



Southern Ozaukee Fire & EMS Commission  
AGENDA

DATE: Wednesday, September 11, 2024

LOCATION: 250 Elm Street, Thiensville, WI  
**IMMEDIATELY FOLLOWING SOFD BOARD  
MEETING**

TIME: 6:30 PM

**I. CALL TO ORDER**

**II. ROLL CALL**

MEQUON MAYOR ANDREW NERBUN  
MEQUON ADMINISTRATOR WILL JONES  
MEQUON ALDERMAN DALE MAYR  
MEQUON ALDERMAN GREG BACH  
MEQUON CITIZEN MEMBER LYNN STREETER

THIENSVILLE PRESIDENT JOHN ROSING  
THIENSVILLE ADMINISTRATOR COLLEEN LANDISCH-HANSEN  
THIENSVILLE TRUSTEE KRISTINA ECKERT  
THIENSVILLE CITIZEN MEMBER DOUGLAS CHIMENTI  
THIENSVILLE ALTERNATE TRUSTEE DAVID LANGE

**III. APPROVAL OF MINUTES**

A. July 10, 2024 (att)

**IV. NEW BUSINESS**

- A. Review and Approve Paid-on-Call Hiring List
- B. Review and Approve Hiring Process for Battalion Chief (att)
- C. Review and Approve Hiring Process for Full-Time Firefighter Paramedic (att)

**V. ADJOURNMENT**

Colleen Landisch-Hansen, Village Clerk

September 5, 2024

Please advise the Thiensville Municipal Hall, 250 Elm Street (262-242-3720) at least 24 hours

prior to the start of this meeting if you have disabilities and desire special accommodations.



Southern Ozaukee Fire & EMS Commission  
MINUTES

DATE: Wednesday, July 10, 2024

LOCATION: 250 Elm Street, Thiensville, WI

**IMMEDIATELY FOLLOWING SOFD BOARD  
MEETING**

TIME: 6:00 PM

## I. CALL TO ORDER

President Rosing called the meeting to order at 9:15 PM.

## II. ROLL CALL

MEQUON MAYOR ANDREW NERBUN  
MEQUON ADMINISTRATOR WILL JONES  
MEQUON ALDERMAN DALE MAYR  
MEQUON ALDERMAN GREG BACH (EXCUSED)  
MEQUON CITIZEN MEMBER LYNN STREETER

THIENSVILLE PRESIDENT JOHN ROSING  
THIENSVILLE ADMINISTRATOR COLLEEN LANDISCH-HANSEN  
THIENSVILLE TRUSTEE KRISTINA ECKERT  
THIENSVILLE CITIZEN MEMBER DOUGLAS CHIMENTI (EXCUSED)  
THIENSVILLE ALTERNATE TRUSTEE DAVID LANGE

## III. APPROVAL OF MINUTES

A. May 8, 2024 (att)

**MOTION** by Alderman Mayr, **SECONDED** by Trustee Lange to approve the May 8, 2024, Minutes. **MOTION CARRIED UNANIMOUSLY.**

## IV. NEW BUSINESS

A. Approve Hiring List of Paid on Call

**MOTION** by Trustee Lange, **SECONDED** by Trustee Eckert to approve the Hiring List of Paid on Call. **MOTION CARRIED UNANIMOUSLY.**

B. Revision of Full-Time Hiring Process (att)

**MOTION** by Citizen Member Streeter, **SECONDED** by Trustee Eckert to revise the full-time hiring process to make a conditional offer to Josh Lipp for the position of Firefighter/Paramedic, if medically and psychologically cleared, at his prior salary with no probationary period.

