

To: Milwaukee METRO FIRE and Rescue Board of Directors  
From: Board Member Archambo  
Date: 9 April 2026  
Subject: Addition of HR Director Mbow to the formal collective bargaining team

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**A. Issue**

Consideration of additionally appointing City of Wauwatosa Human Resources Director, Beth Mbow, to the Milwaukee Metro Fire and Rescue Department collective bargaining team

**B. Background/Options**

At the most recent past meeting the Board designated a specific group of three to represent the Board's interest and to effectuate negotiations with the collective bargaining association for represented sworn firefighters subject to direction from the Board itself.

The "formality/informality" of this group and its appointment is somewhat different than (at least in example) Wauwatosa structure wherein this falls among the other broad responsibilities of the Administrator. In hindsight, I think we, out of necessity and convenience, should have also included in the formal group the Human Resources Director for the agency.

Given that the preponderance of the provisions associated with a collective bargaining agreement are or relate to compensation and benefits, there is no substitute for direct first-hand involvement as the discussions, descriptions, and questions of the formal team are being asked and presented in those sessions.

**C. Fiscal Impact**

While there is not an outside cost there is the resource commitment of HR Director Mbow to be available and directly involved "at the table" throughout the bargaining process.

**D. Recommendation**

I respectfully request that by motion the Board move, accept, and affirm the designation of HR Director Mbow added to the formally designated bargaining team on behalf of the Board of Directors.