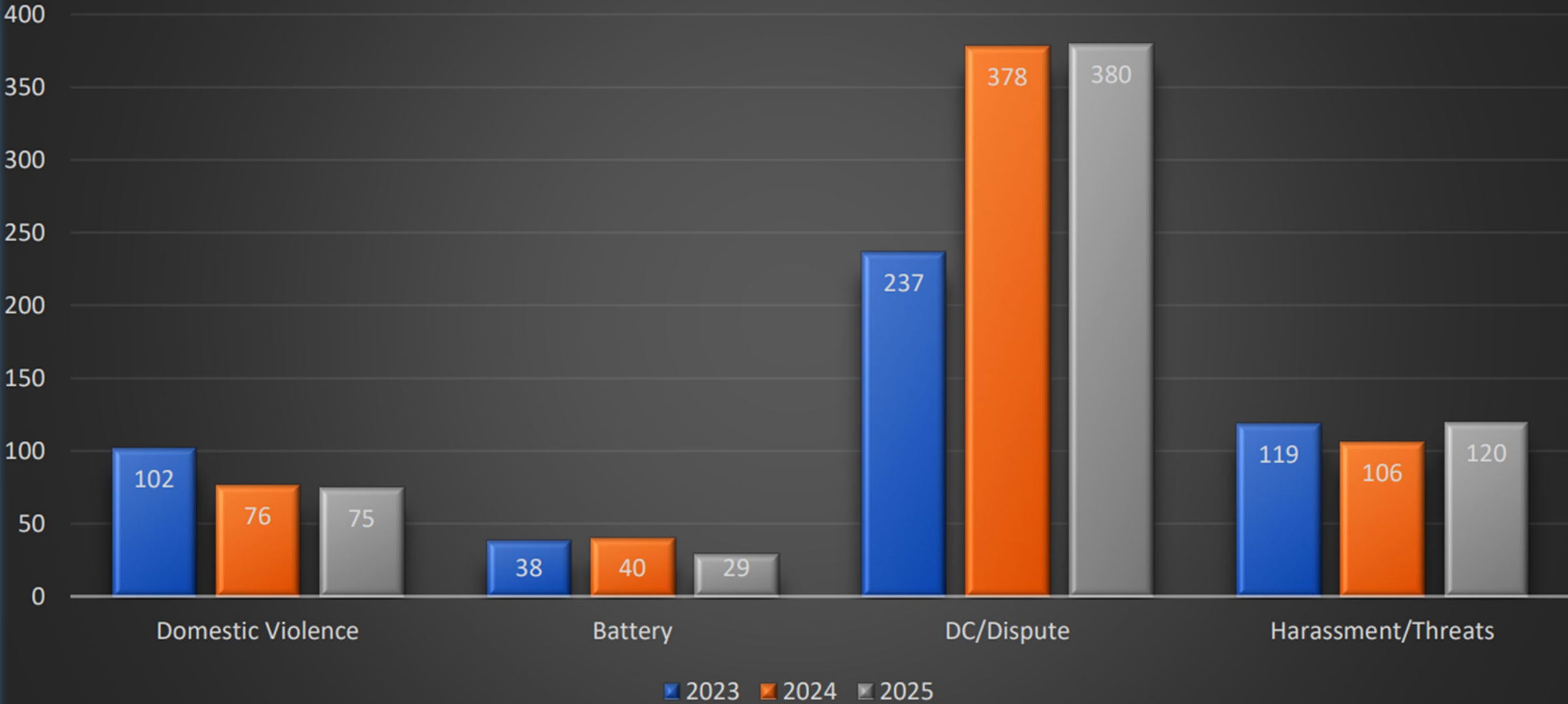
## 2023-2025 Violent & Sensitive Crime Investigations



## Vehicle Pursuit

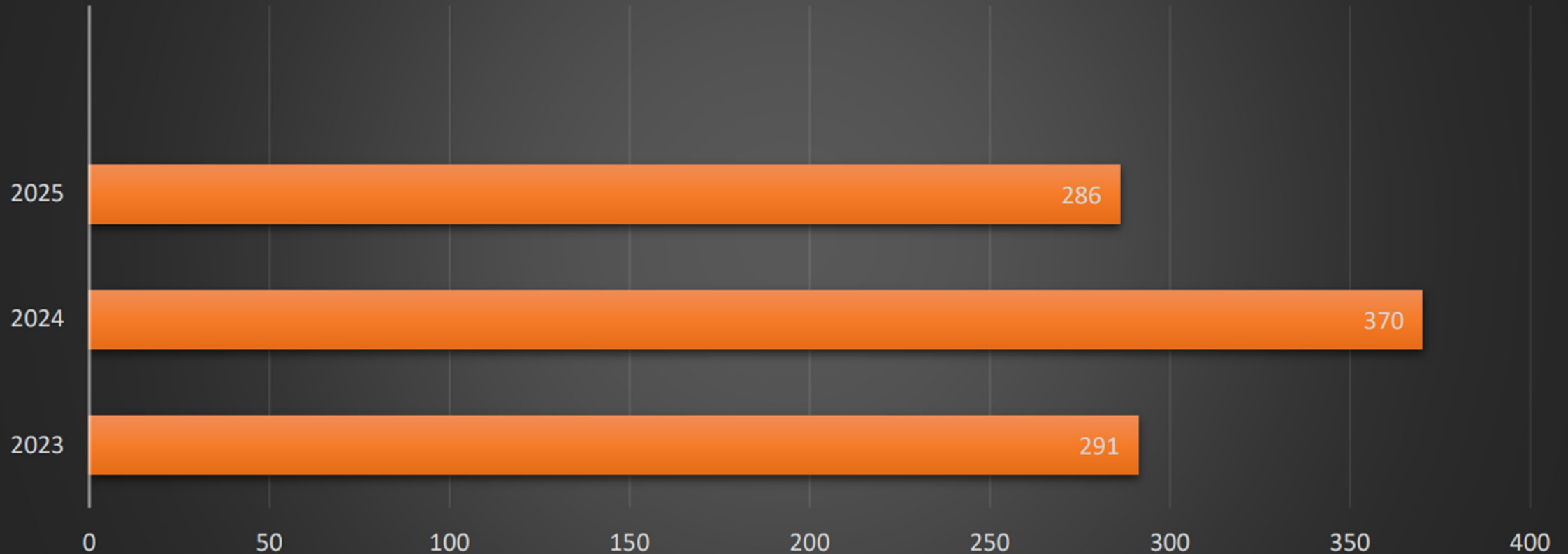


# Crimes Against Person



# Scam/Fraud Investigations 2023-2025

2023-2025 Scam/Fraud Calls For Service



“Protecting with courage, serving with compassion”

[Click Here](#) to see the complete financial breakdown for the 2026 public safety referendum.



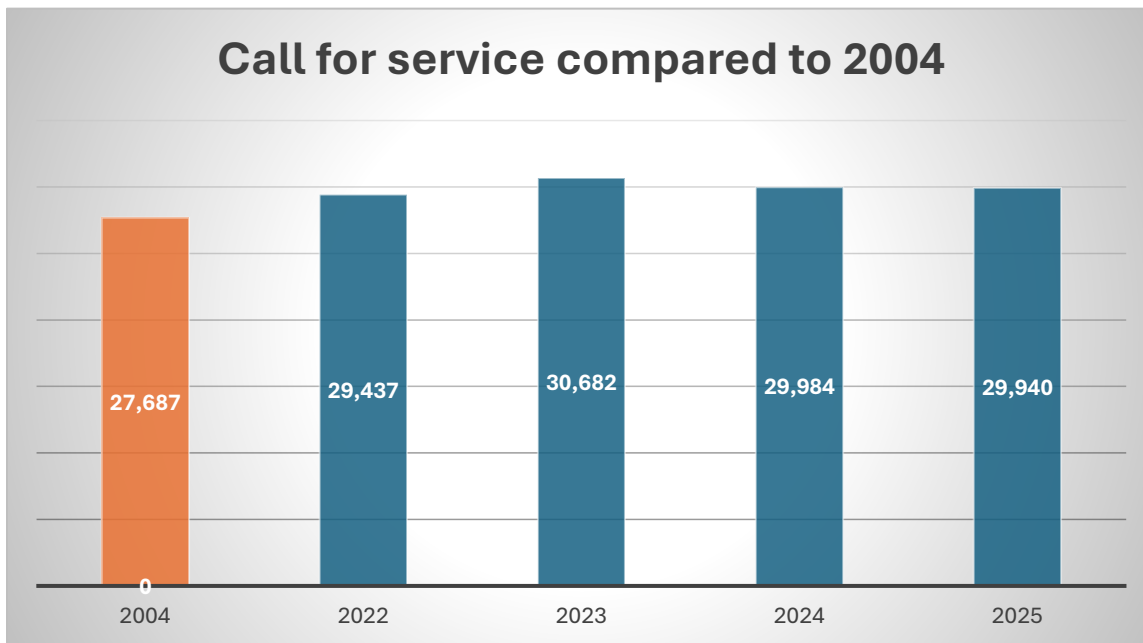
# New Berlin Police Department

**Jeffrey Hingiss**  
Chief of Police

**Phone:** (262) 782-6640  
**Fax:** (262) 782-9033

## History

In 2004, the police department was budgeted with 74 sworn officers. During the economic downturn of the early 2000s, the police department reduced its budgeted number of officers to as low as 67 sworn officers. By 2025, the number of sworn officers slowly increased to 70, throughout this 21-year span, 2004 to 2025, the police department has not experienced a reduction in call for service, but other factors have continued to impact our daily operations.

