



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

Submitted by,

Ben Honeck
Deputy clerk

Signed by,

Colleen Landisch-Hansen
Village Administrator/Clerk

[MIN_SIGNATURES]