**AMENDED MOTION** by Citizen Member Streeter, **SECONDED** by Alderman Mayr to revise the full-time hiring process to make a conditional offer to Josh Lipp for the position of Firefighter/Paramedic, if medically and psychologically cleared, at his prior salary level and continuation of prior employment probationary period. **AMENDED MOTION CARRIED UNANIMOUSLY.**

**V. ADJOURNMENT**

**MOTION** by Mayor Nerbun, **SECONDED** by Trustee Eckert to adjourn the meeting at 9:26 PM. **MOTION CARRIED UNANIMOUSLY.**

Submitted by,

Gary Achterberg  
Administrative Assistant  
Village of Thiensville

Signed by,

Colleen Landisch-Hansen  
Village Administrator/Village Clerk  
Village of Thiensville



Southern Ozaukee Fire and  
Emergency Medical Services Department  
11300 N. Buntrock Avenue  
Mequon, WI 53092  
(262) 242-2530  
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**TO:** SOFD Board  
**FROM:** Fire Chief David L Bialk  
**DATE:** September 11, 2024  
**SUBJECT:** Hiring Process for Fulltime Battalion Chief

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### **Background**

The last time the Fire Department went through a hiring process for Battalion Chief, the City of Mequon and the Village of Thiensville were both separate organizations. With the vacancy created by the departure of the Battalion Chief in charge of Emergency Medical Services, it is time to begin the process of hiring a Battalion Chief.

### **Analysis**

I believe the best way to fill this position is by promoting someone from within SOFD. The next Battalion Chief must subscribe to the Mission, Vision and Values as adopted by the SOFD Board in 2023. It is important the next Battalion Chief has a thorough understanding of the organization and supports the SOFD Boards' Vision of a combination/hybrid fire department. The hybrid fire department in 2024 brings with it many more challenges than having an entirely career department or an entirely volunteer department. Hiring someone who can support both the career members and the volunteers and understands how to manage both types of members is of utmost importance. When hiring from inside the organization we can look for a candidate who has demonstrated those abilities in the past and will carry them going forward.

Among the current staff of the SOFD I believe there are several qualified individuals for Battalion Chief. Hiring someone from inside the organization has several advantages.

- We can use the candidate's past performance in the SOFD as a metric in the hiring process.
- The Battalion Chief candidate will require very little orientation or training into the operation of the fire department.
- We will demonstrate to the membership there is opportunity for advancement within the organization.

I am requesting the SOFD Commission revise the hiring process for Battalion Chief to look for an internal candidate to fill the vacancy. The certifications for Battalion Chief would remain the same as in the past, however, the candidate would be given additional time to acquire the needed certifications and training before being taken off probation:

- A valid driver's license - State of Wisconsin issued within 30 days of appointment.
- Is certified in WI as a Firefighter Level I & II
- Is certified as WI Emergency Services Instructor I & II (within 24 months of hire)
- Is certified as a Fire Inspector. Licensed through the State of WI (within 12 months)
- Is certified in WI as an EMT-B, EMT-A
- EMT-Paramedic preferred
- Is certified in WI Driver/Operator Pumper
- Is certified in WI Driver/Operator Aerial
- Is certified in WI as a Fire Officer Level I
- Holds NIMS 100/200/300/400/700/800 (or within 18 months of hire)
- BLS CPR Instructor, ACLS & PALS Instructor within 6 months

With approval of the Commission the process could begin immediately. Interested candidates would submit a resume and application to the Fire Chief before October 4, 2024. The candidates would then be interviewed by a panel of outside Chief Officers and a panel of SOFD Board members and/or elected officials the week of October 14, 2024. The candidates would be given time to submit a written response to a question during the interview process for review by the panel. The scores would be totaled, a list would be established, and a candidate selected.

The selected candidate would still have to pass a pre-employment physical and undergo a psychological exam. In addition to the certifications, the candidate would then be expected to complete a management training program during their first year, to include attendance at the Midwest Leadership Institute.

The candidate would be subject to a probationary period of no less than 12 months but up to 24 months as required to earn any listed certifications and complete management training.

### **Fiscal Impact**

The salary range for a Battalion Chief is \$79,258 - \$107,234 plus benefits.

\$27,896 Health insurance family plan

\$11,337 Health insurance single plan

\$10,303 - \$13,940 WRS depending on salary

### **Recommendation**

Staff recommends the approval of the revised hiring process.