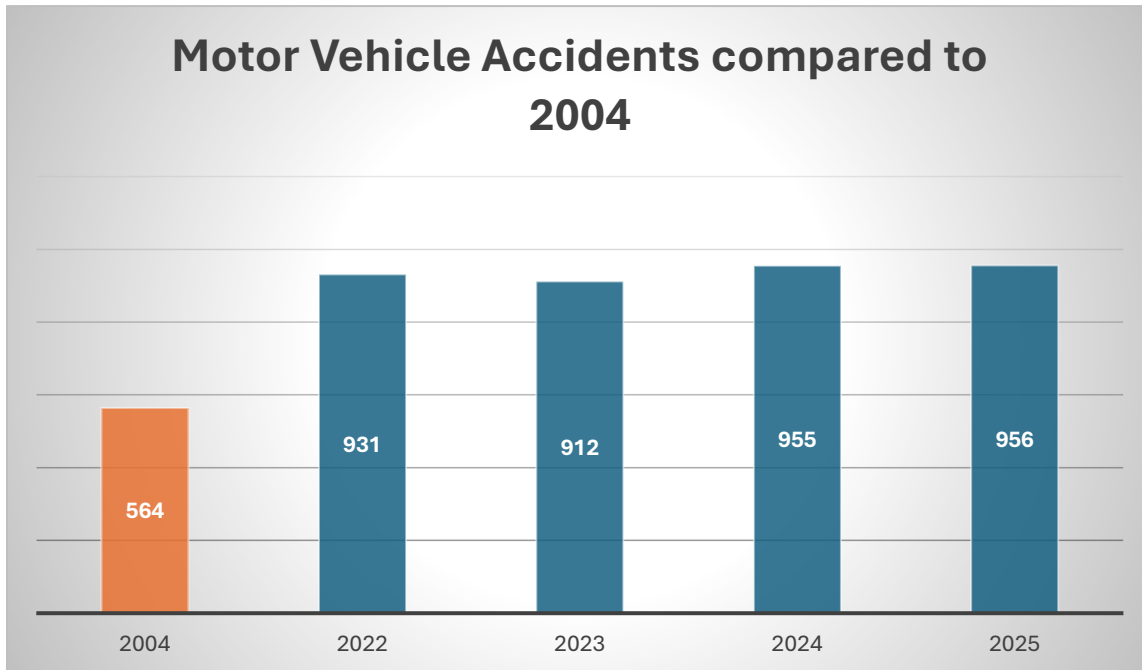


While the volume of calls has remained steady—or increased—the nature of calls has shifted, becoming significantly more time-intensive and complex. Incidents that now require more time and resources include:

- Motor vehicle accidents
- Critical incidents
- Mental health-related calls
- Domestic violence cases
- Fraud and financial crime investigations

These types of calls often involve lengthy on-scene response, coordination with other agencies, detailed reporting, and in some cases, ongoing follow-up investigations. The decreased staffing, combined with the increasing complexity of calls, has placed a greater strain on officer

availability, reducing their ability to remain proactive and responsive across all areas of public safety.



## Proactive Policing

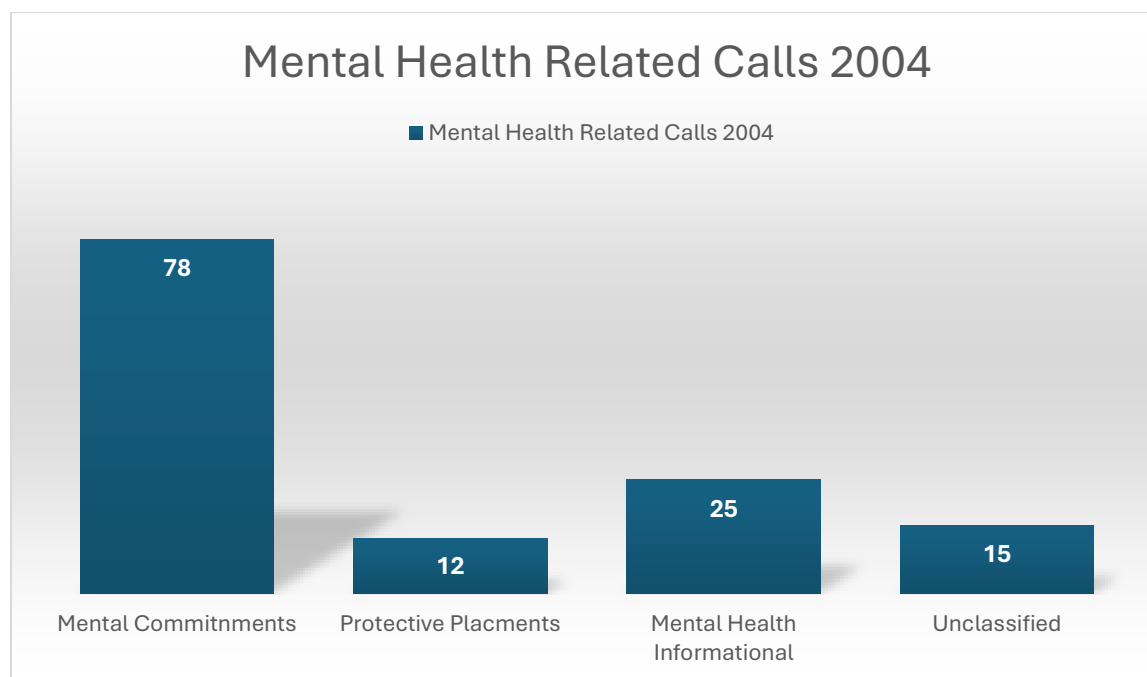
An officer’s ability to engage in proactive policing is significantly limited by the volume and complexity of time-intensive calls for service. These calls often require extensive on-scene investigation, follow-up, report writing, and coordination with external agencies. As a result, they reduce the time available for self-initiated activity such as community engagement, targeted enforcement, and preventative patrols.

Common examples of time-intensive calls include:

- Traffic-related complaints
- Theft investigations
- Fraud, identity theft, and financial crimes
- OWI (Operating While Intoxicated) arrests
- Domestic violence incidents
- Mental health-related calls, including:
  - Mental health commitments
  - Wellbeing checks and suicide assessments

These types of calls are not only resource-demanding but also critical to public safety, often requiring multiple officers and significant time to resolve. When staffing levels are at minimum, the cumulative impact of these incidents leaves less time for proactive policing strategies, which are essential for crime prevention, community trust-building, and long-term public safety outcomes.

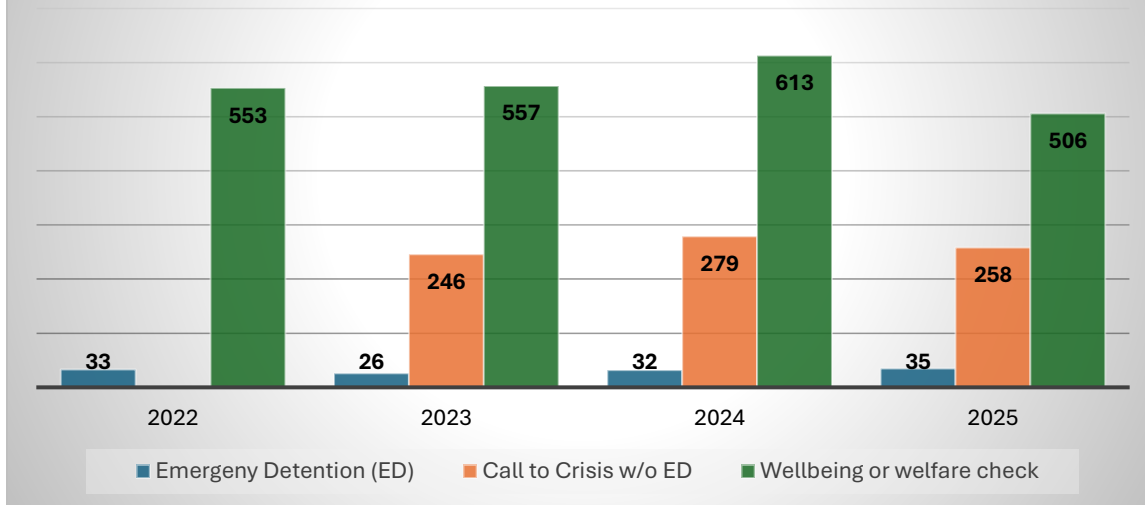
## Mental Commitments & Wellbeing Checks



In 2004, the Police Department operated under a different Record Management System. The following were included in categories in 2004 that are now summarized in 2025 RMS as either mental commitments or wellbeing checks:

- Mental Commitments (78)- all suicide or emergency detentions
- Protective Placement (12)- protective custody due to aging or disability and all runaway or uncontrollable juvenile
- Mental Health Information (25)- Any well-being check where a commitment was authorized but subject exhibited signs of mental health issues or concerns
- Unclassified (15)- uncategorized mental health calls to include homeless or undetermined MH status
- Since the mid-2010s, Law Enforcement in Waukesha County has worked extensively with Health and Human services to better assess individual needs and to determine proper treatment and emergency placement. In 2023, WCHHS and NBPD began tracking the number of calls to a crisis worker that resulted in Emergency Detention or a safety plan. A crisis worker responds to complete an on-scene assessment and coordinate either placement or a safety plan with police versus 2004 when the decision was left to the officer(s) on scene.

## Emergency Detention and Wellbeing Check 2022-2025



Calls for service related to mental health continue to demand a significant amount of time and resources from officers. These calls often involve multiple stages of response and coordination with external agencies, including:

- Initial contact and investigation
- Coordination with Health and Human Services crisis workers
- Medical clearance at a hospital when required
- Transport and placement at a suitable facility

On average:

- Mental health commitments take approximately 9.5 hours from initial contact to final placement.
- Mental health calls that do not result in immediate transport to a facility or result in a safety plan, still average about 2 hours to resolve.

In addition to mental commitments, officers frequently respond to well-being checks, which are often more frequent and equally taxing on staffing levels. These include:

- Reports of concerning or erratic behavior
- Interactions with homeless individuals
- Assistance requests for aging individuals or those with disabilities

While critical to community safety and well-being, these calls pull officers away from proactive patrol duties and other service demands. The increasing frequency and complexity of these incidents highlight the need for additional resources, improved interagency coordination, and long-term planning around mental health response.

## Current Staffing Overview

The department is currently staffed with 70 sworn officers plus one authorized pre-hire intended to fill an anticipated retirement in 2026. However, 4 of these officers are not currently counting towards shift staffing due to the following reasons:

- 2 officers are currently on extended FMLA or light duty
  - (1) modified duty along with maternity leave could be as long as 9 months
  - (1) serious injury or illness resulting in extended amount of time on light duty
- 1 officer is currently deployed on military leave and will return at the end of 2026
- 1 officer is currently on paternity leave for an extended amount of time
  - 3 more officers are expected to take FMLA for an extended amount of time on paternity leave before the end of 2026.

In addition, the department anticipated the retirement of one officer in 2026 and up to 5 more retirements by the end of 2027. By the end of 2030, twenty officers (35 %) will be eligible to retire.

These absences have significantly impacted our ability to meet daily minimum staffing levels, leaving patrol units solely responsible for maintaining minimum patrol coverage along with an impact on our overtime budget. Operating at minimum staffing reduces officer availability for proactive policing, community engagement, and preventative efforts.

