



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

**Date:**  
Wednesday, March 12, 2025

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LOCATION: 250 Elm Street, Thiensville, WI

**Time:** 6:00 PM Or immediately following SOFD Board Meeting

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**I. CALL TO ORDER**

**II. ROLL CALL**

**Mequon**

Mayor Andrew Nerbun

Administrator Will Jones

Alderman Greg Bach

Alderman Dale Mayr

Citizen Lynn Streeter

**Thiensville**

President John Rosing

Trustee Kristina Eckert

Administrator Landisch-Hansen

Citizen Doug Chimenti

Alternate Trustee David Lange

**III. APPROVAL OF MINUTES**

A. November 13, 2024 (att)

B. January 8, 2025 (att)

C. February 3, 2025 (att)

**IV. ITEMS REQUIRING COMMISSION ACTION**

A. Review and Action Regarding Hiring of Paid-on-Call Members

**V. ADJOURN TO CLOSED SESSION**

A. Deputy Chief; Review of applications and input related to the hiring of the Deputy Chief. The SOFD Commission may convene into closed session pursuant to Wis. Stat. § 19.85(1)(c), considering employment, promotion, compensation or performance evaluation

data of any public employee over which the governmental body has jurisdiction or exercises responsibility and then may reconvene into open session to take such action as deemed appropriate

## **VI. RECONVENE IN OPEN SESSION**

A. Possible Action Regarding Closed Session Topic

## **VII. ADJOURNMENT**

Colleen Landisch-Hansen, Village Clerk

March 7, 2025

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, November 13, 2024

LOCATION: 250 Elm Street, Thiensville, WI

TIME: 6:00 PM

**I. CALL TO ORDER**

President Rosing called the meeting to order at 6:08 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  
THIENSVILLE TRUSTEE KRISTINA ECKERT  
THIENSVILLE CITIZEN MEMBER DOUGLAS CHIMENTI  
THIENSVILLE ALTERNATE TRUSTEE DAVID LANGE (EXCUSED)

**III. APPROVAL OF MINUTES**

A. September 11, 2024 (att)

**MOTION** to approve with corrections to vote count by Mayor Nerbun **SECONDED** by Alderman Mayr. **MOTION CARRIED UNANIMOUSLY.**

**Aye:** 7

**No:** 0

**Abstain:** 0

**IV. ITEMS REQUIRING COMMISSION ACTION**

A. Review and approve Paid-on-Call Hiring List (att)

**MOTION** to approve Paid-On-Call Hiring List by Mayor Nerbun **SECONDED** by Alderman Mayr. **MOTION CARRIED UNANIMOUSLY.**

**Aye: 7**

**No: 0**

**Abstain: 0**

B. Review and approve Battalion Chief Hiring List (att)

President Rosing clarified that the action was to certify this list and that Chief Biak would then make an offer to a candidate of his choosing.

Trustee Eckert asked if the hiring process had changed to no longer require the Battalion Chief to be a paramedic. It was noted there had not been a change and that it was not required for the Battalion Chief to be a paramedic.

**MOTION** to approve Battalion Chief Hiring List by Citizen Chimenti **SECONDED** by Citizen Streeter. **MOTION CARRIED UNANIMOUSLY.**

**Aye: 7**

**No: 0**

**Abstain: 0**

C. Review and approve Full-Time Firefighter/Paramedics Hiring List (att)

**MOTION** to approve Full-Time Firefighter/Paramedics Hiring List by Alderman Bach **SECONDED** by Mayor Nerbun. **MOTION CARRIED UNANIMOUSLY.**

**Aye: 7**

**No: 0**

**Abstain: 0**

D. Review and approve Amendment to Hiring Process for Full-Time Firefighters/Paramedics

**MOTION** to approve Amendment to Hiring Process for Full-Time Firefighters/Paramedics by Alderman Mayr **SECONDED** by Citizen Streeter. **MOTION CARRIED UNANIMOUSLY.**

**Aye: 7**

**No: 0**

**Abstain: 0**

**V. ADJOURNMENT**

**MOTION** to adjourn at 6:30 PM by Trustee Eckert **SECONDED** by Citizen Chimenti. **MOTION CARRIED UNANIMOUSLY.**

**Aye: 7**  
**No: 0**  
**Abstain: 0**



Southern Ozaukee Fire & EMS Commission  
MINUTES

DATE: Wednesday, January 8, 2025

LOCATION: 250 Elm Street, Thiensville, WI

TIME: 6:30 PM

**I. CALL TO ORDER**

Chairman Rosing called the meeting to order at 8:17 PM

**II. ROLL CALL**

**Mequon**

Mayor Andrew Nerbun

Administrator Will Jones

Alderman Greg Bach

Alderman Dale Mayr

Citizen Lynn Streeter

**Thiensville**

President John Rosing

Trustee Kristina Eckert

Administrator Landisch-Hansen

Citizen Doug Chimenti

Alternate Trustee David Lange (Excused)

**III. APPROVAL OF MINUTES**

A. November 13, 2024 (att)

**MOTION** to approve by Alderman Mayr **SECONDED** by Citizen Streeter. **MOTION CARRIED UNANIMOUSLY.**

**Aye:** 7

**No:** 0

**Abstain:** 0

**IV. ITEMS REQUIRING COMMISSION ACTION**

A. Approve Hiring of Paid-On-Call Members

**MOTION** to Approve the Hiring of Paid-On-Call Members by Trustee Eckert **SECONDED** by Citizen Chimenti. **MOTION CARRIED UNANIMOUSLY.**

**Aye: 7**

**No: 0**

**Abstain: 0**

B. Approve Hiring Process for Full-Time Deputy Fire Chief (att)

Chief Bialk summarized the existing hiring process for the Deputy fire Chief.