Fire Chief David L Bialk

*David L Bialk*

Southern Ozaukee Fire Department



Southern Ozaukee Fire and  
Emergency Medical Services Department  
11300 N. Buntrock Avenue  
Mequon, WI 53092  
(262) 242-2530  
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## Job Description Battalion Chief

**Date:** September 11, 2024

**Title:** Battalion Chief

**FLSA:** Exempt

**Work Location:** Fire Stations and in the field.

**General Schedule:** Rotating shift as assigned by the Fire Chief

**Pay Grade:** Battalion Chief

**Position's Purpose:** Under the direction of the Fire Chief, or the Deputy Chief, the Battalion Chief (BC) of Emergency Medical Services (EMS) will supervise all daily shift operations as well as plan for, direct, oversee and support the operations related to EMS delivery with Southern Ozaukee Fire and EMS Department (SOFD). A BC may assume the role of Deputy Chief in the Deputy Chief's absence and provide for administration and direction of the Fire Department. This position will also assist with and perform all activities and services relating to: EMS and Fire Department training programs, facilities, communications, line staff management, budget management, equipment allocation, fleet maintenance, fire inspection and Community Risk Reduction. The BC of EMS will be expected to fill an operational role on EMS and fire apparatus daily and function effectively in support of all other bureaus.

### Description of the Job

#### A: Essential Duties and Responsibilities:

Manages the human resources and equipment involved in the provision of services to citizens. Ensures daily response preparedness of paid and paid-on-call staff working within a 24 + hour shift window. Ensures cohesion of mission and purpose. Performs personnel management functions including first step problem-resolution activities. Serves as a mentor and example for operations level staff.

Manages and directs all EMS related department operations in coordination with Fire Chief and Deputy Chief. Performs EMS Quality assurance activities including data assessment, ePCR program administration and EMS service billing activities and EMS supply oversight and management.

Responds to and may assume command of strategic and tactical operations at emergency scenes when warranted or required. Performs in the capacity of a paramedic firefighter up to and including all EMS and firefighter duties on the emergency scene as well as in an Immediately Dangerous to Life and Health (IDLH) environment. Performs interfacility EMS transfers when needed.

Develops and reviews departmental policies and procedures to improve effectiveness and efficiency of operations and service levels primarily related to EMS service staffing and delivery.

Participates in or prepares and oversees EMS related departmental budgets. Prepares special studies and reports at the direction of the Fire Chief or Deputy Chief. Assists Fire Chief in developing EMS operational priorities, goals, and objectives.

Assists all other bureaus as needed for efficient department operations. Conducts fire and EMS training, performs the duties of a Fire Inspector and Community Risk Reduction Educator by participating in public education and prevention activities for both fire and EMS.

May represent the Fire Department in meetings, negotiations, and planning sessions, interfaces with Federal, State and other outside local agencies on issues related to EMS.

Performs special projects related to training, facilities, daily operations, grant writing and additional duties as assigned. Reviews instructional materials, creates and modifies lesson plans, organizes the classroom, modifies presentations; conducts classes and acquires training resources to ensure that objectives or learning outcomes are achieved. Administers performance tests, so that the testing is conducted according to procedures and the confidentiality of the materials is maintained.

**B: Job Specifications:**

Required Knowledge; Possesses knowledge and skills in administering Fire Department daily operations and practices of fire service organizational management and human resources management. Has skills, abilities and experience in mentoring subordinates and facilitating organizational enrichment. Possesses the ability to establish and maintain effective working relationships, has strong interpersonal skills, managerial abilities, and negotiation skills, can handle sensitive situations with tact and diplomacy, can communicate effectively both verbally and in writing, is able to establish and fulfill goals and objectives, and supervise a diverse workforce. Is willing to contribute to the recruitment and retention of paid on call, paramedics, EMTs and firefighters. Additionally, possess knowledge of modern EMS and lifesaving techniques, Community Risk Reduction, fire prevention and inspection, as well as fire suppression tactics and principles. Has in-depth knowledge of modern informational systems and medical devices, can operate a computer and related software programs with ease.

**C: Qualifications Required/Preferred:**

A valid driver's license - State of Wisconsin issued within 30 days of appointment.