Over the past three years, the department has operated with a shortfall of 5 to 10 sworn personnel due to the reasons stated above, which has either necessitated the reassignment of duties or left several key specialty positions vacant, including:

- Undercover drug or other vice related crime investigator
- Administrative Sergeant
- Training Officer
- K9 Officer
- Other short-term vacancies that shift based on priorities

The inability to staff these positions hinders the efficiency and effectiveness of departmental operations and limits opportunities for officer development and professional growth.

## **Changes in Policing Since 2004**

Since 2004, the role of a police officer has evolved significantly, with growing demands associated with accreditation, technology use, reporting requirements, and mandatory training. These changes, while improving transparency and officer preparedness, also add substantial time and workload to daily operations.

### **1. Increased Technology Requirements**

Officers are now expected to engage with a variety of digital systems that did not exist or were limited in 2004:

- Body-Worn Cameras (BWC) and Fleet Video Systems
  - Require officers to log in, categorize footage, and ensure proper storage for evidentiary and legal purposes.
- Real-Time GIS Data and Information Sharing
  - Officers now operate with real-time intelligence tools for situational awareness and deployment.
- Digital Documentation
  - What was once jotted down in an officer's notebook must now be entered into formal digital reporting systems, increasing documentation time and precision.

### **2. Expanded Reporting & Legal Demands**

- Public Records Requests & Litigation Readiness
  - Increased demand for transparency and open records compliance requires officers to ensure reports, video, and digital records are accurate, well-organized, and legally sound.
- Detailed Report Writing
  - Even minor incidents now require extensive documentation to meet internal, legal, and public expectations. Including review of body worn cameras prior to written documentation to ensure accuracy

### **3. Mandatory and Specialized Training**

Ongoing training requirements have increased both in frequency and complexity. Officers must now complete numerous mandatory annual certifications as well as specialized tactical and situational training, including:

- Use of Force, Firearms Qualification, and Legal Updates (Annual)
- Crisis Intervention Training (CIT)
- Taser, PepperBall, and Less-Lethal Munitions
- Pursuit Intervention Techniques (PIT)
- Rescue Task Force and Active Shooter Response
- Training on Emerging Threats and Trends, such as:
  - New drug trends (e.g., fentanyl safety)

- Human trafficking investigations
- Technology-assisted crimes, including cell phone and digital evidence recovery

These training requirements often pull officers off shift for full days at a time, further impacting staffing and shift coverage. The department has an increasing need for **certified in-house trainers** to manage these requirements cost-effectively and efficiently.

## **Outlook and Future Needs**

To maintain effective public safety and adapt to the increasing complexity of law enforcement, the department must prioritize strategic investments in staffing, specialized units, and technology. The following key areas outline the most critical needs for sustainable operations and long-term service delivery:

---

### **1. Minimum Staffing Enhancements**

Current staffing levels only meet minimum patrol requirements, limiting flexibility and proactive policing. Moving forward, overall staffing levels must be increased to ensure:

- **Training Coverage** – Allow officers to attend mandatory and advanced training without depleting patrol strength.
- **Field Training Officers (FTOs)** – Ensure the department continues to develop experienced officers to mentor and field train new officers.
- **Expert Trainers and Specialists** – Support the development of in-house training staff who are specialists to manage increasing certification and readiness demands.

### **2. Dedicated Traffic Unit**

With a noted increase in reckless driving and traffic accidents, the department needs to establish a dedicated traffic enforcement unit to:

- Conduct targeted enforcement operations
- Investigate serious or fatal crashes
- Handle traffic-related community complaints
- Reduce the burden on general patrol officers

### **3. Specialized Investigators for Financial Crimes & Human Trafficking**

The growing complexity and frequency of financial crimes, identity theft, and human trafficking necessitate a dedicated investigator or small unit with specialized training. These crimes often involve:

- Long-term investigations

- Collaboration with state and federal agencies
- Digital evidence collection and analysis

Without dedicated resources, these cases risk delays, limited follow-up, or non-investigation.

#### **4. Technology Modernization**

To stay operationally efficient and data-driven, the department must continue to invest in modern technology solutions, including:

- Upgraded Records Management System (RMS) Computer-Aided Dispatch (CAD), and a system that ties the RMS information from other agencies together
- Drone capabilities for tactical support, search and rescue, crash scene mapping, and surveillance
- Tools to enhance digital evidence processing, especially for crimes involving phones, cloud storage, and social media

#### **5. Recruitment and Retention Strategy**

With fewer officers reaching long-term tenure, the department must develop strategies to:

- Attract and retain qualified officers, including lateral hires and academy graduates
- Offer professional development opportunities, including promotions and specialty positions, to boost retention
- Adapt to generational workforce changes, focusing on work-life balance, wellness, and career progression

---

By addressing these areas, the department can ensure long-term service sustainability, improve officer wellness and readiness, and better serve the community's evolving needs.



# New Berlin Police Department

**Jeffrey Hingiss**  
Chief of Police

**Phone:** (262) 782-6640  
**Fax:** (262) 782-9033

## **PUBLIC SAFETY REFERENDUM: Police Department**

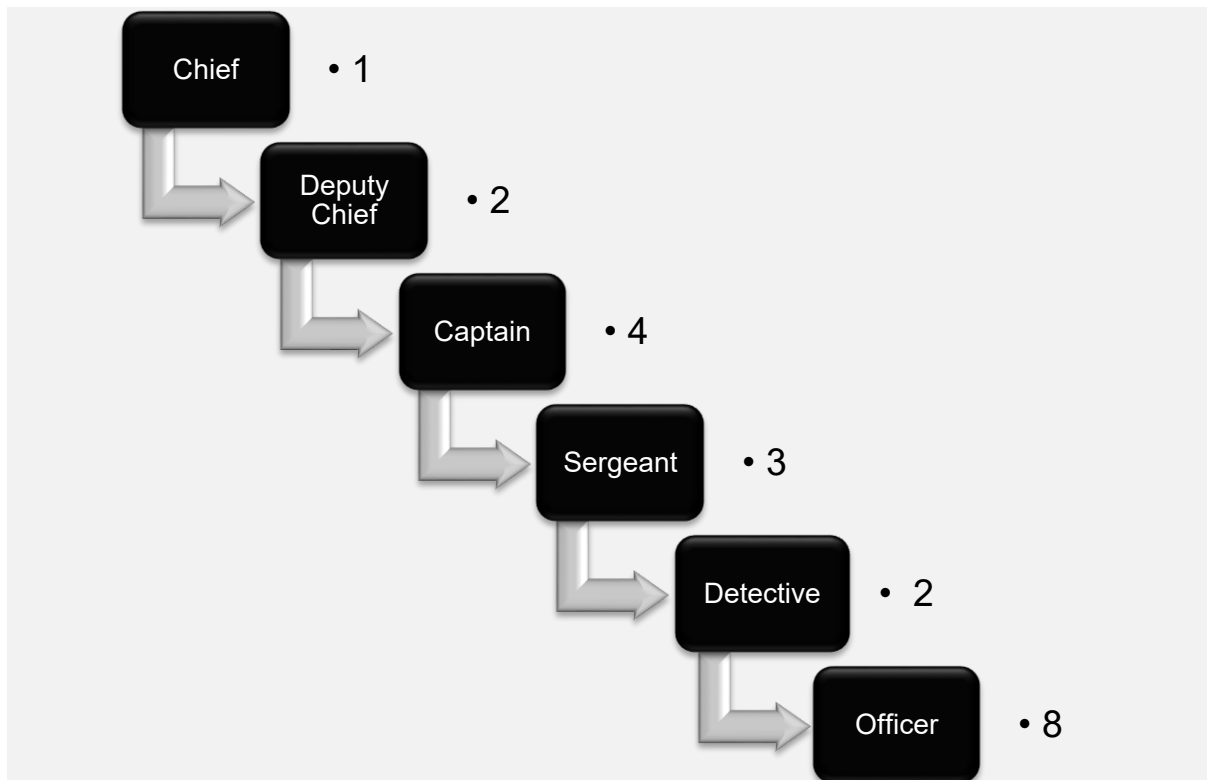
- New Position Request
- Rationale

### **CONCERN #1:**

Anticipated vacancies and/or other required time off within the police department will result in staffing shortages. The following graph illustrates the number of sworn personnel who are eligible to retire by 2030. \*\*\*Note that not every officer eligible to retire will retire by 2030.\*\*\*

### **REQUEST:**

Increase police department sworn staff by three from seventy (70) to seventy-three (73) police officers.



## **RATIONALE:**

Prior to the previous decade's economic challenges, the department had an authorized sworn staff of seventy-four (74) officers. That number was reduced through attrition and restructuring. The department currently has an authorized sworn staff of seventy (70) police officers. Sick leave, injuries, retirements, and other staffing challenges significantly impact our ability to maintain a healthy "counting" staff. Staffing shortages stemming from sick leave and injuries cannot be forecasted, but some shortages related to retirement or federal medical leave benefits can be anticipated. Since 2020, twenty-eight (28) of the current sworn New Berlin officers have been hired. This has resulted in a younger police force with growing families and additional FMLA benefits. The number of new officers joining the department will continue based on the anticipated retirements depicted above.

As explained in recent years, replacing a retired officer with a newly trained officer is difficult to manage. With the number of hours required to complete the police recruit training and department field training, most newly hired officers do not count toward minimum staffing for at least ten months. Although we have attempted to account for retirements through "pre-hires," the hiring timeline, in conjunction with the academy schedule, continues to leave us behind the staffing curve by five or more months.

Why would raising our sworn staffing help?

- If we were to raise our authorized sworn staff by three police officers to seventy-three (73), we would have the staffing necessary to overcome anticipated retirements, unanticipated resignations and other medical related challenges. In addition, it will help to reduce the number of extended shifts and then the amount of overtime required to maintain minimum daily staffing levels. As a result, the ongoing stress of long shifts will decrease.
- In addition, when staffing levels are low, the department is forced to prioritize the staffing of specialty units. In recent years, the department has been unable to fully staff both federal and local narcotic task force positions. Increasing our staffing would allow us to get back to staffing both positions or the flexibility to shift staffing to meet other regional challenges that ultimately have an impact on crime in New Berlin.

Lastly, the demands on law enforcement continue to rise due to professional, technological, and training related expectations. Maintaining a sworn staff of seventy-three (73) would allow the department to dedicate resources to traffic enforcement. We currently address traffic enforcement needs within our shift staffing or through grant

funding. When shifts are at minimum staffing, front line supervisors are required to address calls for service and are less likely to dedicate an officer to traffic enforcement.

---

**CONCERN #2:**

Ongoing/Increased mental health services and other related challenges require attention.

**REQUEST:**

Request to contract with Waukesha County Health and Human Services for one full-time embedded Crisis Worker.