Trustee Eckert asked if any internal candidates were expected. Chief Bialk believed there was one internal candidate who would probably apply.

President Rosing noted that the time frame for the process felt aggressive.

Chief Bialk acknowledged that it was a quick timeline but felt that it would be ideal to get the new candidate in before the Strategic Planning Session in May.

The Commission discussed further concerns about the deadline and potentially missing out on candidates that would not have time to see the job listing.

Citizen Streeter shared discomfort with the process and believed that the Commission needed to be more thoughtful about the Deputy Chief position and how it relates to succession planning.

Citizen Streeter shared a concern that if the Commission was not clear enough about what the position entailed it could lead to succession confusion or the candidate approaching the position with inaccurate expectations.

Citizen Streeter believed that if a Deputy Chief was vital to day-to-day operations, then hiring someone on an interim or contract basis could be an option until the long-term planning was better understood.

Chief Bialk was unsure if hiring a Deputy Chief on an interim or contract basis was a real possibility.

Citizen Chimenti stated that the Commission would need to accept some level of risk in any hiring. The intention is to hire a Deputy Chief, that the Department needs a Deputy Chief, and that there are no guarantees or expectations set in the Deputy Chief application process in regard to succession.

Alderman Mayr agreed that it should be clear in the application process that there is no fast track to the Chief position included with this role and that Chief Bialk will need to be clear about that fact in communications and expectations regarding the Deputy Chief position.

Mayor Nerbun felt that there was no need to hold off on hiring for the Deputy Chief position or to rewrite the position description.

Mayor Nerbun also agreed that it was about setting and managing expectations and that there should be no foregone conclusions when it comes to succession.

Administrator Jones asked if Chief Bialk was planning to use Mequon's Human Resources Department to aid in the search. Chief Bialk confirmed that yes, that was the plan.

Citizen Streeter asked if an interim basis would be considered.

The Commissioners agreed that the interim option could be considered at a later time if needed.

Administrator Landisch-Hansen inquired if being a paramedic would be a required part of the application process.

Mayor Nerbun believed that the Commission should emphasize leadership skills over technical skills but acknowledged that having the technical skills would be nice.

Trustee Eckert suggested that once a candidate list is received, the Commission would approve that list to be interviewed.

Administrator Jones proposed that the motion be to authorize Chief Bialk to advertise the Deputy Chief position with applications due February 28, 2025. The Commission would then receive an update on the application status at the March 12 meeting.

**MOTION** to Authorize Chief Bialk to Advertise for the Position of Deputy Fire Chief and Present a Summary of Applicants Received Along With a Timeline Specifying the Steps that will be Followed to Evaluate Candidates Prior to Appointment by Alderman Mayr **SECONDED** by Trustee Eckert. **MOTION CARRIED UNANIMOUSLY.**

**Aye:** 7

**No:** 0

**Abstain:** 0

## **V. ADJOURNMENT**

**MOTION** to Adjourn at 8:45 PM by Mayor Nerbun **SECONDED** by Alderman Bach. **MOTION CARRIED UNANIMOUSLY.**

**Aye:** 7

**No:** 0

**Abstain:** 0



Southern Ozaukee Fire & EMS Commission  
MINUTES

DATE: Monday, February 3, 2025

LOCATION: 11333 N Cedarburg Rd, Mequon

TIME: 8:00 AM

**I. CALL TO ORDER**

President Rosing called the meeting to order at 8:00 AM

**II. ROLL CALL**

**Mequon**

Mayor Andrew Nerbun

Administrator Will Jones

Alderman Greg Bach

Alderman Dale Mayr (Excused)

Citizen Lynn Streeter

**Thiensville**

President John Rosing

Trustee Kristina Eckert (Excused)

Administrator Landisch-Hansen

Citizen Doug Chimenti

Alternate Trustee David Lange (Excused)

**III. ITEMS REQUIRING COMMISSION ACTION**

A. Approve Eligibility List for Full-Time Firefighter/Paramedic

**MOTION** to Approve Eligibility List for Full-Time Firefighter/Paramedic by Citizen Chimenti **SECONDED** by Mayor Nerbun. **MOTION CARRIED UNANIMOUSLY.**

**Aye:** 5

**No:** 0

**Abstain:** 0

**IV. ADJOURNMENT**

**MOTION** to Adjourn at 8:09 AM by Mayor Nerbun **SECONDED** by Alderman Bach. **MOTION**

**CARRIED UNANIMOUSLY.**

**Aye: 5**

**No: 0**

**Abstain: 0**