Is certified in WI as a Firefighter Level I & II

Is certified as WI Emergency Services Instructor I & II (within 24 months)

Is certified as a Fire Inspector. Licensed through the State of WI (within 12 months)

Is certified in WI as an EMT-B, EMT-A

EMT-Paramedic preferred

Is certified in WI Driver/Operator Pumper

Is certified in WI Driver/Operator Aerial

Is certified in WI as a Fire Officer Level I

Holds NIMS 100/200/300/400/700/800 300, 400 (within 18 months)

BLS CPR Instructor, ACLS & PALS Instructor (within 6 months)

**D: Title of Immediate Supervisor:**

Under the general supervision of the Deputy Fire Chief, and Fire Chief

**E. Physical Requirements:**

This work requires the regular physical exertion of up to 25 pounds of force, frequent exertion of up to 100 pounds of force and occasional exertion of over 200 pounds of force; work regularly requires standing, walking, using hands, reaching and repetitive motions, frequently requires speaking and hearing, kneeling, sitting, crouching or crawling, pushing or pulling and lifting and occasionally requires climbing or balancing, tasting or smelling; work requires good vision aptitudes; vocal communication is required for expressing ideas and conveying detailed instructions to others accurately, loudly or quickly; hearing is required to perceive information at normal spoken word levels and to receive detailed information and/or to make fine distinctions in sound; work requires preparing and analyzing written or computer data, visual inspection of data and equipment, ability to follow lists and protocols, identify defects large and/or small, use of measuring devices, specialized medical devices, operating all sizes of motor vehicles and specialized firefighting equipment. Skilled in observing surroundings and activities in both emergent and non-emergent settings.

**F: Environmental/Working Conditions:**

Work regularly requires exposure to outdoor weather conditions, frequently requires working near moving mechanical parts, wearing an N95 face mask, a self-contained breathing apparatus and exposure to blood borne pathogens and may be required to wear specialized personal protective equipment and occasionally requires wet, humid conditions (non-weather), working in high, precarious places, exposure to fumes or airborne particles, exposure to toxic or caustic chemicals, exposure to extreme cold (non-weather), exposure to extreme heat (non-weather), exposure to the risk of electrical shock and exposure to vibration; work is generally in a loud noise location (e.g. grounds maintenance, heavy traffic). Majority of activities are performed in a team environment and the ability to effectively and appropriately communicate in both non-emergent and emergent situations is paramount.

**G: Supplemental Information:**

All successful candidates will be subject to in-depth background investigations, a psychological evaluation and pre-employment drug screening prior to installation in rank and will serve a 12-month term of probation from start date. Term of probation may be extended based on job performance.

**Disclaimer:** The above information on this description has been designed to indicate the general nature and level of work performed by the employee(s) within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job.

**Approvals:**

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SOFD Board President

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Department Head or Designated Representative

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Incumbent



**Southern Ozaukee Fire and  
Emergency Medical Services Department  
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### **Internal Posting for Battalion Chief**

Full-Time Battalion Chief \$79,258 - \$107,234 Comprehensive Benefits Package Included

The Southern Ozaukee Fire Department is establishing an eligibility list for Full-Time Battalion Chief.

Under the direction of the Fire Chief and Deputy Chief, the Battalion Chief will fulfill key roles in command by assisting in the planning for, directing, and overseeing of the operations and divisions of the Southern Ozaukee Fire Department. The Battalion Chief will assume command in the Fire Chief's and Deputy Chief's absence and provide direction of the Fire Department. The Battalion Chief will be assigned a 24-hour shift. The Battalion Chief will be charged with overseeing one of three key divisions—Emergency Medical Services, Community Risk Reduction, or Training. These management positions will also fill an operational role on EMS and fire calls as needed and support the operations of other divisions.

The ideal candidate will hold an associate degree or bachelor's degree in fire service management/administration or a related field (administration, leadership, emergency management, etc.). Current educational enrollment may also be considered. Preference for previous full-time fire service experience and for those that have held a supervisory position with mentoring experience. Additionally, the following certifications are required at time of hire/offer or within the specified time frame after hire:

The following certifications are required at time of hire/offer.