**RATIONALE:**

Prior to 2010, the New Berlin Police Department staffed one full-time and one part-time police social worker to assist with a myriad of mental health concerns, sensitive crimes, critical incidents, and other related challenges. Their work bridged the gap between the patrol officers' initial response until long-term solutions were put in place by county or private resources. We found that a police social worker helped identify resources for the individual and in return reduced the number of times a police officer had contact with the same person.

The police department spends a great deal of time and resources checking on the wellbeing of citizens. During these calls, individuals often experience personal, medical, and/or a mental crisis. As a result, their actions can be unpredictable, and in some cases, violent. Having a crisis worker embedded and working directly with our staff will not only close the gap in getting citizens the help they need, but it will help reduce the stress of those involved during the crisis and reduce use of force instances.

Why contract an embedded crisis worker?

- Not only are costs to contract less, but we are also not responsible for the ongoing training associated with the position (county responsible). In addition, a contracted crisis worker will make these calls for service more efficient. In the moment, their communication with other county and private resources would reduce the time patrol resources are dedicated to the individual. As an example, the police department conducted 75 well-being checks with the same individual in 2024 and 31 in 2025 (YTD). A contracted crisis worker would assist with proactive case consultation and potential law enforcement diversion on these types of cases.

- After the initial police response and once the scene is deemed safe law enforcement could clear the scene if no emergency detention is necessary while the crisis worker completes safety planning.
- Crisis worker duties would include collaboration with local entities (city facilities, hospitals, emergency departments, school district) to build increased awareness around Crisis Intervention Services, potentially reducing inappropriate calls to law enforcement and improving crisis response time.
- Crisis duties may include providing psychological first aid to traumatic death scenes or at other related calls which could benefit from a mental health professional on scene.
- Crisis worker duties may include proactive follow-up services to assist with linkage to individual services and again reducing the number of 911 calls for service.

---

**CONCERN #3:**

Tasks previously handled by a police service tech are now divided up amongst sworn and non-sworn personnel. Due to budget constraints and other operational priorities, the position wasn't immediately filled and was then cut in the 2025 budget.

**REQUEST:**

Hire non-sworn police service aides with the funds previously budgeted to complete various tasks previously handled by the police services tech and now by other sworn/non-sworn staff.

**RATIONALE:**

Within a public safety building, there are countless duties, audits, checks of equipment, and other needs. In the past, the department employed one part-time police services technician for 24 hours per week. Historically, the person who filled this position was retired and had experience in law enforcement operations. Following the retirement of the most recent technician, we divided up the responsibilities amongst sworn and non-sworn personnel until we could assess the most effective way to perform the duties moving forward. Due to other operational matters requiring attention, we maintained those assignments for a period of time without immediately filling the position. Although the assignments are getting done, they are conducted by those who could be doing other things more appropriate for their job description. The goal in 2025 was to fill the position but re-imagine how.

Many departments around us currently staff several non-sworn community service officers or police aides, similar to our historical cadet program. Those non-sworn officers/aides perform many of the tasks that our police services technician performed but also conduct other administrative duties that a sworn officer wouldn't necessarily have to perform (i.e. parking enforcement or extra patrol type reporting and/or checks).

In addition to performing various tasks, these departments also use these positions as a recruiting tool. As a result, they fill the positions with those seeking a career in law enforcement. While employed as aides, the department has an opportunity to evaluate the individual's performance and consider the individual when filling sworn vacancies.

Our goal is to split the police services technician position that was previously budgeted into two police service aide positions and then add a couple hours to each position. The reasoning for two positions is due to the make-up of the assignment and those who fill it. These positions would likely be staffed for no more than 4 – 5 years while the employee was earning a degree. As a result, two positions would allow for some redundancy and succession planning. It would also give us an opportunity to evaluate more than one future police officer candidate at any one time.

With the number of administrative tasks, coupled with the challenges of recruiting quality police officers in today's employment climate, hiring police service aides would serve two purposes. If this was approved, the model is in place in other departments and could easily be tweaked to meet our needs.

---

**CONCERN #4:**

Like other city department budgets, financial restrictions have made it more difficult to get all necessary equipment covered in the operational budget.

**REQUEST:**

Purchase fully equipped police explorer to ensure an operational fleet can be maintained.

**RATIONALE:**

Certain budgetary cuts have been made over the last several years to ensure staffing and other operational needs were met. Those cuts impacted the number of marked squads purchased. Although we have been able to make necessary adjustments, similar cuts in the future can have an impact on the police department's fleet. The inclusion of this request will ensure there are enough squads to meet future operational demands, allow

for shift overlaps during busy times, account for maintenance/repair voids, and ensure a replacement schedule that avoids putting a critical tool out on the road with high milage.

---

**CLOSING:**

As explained, the police department has experienced hiring challenges in the last ten years. Those challenges are not unique to New Berlin. Departments across the country have experienced retention and recruiting challenges to varying degrees. We have tried to forecast as much as possible over the years and receiving council approval to pre-hire has helped but still leaves us with additional challenges.

Those challenges have increased as personnel wages and benefits continue to rise. Those increases impact the police department's overall budget and have forced us to further scrutinize our operating expenditures, leaving us to rely on unconventional funding. As a result, certain projects such as expanding our vehicle impound and fencing our employee lot have been pushed into the future. Lastly, we also know that our body-worn/fleet camera contract will need to be renewed in 2027 and based on recent research/meetings, our mobile radios (city-wide) need replacing in the next couple of years.

We have learned that the department can operate efficiently when fully staffed at seventy (70) officers, but based on all the variables explained, we struggle to stay close to that number. Considering the police department's needs, this referendum will help buffer staffing challenges similar to those faced over recent years, address mental health challenges, and help our budget address day-to-day needs.

