



Wauwatosa, WI

Government Affairs Committee

Meeting Agenda - Final

7725 W. North Avenue
Wauwatosa, WI 53213

Tuesday, December 16, 2025

6:00 PM

Common Council Chambers and Zoom:
<https://servetosa.zoom.us/j/86222394038>,
Meeting ID: 862 2239 4038

SPECIAL MEETING

HYBRID MEETING INFORMATION

Members of the public may observe and participate in the meeting in-person or via Zoom at the link above. To access the Zoom meeting via phone, call 1-312-626-6799 and enter the Meeting ID.

CALL TO ORDER

ROLL CALL

GOVERNMENT AFFAIRS COMMITTEE ITEMS

1. Update, discussion, and possible action on collective bargaining with the Wauwatosa Professional Firefighters Local 1923 [25-2347](#)

The Common Council may convene into closed session regarding this item pursuant to Wis. Stat. §19.85 (1)(e), to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Common Council may reconvene into open session to consider the balance of the agenda.

ADJOURNMENT

NOTICE TO PERSONS WITH A DISABILITY

Persons with a disability who need assistance to participate in this meeting should call the City Clerk's office at (414) 479-8917 or send an email to tclerk@wauwatosa.net, with as much advance notice as possible.

December 13, 2025

Dear Mayor and Members of the Wauwatosa Common Council,

I had the honor and the privilege to serve Wauwatosa as an Alder for ten years and Mayor for eight. I am also a 50 year resident of the City. As a former Mayor of the City of Wauwatosa, I write to express my full support for Wauwatosa Firefighters Local 1923 and their request for a written Letter of Intent as part of the proposed fire department merger.

During my time in office, I learned that successful relationships with those who provide Wauwatosa's public safety are built on trust and honest communication. When organizational changes occur at a scale this significant, verbal assurances alone are not sufficient. Clear, documented understandings are necessary to provide confidence and stability throughout the transition. A Letter of Intent is an appropriate and reasonable tool to serve that purpose and represents a small ask in the context of a merger of this magnitude.

The items Local 1923 is seeking to include in a Letter of Intent do not expand benefits or predetermine future bargaining outcomes. They simply formalize the continuation of existing practices and earned benefits during the merger process, which I believe is both reasonable and responsible.

Specifically, I support language affirming the continuation of existing retirement healthcare benefits for current employees, the full transfer of accrued sick leave, a good-faith evaluation of work schedules that support recruitment and retention, and the maintenance of competitive healthcare plans.

I respectfully encourage the Mayor and Common Council to support the execution of a Letter of Intent reflecting these principles. Doing so would help foster trust, reduce uncertainty, and support a fair and collaborative path forward.

Thank you for your time and consideration.

Sincerely,



Theresa M. Estness

Wauwatosa Fifth District Alder 1990 - 2000
Wauwatosa Mayor 2000 - 2008