



**Southern Ozaukee Fire &  
EMS Department  
Commission  
AGENDA**

**Date:**  
Wednesday, November 13, 2024

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LOCATION: 250 Elm Street, Thiensville, WI

**Time:** 6:00 PM

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**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. September 11, 2024 (att)

**IV. ITEMS REQUIRING COMMISSION ACTION**

- A. Review and approve Paid-on-Call Hiring List (att)
- B. Review and approve Battalion Chief Hiring List (att)
- C. Review and approve Full-Time Firefighter/Paramedics Hiring List (att)
- D. Review and approve Amendment to Hiring Process for Full-Time Firefighters/Paramedics

**V. ADJOURNMENT**

Colleen Landisch-Hansen, Village Clerk

November 8, 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, September 11, 2024

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

TIME: 6:30 PM

## I. CALL TO ORDER

President Rosing called the meeting to order at 6:40 PM

## 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  
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THIENSVILLE ALTERNATE TRUSTEE DAVID LANGE

Mequon Administrator Will Jones was excused.

## III. APPROVAL OF MINUTES

A. July 10, 2024 (att)

**MOTION** to approve July 10, 2024 minutes by Alderman Mayr **SECONDED** by President Nerbun. **MOTION CARRIED UNANIMOUSLY.**

**Aye:** 9

**No:** 0

**Abstain:** 0

## IV. NEW BUSINESS

A. Review and Approve Paid-on-Call Hiring List

Chief Bialk emphasized the need for a core group of paid on-call firefighters, stating that it is vital as there are not enough full-time firefighters to cover all the Department's needs.

**MOTION** to approve Paid on-Call Hiring List by Mayor Nerbun **SECONDED** by Citizen Streeter. **MOTION CARRIED UNANIMOUSLY.**

**Aye: 9**

**No: 0**

**Abstain: 0**

B. Review and Approve Hiring Process for Battalion Chief (att)

Chief Bialk described the Battalion Chief hiring process. The posting would first be shared internally within the Department.

Citizen Streeter was respectful of Chief Bialk's recommendation to post internally initially, but noted that the Commission cannot commit to only hiring internally and that any candidate list should come back to the Commission for review.

**MOTION** to approve Hiring Process for Battalion Chief by Alderman Mayr **SECONDED** by Mayor Nerbun. **MOTION CARRIED UNANIMOUSLY.**

**Aye: 9**

**No: 0**

**Abstain: 0**

C. Review and Approve Hiring Process for Full-Time Firefighter Paramedic (att)

**MOTION** to approve Hiring Process for Full-Time Firefighter by Mayor Nerbun **SECONDED** by Alderman Mayr. **MOTION CARRIED UNANIMOUSLY.**

**Aye: 9**

**No: 0**

**Abstain: 0**

**V. ADJOURNMENT**

**MOTION** to adjourn at 6:57 PM by Alderman Mayr **SECONDED** by Trustee Eckert. **MOTION CARRIED UNANIMOUSLY.**

**Aye: 9**

**No: 0**

**Abstain: 0**





Southern Ozaukee Fire and  
Emergency Medical Services Department  
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(262) 242-2530  
(262) 242-5042 Fax

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**TO:** SOFD Board

**FROM:** Fire Chief David L Bialk

**DATE:** November 13, 2024

**SUBJECT:** Amendment to Hiring Process for Fulltime Firefighter/Paramedic

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### **Background**

The updated hiring approach approved by the SOFD Board in September 2024 represented a strategic shift toward fostering internal growth and development within the department. By prioritizing internal candidates and offering the opportunity for non-paramedics to become certified as part of their role, the SOFD is addressing recruitment challenges and creating a pathway for dedicated staff to advance their qualifications.

Key Changes in the New Hiring Process:

1. Internal Candidate Priority:
  - This shift emphasizes promoting from within, which can improve employee morale and retention by offering career growth opportunities for current staff.
2. Paramedic Training Opportunity:
  - Allowing new hires to complete paramedic training as part of their job requirements opens the candidate pool to talented firefighter/EMT's who are not yet certified paramedics, enabling the department to build its workforce while ensuring the necessary training is achieved.

Advantages of the New Approach:

- Improved Retention and Loyalty: Prioritizing internal candidates and supporting training development can foster a stronger commitment to the department.
- Expanded Candidate Pool: The flexibility to train firefighter/EMT's as paramedics helps mitigate recruitment challenges, especially in times of paramedic shortages.

### **Analysis**

The hiring process approved in September by the SOFD Board is the much-needed step forward. An additional modification we can make to the hiring process to increase our success for finding qualified candidates is to make it a continuous and open process much like we do for Paid-on-Call members. The Mequon Police Department uses the same kind of process so if an opening occurs, we could potentially have a pool of qualified internal and qualified external candidates to choose from without any delay in filling a vacancy.

### **Fiscal Impact**

### **Recommendation**

Staff recommends the approval of the revised hiring process.

Fire Chief David L Bialk

**David L Bialk**

Southern Ozaukee Fire Department