# New Berlin Fire Department



---

## Public Safety Referendum Fire Department Needs Assessment

May 26, 2026  
Common Council Presentation

# WHAT THE FIRE DEPARTMENT IS ASKING FOR

**1 DIVISION CHIEF  
OF TRAINING**



**3 CAPTAIN POSITIONS**

*Transitioning 3 Current Lieutenants  
to Captains*



**12 LINE PERSONNEL**



**TOTAL: 13 POSITIONS**



1 Division Chief  
of Training

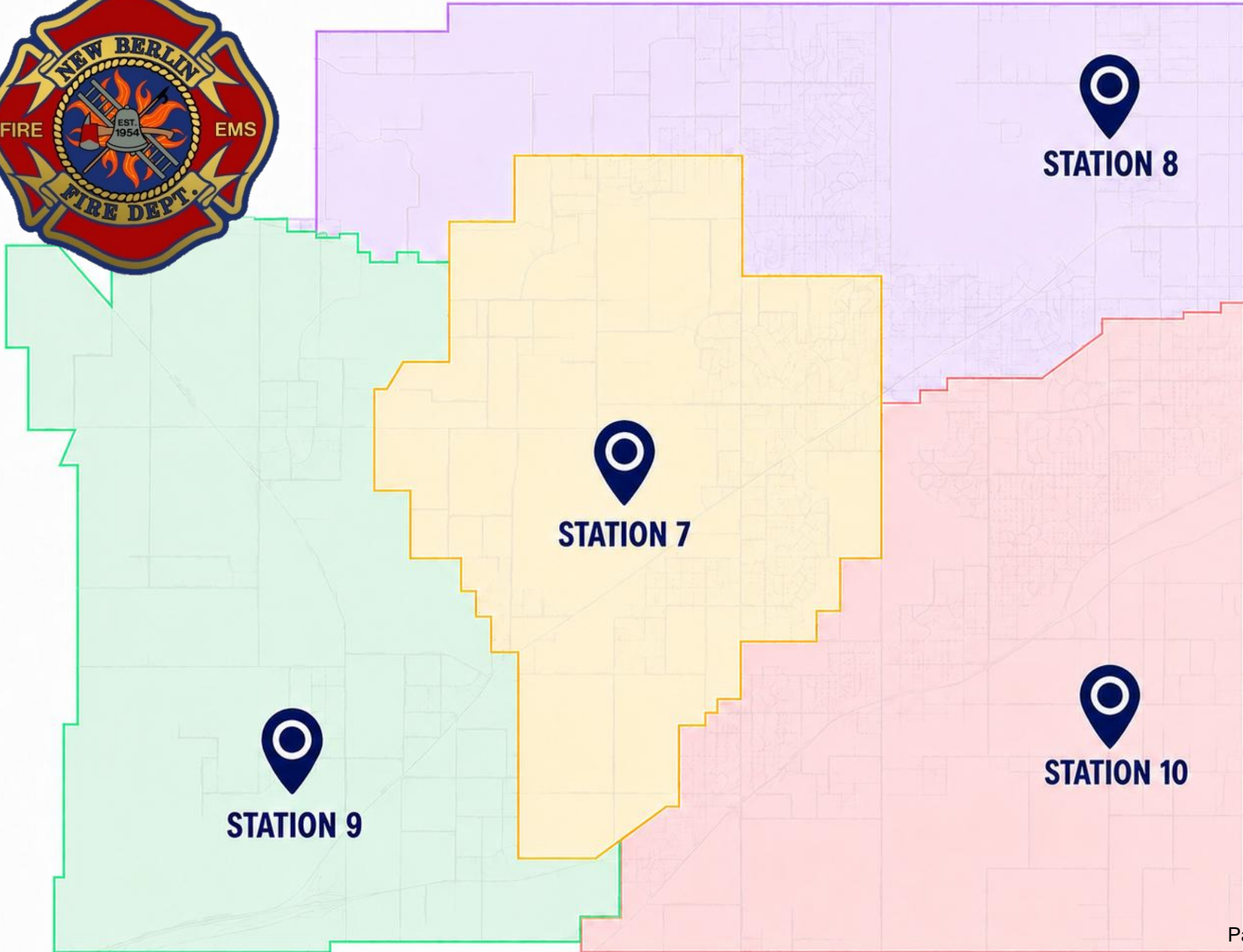


3 Captain Positions  
(Transitioning 3 Lieutenants)



12 Line Personnel

# NBFD STATION LOCATIONS



# CURRENT STAFFING



**MAXIMUM DAILY STAFFING:** 17 Personnel

**MINIMUM DAILY STAFFING:** 12/13 Personnel



**17**  
IS THE  
APPROVED  
MAXIMUM  
STAFFING LEVEL

**2026 AVG.  
PER DAY**

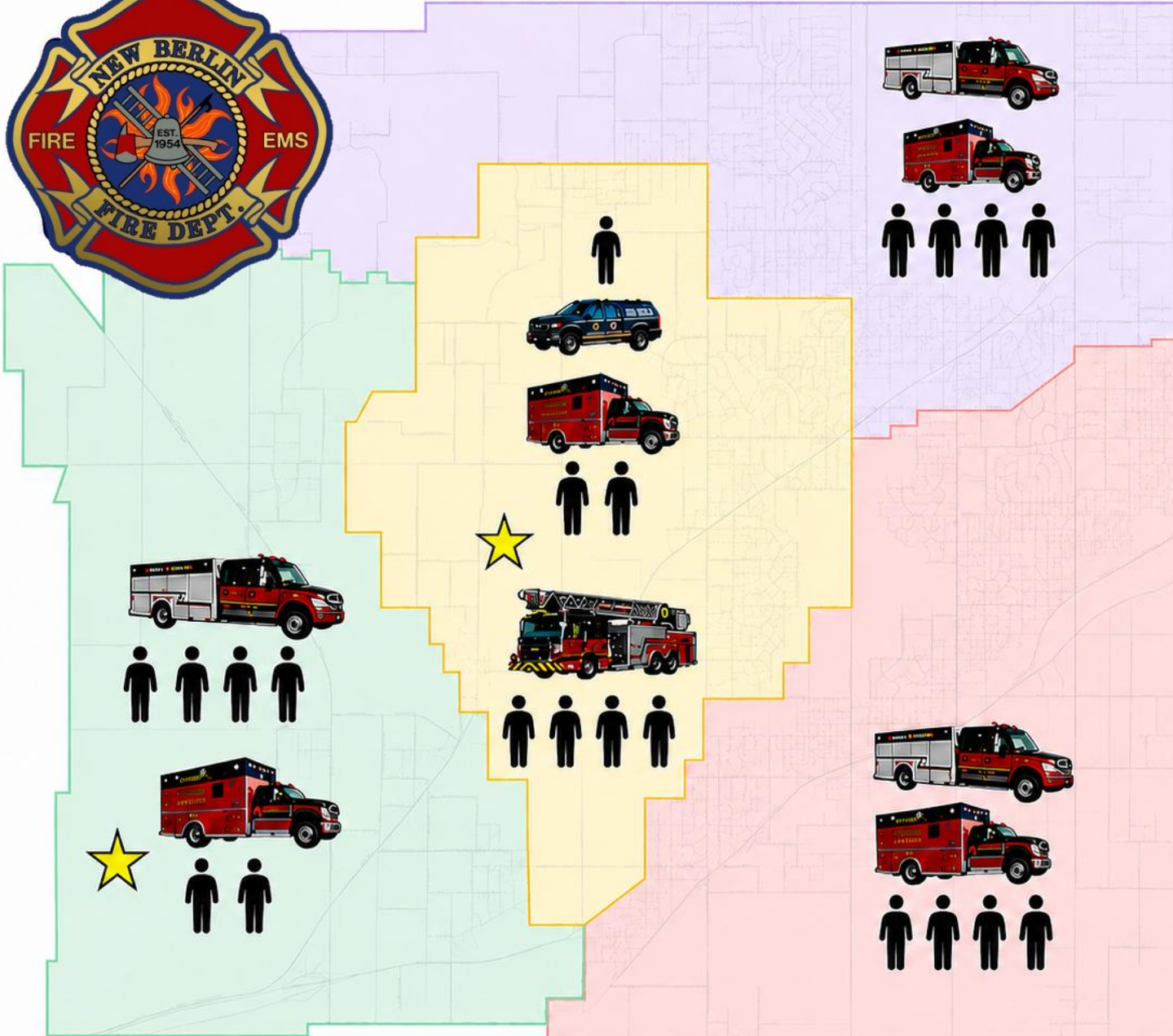


**13.98**



All units are cross staffed with the exception of the Battalion car.

# PROPOSED REFERENDUM STAFFING



 **MAXIMUM DAILY STAFFING:**  
**21 PERSONNEL**

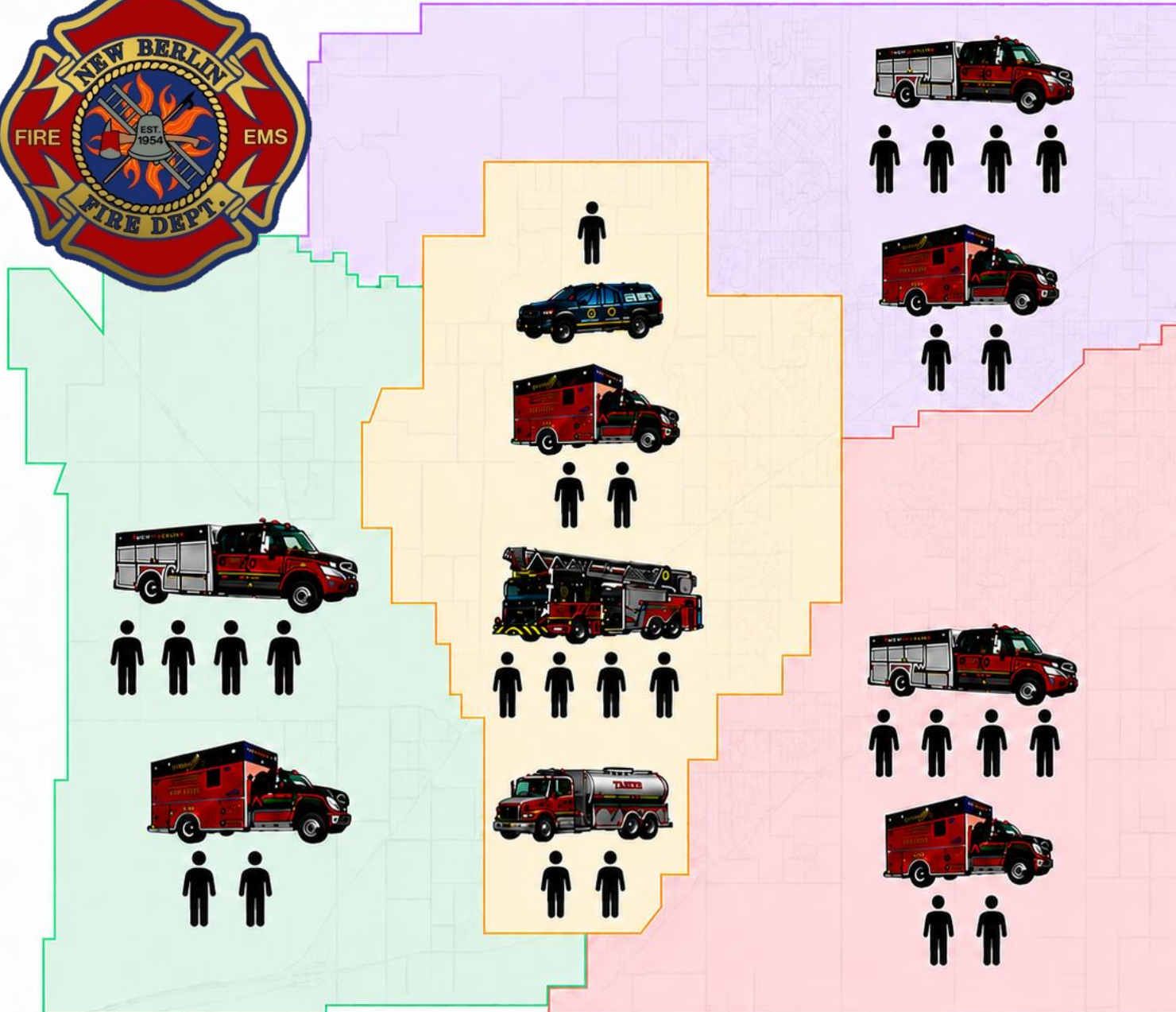
---


 **MINIMUM DAILY STAFFING:**  
**17 PERSONNEL**

The Ladder and Tender at Station 7 is cross staffed with 4 personnel.

All units at Stations 8 and 10 are cross staffed.