- A valid driver's license - State of Wisconsin issued within 30 days of appointment.
- Is certified in WI as a Firefighter Level I & II
- Is certified as WI Emergency Services Instructor I & II (within 24 months of hire)
- Is certified as a Fire Inspector. Licensed through the State of WI (within 12 months)
- Is certified in WI as an EMT-B, EMT-A
- EMT-Paramedic preferred
- Is certified in WI Driver/Operator Pumper
- Is certified in WI Driver/Operator Aerial
- Is certified in WI as a Fire Officer Level I
- Holds NIMS 100/200/300/400/700/800 or within 18 months of hire
- BLS CPR Instructor, ACLS & PALS Instructor within 6 months

Interested candidates need to submit a resume and application to the Fire Chief before October 4, 2024.

The selected candidate will still have to pass a pre-employment physical and undergo a psychological exam before appointment. The candidate will also be subject to a 12-month probationary period.



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**TO:** SOFD Board  
**FROM:** Fire Chief David L Bialk  
**DATE:** September 11, 2024  
**SUBJECT:** Hiring Process for Fulltime Firefighter/Paramedic

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### **Background**

At the July 2024 SOFD Board meeting the Board approved the revised hiring process to hire Josh Lipp, the member who was injured off duty and had to rehabilitate before being able to return to his career position as a firefighter/paramedic. Prior to the July 2024 Board meeting, SOFD followed the process that was adopted in January of 2023. That process involved an open application period to allow for external and internal candidates who were already paramedics to apply and be evaluated by outside members and staff. The candidates were then ranked and put onto an eligibility list for hiring.

### **Analysis**

Much has changed in 20 months since the beginning of the SOFD. The job market for firefighter/paramedics has grown, while at the same time the number of applicants has decreased. The lack of applicants is so significant that many of the larger fire departments have begun to hire applicants who only have entry-level certifications (Firefighter 1 and EMT-Basic). An EMT-Basic certification requires a one-semester 144-hour course. In contrast, paramedic certification requires 1,150 hours and takes 12 months to complete. Paramedic certification was once a minimum qualification for many fire departments. Now that applicants can often get hired without paramedic certification, many are choosing to hold off on the additional schooling. In the past two years, SOFD and the former Mequon and Thiensville fire departments have lost a number of competent paid-on-call members to well-established career departments where paramedic certification is not required. Paramedics are crucial to the SOFD service delivery model, particularly as a newly formed department.

Previous attempts to send members to paramedic school with a plan to hire them full-time following certification were unsuccessful as other departments that did not require paramedic certification offered them employment before the end of their schooling. I believe the answer to the hiring challenges we have had and will continue to face is to promote qualified paid-on-call members to fulltime and send them to paramedic school. Investing in known talent before they receive an offer from another fire department will have a positive impact on SOFD. As we have previously required, candidates would still sign an agreement to reimburse the department for paramedic training if they fail to attain certification or accept other employment. The proposed changes to the hiring process include EMT-Paramedic certification within 18 months and an

extension of the probationary period to allow more time to complete all education and training requirements.

- A high school diploma or the equivalent (GED).
- A valid Class D or above driver's license - State of WI within 30 days of appointment.
- Is certified in WI as a Firefighter Level I
- Is certified in WI Driver/Operator Pumper (or within 12 months)
- Is licensed in WI as an EMT-Paramedic (or within 18 months)
- Is certified as a Fire Inspector (or within 18 months)
- Is certified in WI Driver/Operator Aerial (or within 18 months)
- Valid CPAT Certificate (within 6 months)

### **Fiscal Impact**

Salary range:

A candidate without a paramedic license will be paid 8% less than the FF/Paramedic salary until the EMT-Paramedic license is received.

Full-Time Firefighter/EMT -Basic or Advanced \$52,481

Full-Time Firefighter-Paramedic \$57,041 - \$87,415

\$27,896 Health insurance family plan

\$11,337 Health insurance single plan

\$6,813 - \$11,363 WRS depending on salary

### **Recommendation**

Staff recommends the approval of the revised hiring process.

Fire Chief David L Bialk

*David L Bialk*

Southern Ozaukee Fire Department



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## Job Description Fulltime Firefighter/Paramedic

**Date:** September 11, 2024

**Title:** Firefighter/Paramedic

**FLSA:** Non-Exempt

**Work Location:** Fire Stations and in the field.

**General Schedule:** Rotating shift as assigned by the Fire Chief

**Pay Grade:** Paramedic/Firefighter

**Position's Purpose:** Under the direction of the Fire Department command staff, a Firefighter/Paramedic responds to fire related alarms and other calls for service, participates in proactive non-emergency community risk reduction activities, training, station work, and equipment maintenance activities. Furthermore, the position will respond to medical emergencies and provide pre-hospital care to victims of injury or illness. The Firefighter/Paramedic is ordinarily the highest medical authority at an emergency medical scene and as such, makes medical decisions based on standing orders, protocols, and orders from on-line and off-line medical direction.

### Description of the Job

#### A: Essential Duties and Responsibilities:

- Performs complex diagnostic and medical procedures at the Paramedic scope of medical practice including, but not limited to intravenous cannulation, endotracheal intubation, recognition of cardiac arrhythmias and administration of various medications. Safely and efficiently transfers/extricates and moves patients from incident scenes to transporting ambulances. Accompanies, monitors, supports, and provides medical interventions as needed during patient transport.
- Drives, operates and or staffs an ambulance, rescue unit or other apparatus as assigned and/or operates as a member of paramedic level fire suppression company.
- Accurately completes detailed written and verbal reports on patient care activities to hospital emergency departments and for the purpose of documentation of organizational activities in a timely manner. Provides documentation and accounting for all activities and duties as assigned and required.
- Performs a thorough, daily inspection for readiness of the apparatus and equipment to which he/she is assigned or responsible for; notifies station officer of any condition requiring repair or maintenance; ensures that the inventory of supplies, medication, and equipment is complete; assures that apparatus, equipment, and related records are maintained and in good order in a timely manner.

- Respond in a timely manner to fire related alarms as directed with assigned company, effectively and efficiently per department procedures and guidelines lay, connect hose, operate pumping apparatus, operate, and direct water streams, raise, and climb ladders, ventilate burning structures; enter buildings to evacuate occupants. Respond to a variety of general emergency rescue calls including but not limited to auto accidents, gas system leaks and wildland and structural fires, search and rescue incidents.

- Participate in department and external training, community education and proactive community risk reduction activities as well as complete all other duties as assigned.

- Serve as an officer in charge when directed to or as needed.

### **B: Job Specifications:**

Required Knowledge, Skills and Abilities: Effective and efficient execution of the following:

- Firefighting and rescue techniques, methods, and practices.
- Heavy lifting and physical maneuvering in challenging environments.
- Paramedic level medical procedures and patient assessment techniques.
- Job related arithmetic computations and formulas.
- Employ correct business English, including spelling, grammar, and punctuation in written forms.
- Communicating effectively in oral and written forms.
- Utilize electronic job-related electronic applications and programs or equipment.
- Employ socially acceptable techniques for dealing with a variety of individuals from various socioeconomic, ethnic, and cultural backgrounds, often in situations which may be stressful.
- Foster teamwork and provide a positive attitude and work environment with all co-workers.
- Demonstrating physical aptitude at a level required by general firefighting activities.
- Ability to act quickly, appropriately, and effectively in emergency and non-emergency settings.
- Operate and maintain composure while utilizing voice radio equipment.
- Understanding and following oral and written directions promptly and accurately.
- Understanding and acting in accordance with departmental policies, rules, and instructions.
- Present oneself in a manner that reflects positively on the organization and all co-workers.

### **C: Qualifications Required:**

The following certifications are required at time of hire/offer.