# NFPA 1750 APPARATUS RECOMMENDED STAFFING



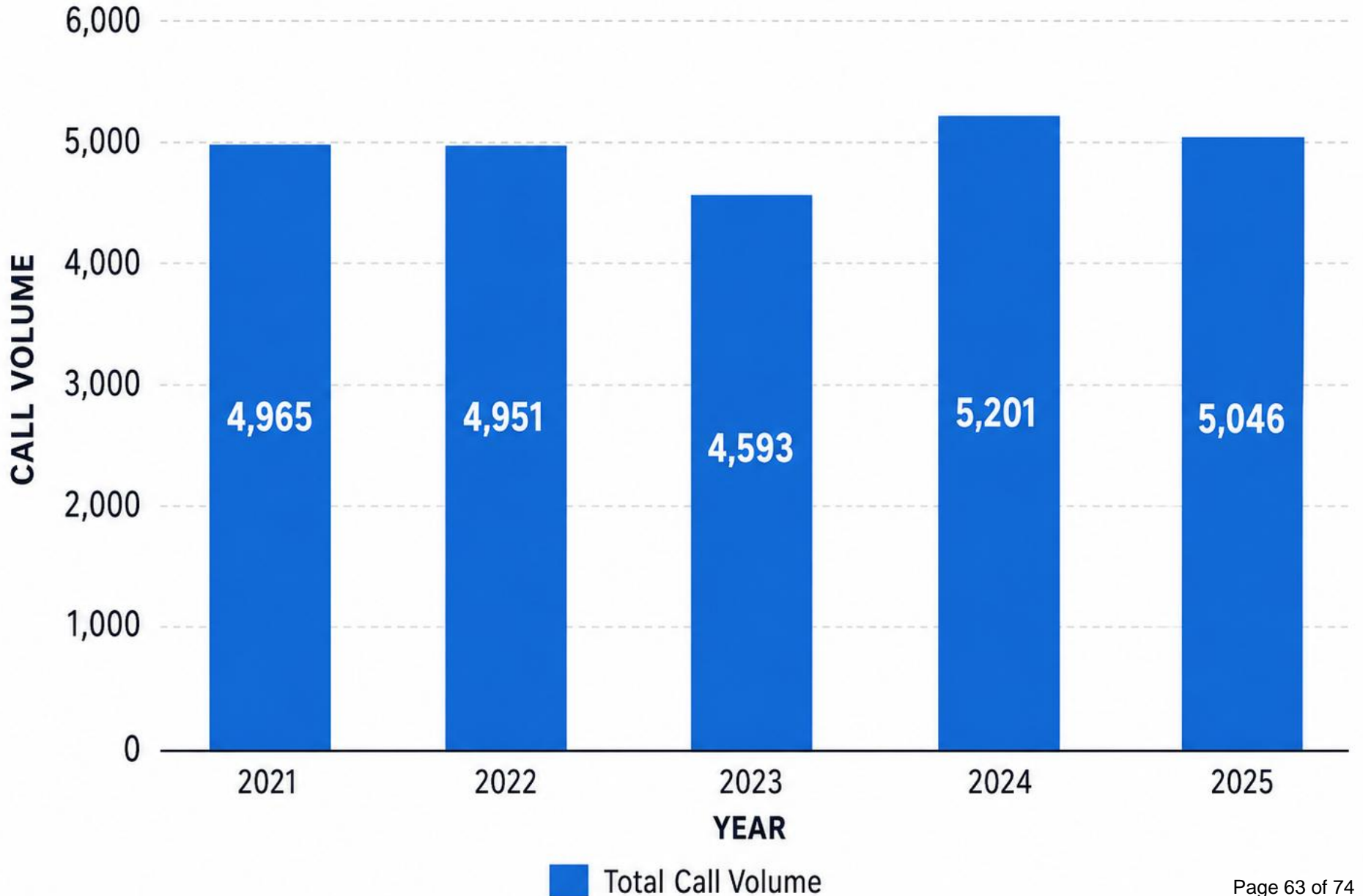


PER NFPA,  
THE FIRE DEPARTMENT  
SHOULD BE ASKING FOR

— A TOTAL OF —

**27**  
**PERSONNEL**

# NBFD Annual Call Volume (2021-2025)



# 2026 EMS RESPONSE

Unit	EMS Responses	Average Turnout	90% Tile Turnout	NFPA 1750 5 min Standard	Within 5 Minutes	% Within 5 Minutes
NBFM08	389	0:04:29	0:07:04	5:00	185	47.56%
NBFM09	337	0:06:59	0:10:10	5:00	43	12.76%
NBFM10	355	0:04:39	0:06:56	5:00	138	38.87%
NBFT07	11	0:04:19	0:06:05	5:00	5	45.45%
<b>TOTAL</b>	<b>1,099</b>	<b>0:05:19</b>	<b>0:08:38</b>	<b>5:00</b>	<b>372</b>	<b>36.16%</b>



## NFPA 1750 STANDARD

EMS Personnel within **5:00** of call received

## OVERALL PERFORMANCE

# 36.16%

within 5 minutes

## TIME-CRITICAL EMERGENCIES



### HEART ATTACK (STEMI)



**GOAL:**  
EMS recognition within minutes

#### NATIONAL BENCHMARKS:

- Early 12-lead ECG
- Cath lab activation before hospital arrival
- Goal: Balloon intervention within **90 minutes**



#### WHY EMS MATTERS:

Early EMS assessment and treatment reduces heart muscle damage and improves survival.



### STROKE



**GOAL:**  
Rapid identification and transport

#### NATIONAL BENCHMARKS:

- Stroke recognition immediately
- Stroke center notification before arrival
- Time-sensitive clot-busting medication and thrombectomy



#### WHY EMS MATTERS:

Every minute during stroke, approximately 1.9 million brain cells are lost.



### CARDIAC ARREST



**GOAL:**  
Immediate CPR and defibrillation

#### NATIONAL BENCHMARKS:

- Early CPR
- Defibrillation within minutes
- Rapid ALS intervention



#### WHY EMS MATTERS:

Survival decreases approximately 7-10% for every minute without defibrillation.

## CURRENT CHALLENGE



# 70%

of all emergency responses were EMS-related in 2025



# 54%

of incidents occur simultaneously



Ambulance and engine are cross-staffed



Units may become unavailable during overlapping calls

# — INDUSTRY BEST PRACTICES AND GUIDANCE —



## **The Commission on Fire Accreditation International® (CFAI)**

Accredited agencies are often described as being community-oriented, data-driven, and outcome-focused. They exemplify organizations that are strategic-minded and well-organized, are properly equipped, staffed, and trained.



## **National Fire Protection Association (NFPA)**

Known as the trusted source of safety knowledge, the NFPA has been helping to solve some of the planet's toughest safety problems for more than 125 years. To remain relevant for over a century as a knowledge and information organization, we've continually evolved our scope of expertise—from fire prevention, wildfire preparedness, and electrical safety to hazardous materials, community risk reduction, and public safety.



## **Verisk Insurance Services Office**

ISO collects and evaluates information from communities on their structure fire suppression capabilities. A community's investment in fire mitigation is a proven and reliable predictor of future fire losses. ISO evaluates communities according to a uniform set of criteria, incorporating nationally recognized standards developed by the National Fire Protection Association and the American Water Works Association.

# NFPA STAFFING STANDARD COMPARISON

ENHANCING SAFETY. IMPROVING RESPONSE.

## NFPA® 1710

Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Career Fire Departments

2020



### 1710 (2020)

	Incident Command	1 person
	Water Supply	1 person
	Attack Line + Support	6 personnel
	Search & Rescue	2 personnel
	Ventilation/Ladders	2 personnel
	Aerial Operator	1 person
	Rapid Intervention Crew	4 personnel

**TOTAL**

**17 PERSONNEL**

## NFPA® 1750

Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Services, Special Operations, and Fire Prevention Activities

2026

Includes  
NFPA 1201 | NFPA 1710  
NFPA 1720 | NFPA 1730



### 1750 (2026)

	Incident Command + Aid	2 personnel
	Incident Safety Officer	1 person
	One Water Supply Driver Operator	1 person
	Attack Line + Support x 2	6 personnel
	Search & Rescue	2 personnel
	Ventilation/Ladders	2 personnel
	Aerial Operator	1 person
	Rapid Intervention Team	4 personnel
	EMS	2 personnel

**TOTAL**

**20–21 PERSONNEL**  
FOR SINGLE STORY HOUSE FIRE

## RESPONSE TIME REQUIREMENTS



FIRST UNIT ON SCENE

within **5:20** minutes  
seconds



FULL INITIAL ALARM

within **8:00** minutes



EMS RESPONSE

within **5:00** minutes

# INSURANCE SERVICES OFFICE (ISO) RATING

## (3/10) 2022



FSRS FEATURE	EARNED CREDIT	CREDIT AVAILABLE
<b>EMERGENCY COMMUNICATIONS</b>		
414. Credit for Emergency Reporting	3.00	3
422. Credit for Telecommunicators	4.00	4
432. Credit for Dispatch Circuits	3.00	3
<b>440. Credit for Emergency Communications</b>	<b>10.00</b>	<b>10</b>
<b>FIRE DEPARTMENT</b>		
513. Credit for Engine Companies	5.71	6
523. Credit for Reserve Pumpers	0.50	0.50
532. Credit for Pump Capacity	3.00	3
549. Credit for Ladder Service	0.97	4
553. Credit for Reserve Ladder and Service Trucks	0.00	0.50
561. Credit for Deployment Analysis	4.26	10
571. Credit for Company Personnel	6.53	15
581. Credit for Training	0.76	9
730. Credit for Operational Considerations	2.00	2
<b>590. Credit for Fire Department</b>	<b>29.73</b>	<b>50</b>
<b>WATER SUPPLY</b>		
616. Credit for Supply System	26.76	30
621. Credit for Hydrants	3.00	3
631. Credit for Inspection and Flow Testing	6.40	7
<b>640. Credit for Water Supply</b>	<b>36.16</b>	<b>40</b>
<b>DIVERGENCE</b>		
1050. Community Risk Reduction	-6.19	--
	4.34	5.50
<b>TOTAL CREDIT</b>	<b>74.04</b>	<b>105.50</b>

# NFPA 1750 (2026 EDITION) EXPECTATIONS



## LOW HAZARD OCCUPANCY

First arriving unit: 5 minutes 20 seconds

Initial full alarm assignment:

**20–21 personnel within 8 minutes**

FUNCTION	PERSONNEL
 Incident Command + Scribe	2
 Incident Safety Officer	1
 Water Supply	1
 Attack Lines	6
 Search & Rescue	2
 Ventilation/Ground Ladders	2
 Aerial Operator	1
 Rapid Intervention Crew	4
 EMS Crew	2
<b>TOTAL PERSONNEL</b>	<b>20–21</b>






## MEDIUM HAZARD OCCUPANCY

First arriving unit: 5 minutes 20 seconds

Initial full alarm assignment:

**28–29 personnel within 8 minutes**

FUNCTION	PERSONNEL
 Incident Command + Scribe	2
 Incident Safety Officer	1
 Water Supply	2
 Attack Lines	9
 Search & Rescue	4
 Ventilation/Ground Ladders	4
 Aerial Operator	1
 Rapid Intervention Crew	4
 EMS Crew	2
<b>TOTAL PERSONNEL</b>	<b>28–29</b>



**NFPA 1750 GOAL:** Initial full alarm assignment on scene **within 8 minutes.**

# 2026 FIRE RESPONSE

Unit	Total Responses	Average Turnout	90% Tile Turnout	NFPA 1750 6 min Standard	Within 6 Minutes	% Within 6 Minutes
Battalion 7	349	0:06:26	0:09:15	6:00	130	37.25%
Engine 10	66	0:09:10	0:10:02	6:00	23	34.85%
Engine 8	133	0:06:58	0:09:05	6:00	36	27.07%
Engine 9	27	0:07:56	0:10:32	6:00	4	14.81%
Tender 7	22	0:09:07	0:12:54	6:00	2	9.09%
Truck 7	695	0:05:57	0:08:45	6:00	302	43.45%
<b>TOTAL</b>	<b>1,292</b>	<b>0:08:00</b>	<b>0:10:05</b>	<b>6:00</b>	<b>497</b>	<b>27.75%</b>



**NFPA 1750 STANDARD**  
Fire Personnel within **6:00** of call received

---

**OVERALL PERFORMANCE**  
**27.75%**  
within 6 minutes

## NEW BERLIN FIRE DEPARTMENT PERFORMANCE COMPARISON

INCIDENT	OCCUPANCY TYPE	FIRST UNIT ARRIVAL	NFPA GOAL (5:20 MIN)	PERSONNEL OBJECTIVE	TIME TO PERSONNEL OBJECTIVE
 Regal Dr. Fire 1/7/2025	Low Hazard	6 min	⊗ No	21 personnel achieved	21 min
 Carriage Ln Fire 1/15/2025	Medium Hazard	6 min	⊗ No	Never met 28 personnel	Not met
 Moorland Rd. Fire 2/10/2025	Low Hazard	8 min	⊗ No	20 personnel achieved	24 min
 Lincoln Ave. Fire (CBFD First Due) 2/11/2025	Low Hazard	5 min	⊙ Yes	21 personnel achieved	23 min
 Park Central Blvd. Fire (Victim Removed) 4/11/2025	Medium Hazard	3 min	⊙ Yes	Never met 28 personnel	Never met
 Hillcrest Dr. Fire 4/27/2025	Low Hazard	7 min	⊗ No	21 personnel achieved	24 min
 Lincoln Ave. Fire 6/1/2025	Medium Hazard	6 min	⊗ No	28 personnel achieved	20 min



**NFPA 1750 STANDARD**  
For both Low Hazard and Medium Hazard incidents:  
**Initial full assignment should be on scene within 8 minutes.**

**LEGEND**

- ⊙ Goal Met
- ⊗ Goal Not Met
- Low Hazard:** NFPA 1750 goal is 8:00 for initial full assignment on scene
- Medium Hazard:** NFPA 1750 goal is 8:00 for initial full assignment on scene

Page 69 of 74

# DEDICATED UNITS. AVAILABLE WHEN YOU NEED THEM MOST.

*This referendum adds 12 personnel to Stations 7 and 9 so both an ambulance and engine can be in service at the same time—improving EMS unit availability and community safety.*

## CURRENTLY: CROSS STAFFED

One crew staffs both units



- Only one unit can respond at a time
- When the ambulance leaves, the engine may be unavailable
- When the engine leaves, the ambulance may be unavailable
- Creates gaps in coverage during simultaneous emergencies



More than half of our calls happen at the same time as another emergency.