- A high school diploma or the equivalent (GED).
- A valid Class D or above driver's license - State of WI within 30 days of appointment.
- Is certified in WI as a Firefighter Level I (or within one year)
- Is certified in WI Driver/Operator Pumper (or within one year)
- Is licensed in WI as an EMT-Paramedic (or within 18 months)
- Is certified as a Fire Inspector.
- Is certified in WI Driver/Operator Aerial (or within 18 months)
- Valid CPAT Certificate (within 6 months)

### **D: Title of Immediate Supervisor:**

Under the general supervision of the assigned Battalion Chief, Deputy Chief, and Chief

### **E. Physical Requirements:**

This work requires the regular physical exertion of up to 25 pounds of force, frequent exertion of up to 100 pounds of force and occasional exertion of over 200 pounds of force; work regularly requires standing, walking, using hands, reaching and repetitive motions, frequently requires speaking and hearing, kneeling, sitting, crouching or crawling, pushing or pulling and lifting and occasionally requires

climbing or balancing, tasting or smelling; work requires good vision aptitudes; vocal communication is required for expressing ideas and conveying detailed instructions to others accurately, loudly or quickly; hearing is required to perceive information at normal spoken word levels and to receive detailed information and/or to make fine distinctions in sound; work requires preparing and analyzing written or computer data, visual inspection of data and equipment, ability to follow lists and protocols, identify defects large and/or small, use of measuring devices, specialized medical devices, operating all sizes of motor vehicles and specialized firefighting equipment. Skilled in observing surroundings and activities in both emergent and non-emergent settings.

**F: Environmental/Working Conditions:**

Work regularly requires exposure to outdoor weather conditions, frequently requires working near moving mechanical parts, wearing an N95 face mask, a self-contained breathing apparatus and exposure to blood borne pathogens and may be required to wear specialized personal protective equipment and occasionally requires wet, humid conditions (non-weather), working in high, precarious places, exposure to fumes or airborne particles, exposure to toxic or caustic chemicals, exposure to extreme cold (non-weather), exposure to extreme heat (non-weather), exposure to the risk of electrical shock and exposure to vibration; work is generally in a loud noise location (e.g. grounds maintenance, heavy traffic). Majority of activities are performed in a team environment and the ability to effectively and appropriately communicate in both non-emergent and emergent situations is paramount.

**G: Supplemental Information:**

All successful candidates will be subject to in-depth background investigations, a psychological evaluation and pre-employment drug screening prior to installation in rank and will serve a two-year term of probation from start date. Term of probation may be extended based on job performance.

**Disclaimer:** The above information on this description has been designed to indicate the general nature and level of work performed by the employee(s) within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job.

**Approvals:**

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SOFD Board President

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Department Head or Designated Representative

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Incumbent



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### Internal Posting for Firefighter/Paramedic

Full-Time Firefighter/EMT -B or AEMT \$52,481

Full-Time Firefighter-Paramedic \$57,041 - \$87,415 Comprehensive Benefits Package Included

A candidate without a paramedic license will be paid 8% less than the FF/Paramedic salary until the EMT-Paramedic license is received.

The Southern Ozaukee Fire Department is establishing an eligibility list for full-time firefighter/paramedic.

The Southern Ozaukee Fire Department is seeking internal candidates for the position of Full-time Firefighter/Paramedic. The Firefighter/Paramedic is responsible for fire suppression, fire inspection, vehicle and fire station maintenance, hazardous material response, rescue operations and emergency medical services. The Southern Ozaukee Fire Department is recruiting for a 56 hour per week Firefighter/Paramedic position. The 56 hour per week position would work the current 48/96-hour shifts.

- Candidates who are not paramedics will be required to obtain paramedic certification within 18 months.
- Candidates without a paramedic license may work a different shift than the 48/96 until paramedic licensure is achieved.

Interested candidates need to submit a resume and application to the Fire Chief before October 14, 2024.

Required documents for all applicants:

The following certifications are required at time of hire/offer.

- A high school diploma or the equivalent (GED).
- A valid Class D or above driver's license - State of WI within 30 days of appointment.
- Is certified in WI as a Firefighter Level I
- Is certified in WI Driver/Operator Pumper (within 12 months)
- Is licensed in WI as an EMT-Paramedic (within 18 months)
- Is certified as a Fire Inspector (within 18 months)
- Is certified in WI Driver/Operator Aerial (or within 18 months)
- Valid CPAT Certificate (within 6 months)

The selected candidate will still have to pass a pre-employment physical and undergo a psychological exam before appointment. The probationary period is 24 months.