## WITH REFERENDUM: DEDICATED STAFFING

Separate crews for ambulance and engine



- ✓ Both units can respond at the same time
- ✓ Greater EMS unit availability during peak demand
- ✓ Maintains fire protection while EMS calls are occurring
- ✓ Reduced reliance on mutual aid
- ✓ Improved outcomes for our community

## POSITIVE OUTCOMES FOR OUR COMMUNITY



### FASTER, MORE RELIABLE EMS RESPONSE

More available ambulances mean faster help for patients in need.



### STRONGER EMERGENCY COVERAGE

Both ambulance and engine remain available during simultaneous incidents.



### BETTER SYSTEM CAPACITY

Increases our ability to handle multiple emergencies at the same time.



### LESS DEPENDENCE ON OUTSIDE RESOURCES

Keeps our community's emergency units available when we need them.



### IMPROVED PATIENT OUTCOMES

Timely EMS care saves lives and improves recovery.

## THE RESULT:



**A SAFER, STRONGER COMMUNITY WITH UNITS AVAILABLE WHEN YOU CALL 911.**



**ADDING 12 PERSONNEL (6 TO STATION 7 AND 6 TO STATION 9)**

**ENSURES DEDICATED AMBULANCE AND ENGINE ARE IN SERVICE—NOT CROSSED STAFFED.**



**12**

**ADDITIONAL PERSONNEL**



**6**

**PER STATION  
(2 PER SHIFT)**



**2**

**STATIONS  
(7 AND 9)**

\* Based on 54% simultaneous incident rate from CAD data analysis.



# NFPA 1750 vs. NEW BERLIN FIRE DEPARTMENT

## FIRE SUPPRESSION STAFFING & RESPONSE COMPARISON (2025)



### NFPA 1750 (2026 EDITION) EXPECTATIONS



#### LOW HAZARD OCCUPANCY

First arriving unit: 5 minutes 20 seconds  
Initial full alarm assignment:  
20–21 personnel within 8 minutes

FUNCTION	PERSONNEL
Incident Command + Scribe	2
Incident Safety Officer	1
Water Supply	1
Attack Lines	6
Search & Rescue	2
Ventilation/Ground Ladders	2
Aerial Operator	1
Rapid Intervention Crew	4
EMS Crew	2
<b>TOTAL PERSONNEL</b>	<b>20–21</b>



#### MEDIUM HAZARD OCCUPANCY

First arriving unit: 5 minutes 20 seconds  
Initial full alarm assignment:  
28–29 personnel within 8 minutes

FUNCTION	PERSONNEL
Incident Command + Scribe	2
Incident Safety Officer	1
Water Supply	2
Attack Lines	9
Search & Rescue	4
Ventilation/Ground Ladders	4
Aerial Operator	1
Rapid Intervention Crew	4
EMS Crew	2
<b>TOTAL PERSONNEL</b>	<b>28–29</b>

### NEW BERLIN FIRE DEPARTMENT PERFORMANCE COMPARISON

INCIDENT	OCCUPANCY TYPE	FIRST UNIT ARRIVAL	NFPA GOAL (5:20 MIN)	PERSONNEL OBJECTIVE	TIME TO PERSONNEL OBJECTIVE
Regal Dr. Fire 1/7/2025	Low Hazard	6 min	⊗ No	21 personnel achieved	21 min
Carriage Ln Fire 1/15/2025	Medium Hazard	6 min	⊗ No	Never met 28 personnel	Not met
Moorland Rd. Fire 2/10/2025	Low Hazard	8 min	⊗ No	20 personnel achieved	24 min
Lincoln Ave. Fire (CBFD First Due) 2/11/2025	Low Hazard	5 min	✓ Yes	21 personnel achieved	23 min
Park Central Blvd. Fire (Victim Removed) 4/11/2025	Medium Hazard	3 min	✓ Yes	Never met 28 personnel	Never met
Hillcrest Dr. Fire 4/27/2025	Low Hazard	7 min	⊗ No	21 personnel achieved	24 min
Lincoln Ave. Fire 6/1/2025	Medium Hazard	6 min	⊗ No	21 personnel achieved	18 min

#### KEY TAKEAWAYS

- Only 2 of 7 incidents met the first-unit arrival benchmark.
- 0 of 7 incidents met the full alarm staffing benchmark within 8 minutes.
- Several incidents required 18–24 minutes to assemble recommended staffing levels.
- One low hazard incident never achieved minimum staffing levels.
- The medium hazard incident never reached the recommended 28-person staffing level despite a victim rescue operation.

#### NFPA 1750 BENCHMARK



- NFPA 1750 identifies staffing and deployment benchmarks intended to support critical fireground operations simultaneously and safely.
- Low Hazard: 5:20 for first unit, 20–21 personnel within 8 minutes.
  - Medium Hazard: 5:20 for first unit, 28–29 personnel within 8 minutes.

#### OPERATIONAL IMPACT



- Extended staffing assembly times can affect:
- Simultaneous fire attack and search operations
  - Rapid intervention team deployment
  - Ventilation coordination
  - Water supply establishment
  - Firefighter safety and fatigue management
  - Overall incident stabilization time

#### CURRENT STAFFING CONTEXT



- NBFD currently operates with:
- Average daily staffing of approximately 13.98 personnel
  - Cross-staffed apparatus at multiple stations
  - Maximum daily staffing below NFPA-recommended initial full alarm staffing levels for many incident types



Adequate staffing is critical to firefighter safety, effective operations, and positive outcomes.  
Investing in staffing today strengthens our response for tomorrow.

# NFPA 1750 vs. NEW BERLIN FIRE DEPARTMENT

## FIRE SUPPRESSION STAFFING & RESPONSE COMPARISON (2025)



### NFPA 1750 KEY REQUIREMENTS & DEFINITIONS

#### OCCUPANCY CLASSIFICATIONS (NFPA 1750)



#### LOW HAZARD OCCUPANCY

A structure that poses a low life hazard, is  $\leq 2,000$  ft<sup>2</sup>, and does not have a basement or exposures, or as defined by a formal documented and adopted risk assessment process.



#### MEDIUM HAZARD OCCUPANCY

A structure that poses a medium life hazard that ranges in size from  $> 2,000$  ft<sup>2</sup> to  $\leq 196,000$  ft<sup>2</sup> and is  $< 75$  ft in height, has a basement or exposures, and/or has medium fire potential due to its construction; configurations; the presence of specific materials, processes, contents; or as defined by a formal documented and adopted risk assessment process.



#### HIGH HAZARD OCCUPANCY

An occupancy that presents a high life hazard, is  $> 196,000$  ft<sup>2</sup>, taller than 75 ft or has high fire potential due to its location; construction; configuration; the presence of specific materials, processes, contents; or as defined by a formal documented and adopted risk assessment process.

#### STAFFING & DEPLOYMENT REQUIREMENTS



#### 4.9.4

Contractual mutual aid, automatic aid, and fire protection agreements shall require all partner agencies and jurisdictions to respond with a minimum of four firefighters per apparatus when responding to render aid.



#### 5.2.3.1.1 & 5.2.3.2.1

Engine and Ladder/Truck Companies: These fire companies shall be staffed with a minimum of four on-duty members.



#### 7.4.3

Where staffed stations are provided, they shall have a turnout time of 80 seconds for fire and special operations and 60 seconds for EMS 90 percent of the time.



#### 7.4.4

Upon assembling the necessary resources at the emergency scene, the fire department shall have the capability to safely commence an initial attack within 2 minutes 90 percent of the time.

### STAFFING GAP IMPACT ANALYSIS

When Staffing Benchmarks Are Not Met:



#### Delayed Initial Attack

Increases fire growth potential and risk to life and property.



#### Limited Search Capability

Reduces ability to locate and rescue victims quickly.



#### Reduced Firefighter Safety

Increases risk due to inadequate RIT and scene management.



#### Strained Water Supply

Impacts ability to establish and sustain adequate water flow.



#### Longer Incident Stabilization

Extends overall incident duration and resource commitment.

### TRENDS & OBSERVATIONS

FIRST UNIT ARRIVAL  
(NFPA GOAL: 5:20)

**6.1**  
MINUTES

Average first unit arrival time

FULL STAFFING ACHIEVED  
(NFPA GOAL: 8 MIN)

**1 of 7**

Incidents met the full staffing objective

SIMULTANEOUS CALL RATE

**54%**

Of all calls involve overlapping incidents impacting staffing

### OUR COMMUNITY. OUR COMMITMENT.



The New Berlin Fire Department is committed to providing the highest level of fire protection and emergency response. Aligning our staffing and deployment with NFPA 1750 standards ensures we are prepared to protect lives, property, and the community we serve.

### RECOMMENDATIONS FOR CONSIDERATION

To meet NFPA 1750 requirements and ensure the safety of our community and firefighters, we recommend **adding 12 personnel through a referendum.**

- Add 12 personnel to improve compliance with NFPA 1750 staffing and response benchmarks.
- Increase available daily staffing to improve simultaneous incident coverage and reduce staffing shortages during overlapping emergencies.
- Improve the department's ability to assemble:
  - 20-21 personnel for low-hazard incidents
  - 28-29 personnel for medium-hazard incidents within NFPA-recommended timeframes.
- Reduce dependency on delayed mutual aid staffing for critical fireground operations.
- Improve firefighter safety through enhanced staffing for:
  - Rapid intervention crews
  - Search and rescue
  - Fire attack operations
  - Water supply operations
  - Incident command functions
- Strengthen operational resiliency during the department's documented 54% simultaneous call rate.
- Improve long-term service sustainability as call volume and community demand continue to increase.



Investing in Staffing Today Protects New Berlin Tomorrow.

# WHY EMS AVAILABILITY MATTERS

EARLY PRE-HOSPITAL CARE SAVES LIVES



In 2025, EMS incidents accounted for **70%** of all emergency responses.

Reliable ambulance availability is critical to meeting community demand.

## CURRENT CHALLENGE

**70%** of all emergency responses were EMS-related in 2025

**54%** of incidents occur simultaneously

Ambulance and engine are cross-staffed

Units may become unavailable during overlapping calls

## TIME-CRITICAL EMERGENCIES

### HEART ATTACK (STEMI)

**GOAL:**  
EMS recognition within minutes

#### NATIONAL BENCHMARKS:

- Early 12-lead ECG
- Cath lab activation before hospital arrival
- Goal: Balloon intervention within **90 minutes**



#### WHY EMS MATTERS:

Early EMS assessment and treatment reduces heart muscle damage and improves survival.

### STROKE

**GOAL:**  
Rapid identification and transport

#### NATIONAL BENCHMARKS:

- Stroke recognition immediately
- Stroke center notification before arrival
- Time-sensitive clot-busting medication and thrombectomy



#### WHY EMS MATTERS:

Every minute during stroke, approximately 1.9 million brain cells are lost.

### CARDIAC ARREST

**GOAL:**  
Immediate CPR and defibrillation

#### NATIONAL BENCHMARKS:

- Early CPR
- Defibrillation within minutes
- Rapid ALS intervention



#### WHY EMS MATTERS:

Survival decreases approximately 7-10% for every minute without defibrillation.



## MINUTES MATTER.

EMS availability directly impacts survival during time-critical emergencies.



## REFERENDUM SOLUTION

Dedicated Staffing at Stations 7 & 9

- ✓ Ambulances remain available
- ✓ Faster EMS response reliability
- ✓ Improved coverage during simultaneous emergencies
- ✓ Better continuity of patient care
- ✓ Improved community outcomes



## WHEN OUR UNITS ARE BUSY, THE COMMUNITY WAITS.

EMS MUTUAL AID RESPONSE DELAYS IN 2025

### MUTUAL AID RESPONSES RECEIVED IN 2025



**127**

Total EMS Mutual Aid Responses Received in 2025

### AVERAGE MUTUAL AID RESPONSE TIME



**6.6 MINUTES**

Time waiting after another department is dispatched

### 90TH PERCENTILE RESPONSE TIME



**10.8 MINUTES**

1 out of every 10 responses exceeded 10.8 minutes

### RESPONSE TIME COMPARISON

NFPA EMS GOAL  
Travel Time Benchmark



NFPA 1750 Standard:  
90% of responses within 5 minutes

AVERAGE MUTUAL AID ARRIVAL



Average time we wait for mutual aid to arrive

90% MUTUAL AID ARRIVAL



1 out of every 10 responses exceeded 10.8 minutes

0 2 4 6 8 10 12 14 MINUTES

MUTUAL AID IS NOT IMMEDIATE CARE.

### EXAMPLES OF DELAYED EMS COVERAGE

- Longest response received this year → **24 MINUTES** (cleared before arrival)
- Second longest response → **20 MINUTES**
- Multiple responses → **12 MINUTES or longer**
- Multiple responses → **8-10 MINUTES**
- Many responses → **4-7 MINUTES**

During these incidents, our local units were already committed to other emergencies in our community.

### CURRENT STAFFING MODEL: CROSS STAFFED

- One crew staffs both the ambulance and engine.
- Only one unit can respond at a time.
- Additional calls require outside departments.

- **54%** simultaneous incident rate
- EMS accounts for **70%** of all calls
- Increases reliance on outside departments

### WHY MUTUAL AID DELAYS HAPPEN

- Neighboring departments are also handling their own emergencies.
- Distance and current call volume increase response times.
- We have no control over their availability or en route times.

When our ambulances are unavailable, the community waits.

### DEDICATED STAFFING IMPROVES EMS AVAILABILITY

- ✓ Ambulances remain available during simultaneous calls
- ✓ Reduces reliance on outside departments
- ✓ Improves response reliability citywide
- ✓ Keeps emergency resources in New Berlin
- ✓ Faster care during time-critical emergencies



### ABOUT OUR STAFFING TODAY

Our average daily staffing is 13.98 people, which equals 3 people per station across 4 stations.

With our current cross-staffing model, one crew is assigned to both an ambulance and an engine. Because one crew can only operate one unit at a time, when the ambulance is on a call, the engine may be unavailable—and when the engine is on a call, the ambulance may be unavailable. This limits our ability to respond to multiple emergencies at the same time, which occurs in 54% of our calls.

**13.98**  
PEOPLE PER DAY (AVERAGE)

**4**  
STATIONS

**3**  
PEOPLE PER STATION (CURRENT)

**2**  
PER SHIFT AT STATIONS 7 & 9 (ADDITIONAL)

### THIS REFERENDUM ADDS 12 PERSONNEL (6 TO STATION 7 AND 6 TO STATION 9)

ENSURES DEDICATED AMBULANCE AND ENGINE ARE IN SERVICE—NOT CROSSED STAFFED.

**12**  
ADDITIONAL PERSONNEL

**6**  
PER STATION (2 PER SHIFT)

**2**  
STATIONS (7 AND 9)

At Stations 7 & 9, this referendum provides 2 additional personnel per shift so both an ambulance and engine can be in service at the same time—improving EMS unit availability and community safety.

EARLY PRE-HOSPITAL CARE IS ONE OF THE MOST IMPORTANT FACTORS IN SURVIVAL AND RECOVERY.

With EMS making up 70% of all incidents, ambulance availability has become critical to community response reliability.



# NEW BERLIN FIRE DEPARTMENT STRONGER TODAY. SAFER TOMORROW.

A REFERENDUM TO SUPPORT OUR COMMUNITY,  
OUR RESPONDERS, AND OUR FUTURE.



## THE NEED IN NUMBERS

CALL VOLUME



INCREASED OVER  
**40%**  
SINCE 2015

OVERLAPPING INCIDENTS



**54%**  
OF EMS CALLS  
OVERLAPPED ANOTHER  
INCIDENT IN 2024

EMS CALLS



OVER  
**70%**  
OF TOTAL CALLS  
FOR SERVICE

RESPONSE TIME



AVERAGE RESPONSE  
TIME HAS INCREASED  
DUE TO DEMAND AND  
LIMITED STAFFING

## THE COMMUNITY IMPACT



**LONGER WAITS**  
for ambulances  
when units are  
already committed



**FARTHER RESPONSE**  
from more distant  
stations or mutual  
aid departments



**FIRE APPARATUS  
UNAVAILABLE**  
when crews are  
tied up on EMS calls



**GREATER RELIANCE  
ON MUTUAL AID**  
reducing availability  
in our own community



**INCREASED RISK**  
during multiple,  
simultaneous  
emergencies



**EMERGENCIES DON'T HAPPEN ONE AT A TIME.  
OUR SYSTEM IS STRETCHED THIN.**

## WHAT THE REFERENDUM PROVIDES

12 ADDITIONAL POSITIONS  
TO STAFF TWO ADDITIONAL CREWS

**6**  
PERSONNEL  
TO STATION 7



**6**  
PERSONNEL  
TO STATION 9

INDEPENDENTLY STAFFED FOR:



DEDICATED  
AMBULANCE  
AVAILABILITY



FIRE ENGINES  
REMAIN IN SERVICE  
DURING EMS  
TRANSPORTS



BETTER GEOGRAPHIC  
COVERAGE DURING  
MULTIPLE CALLS



IMPROVED RELIABILITY  
AND RESPONSE  
CONSISTENCY

## THE CONSEQUENCES OF NO ACTION



**UNIT UNAVAILABILITY WILL CONTINUE TO RISE**  
More calls will occur when units are already committed.



**GREATER DEPENDENCY ON OUT-OF-AREA RESOURCES**  
Leaving our community more vulnerable.



**INCREASED STRAIN ON STAFF & BUDGET**  
More overtime, more fatigue, more turnover.



**LONGER RESPONSE INTERVALS DURING PEAK TIMES**  
Impacting outcomes when seconds matter most.



**REDUCED OPERATIONAL FLEXIBILITY**  
Less ability to handle major incidents or surges in demand.

## WHY NOW?

- ✓ EMS demand continues to increase year after year.
- ✓ Overlapping incidents are the new normal.
- ✓ Current staffing was built for a different demand level.
- ✓ Our responders are committed—but the system is strained.
- ✓ Acting now protects the reliability of emergency services for years to come.

## ALTERNATIVES CONSIDERED



- Outsourcing services
- Reassigning personnel
- Deployment adjustments
- Current efficiency efforts

**NONE MEET THE NEED  
FOR RELIABLE, 24/7  
COVERAGE.**

## INVESTING IN STAFFING TO MEET OUR COMMUNITY'S DEMAND



**PROTECTS WHAT  
MATTERS MOST**  
Your family, neighbors,  
and our community.



**MAINTAINS SAFE  
RESPONSE TIMES**  
More firefighters and  
paramedics on duty  
means quicker help.



**SUPPORTS OUR  
RESPONDERS**  
Provides staffing, training,  
and tools to do their  
jobs safely and effectively.



**A STRONGER,  
SAFER NEW BERLIN**  
An investment today for  
a more resilient community  
tomorrow.

## THE DECISION FOR COUNCIL



**THIS REFERENDUM IS ABOUT  
MAINTAINING RELIABLE EMERGENCY  
RESPONSE CAPABILITY FOR THE  
CITY OF NEW BERLIN TODAY  
AND INTO THE FUTURE.**

★ **YOUR DECISION TODAY PUTS THE QUESTION  
BEFORE OUR COMMUNITY.** ★

**TOGETHER, WE CAN ENSURE NEW BERLIN  
REMAINS STRONGER TODAY. SAFER TOMORROW.**

**SERVICE IS OUR ONLY PRODUCT**