



## **VILLAGE OF MOUNT PLEASANT, WISCONSIN**

### **South Shore Fire Department Fire Chief Position Opening**

The Village of Mount Pleasant is seeking a dynamic candidate who demonstrates strong leadership and supervisory skills for its next Fire-EMS Chief.

#### **Who We Are**

The South Shore Fire Department was formed in 2009 as a consolidation of Fire/EMS services of the Village of Mount Pleasant and the Village of Sturtevant. This merger took place in a cooperative effort by each community to standardize responses and training for each department. To date, the South Shore Fire Department has accomplished these goals, resulting in a significant impact for both communities.

The Village of Mount Pleasant Police and Fire Commission performs all hiring, promotions, and discipline for South Shore Fire Department. The Fire/EMS Oversight Board is an advisory committee that reviews staffing levels, and capital requests to make recommendations to the respective Village Boards.

The Fire Chief of the department reports to the Mount Pleasant Village Administrator. Mount Pleasant is the fiscal agent, and performs all accounting, purchasing, payroll, and benefits. The Village Boards of both Mount Pleasant and Sturtevant approve the South Shore Fire Department budget. Sturtevant annually pays Mount Pleasant for Fire/EMS service.

The South Shore Fire Department provides service through its four fire stations. The department currently employs sixty- seven (67) full-time staff members, including the Fire Chief. Organizational structure analysis and future needs analysis were conducted in 2025.

For more information on the department, visit the [South Shore Fire Department](https://www.southshorefire.org/) website.

#### **Our Communities**

The Villages of Mount Pleasant and Sturtevant encompass approximately 40 square miles in eastern Racine County, stretching from Lake Michigan to Interstate 94. The location provides easy access to metropolitan Milwaukee and Chicago. Both communities feature a unique blend of agricultural, residential, manufacturing, and commercial properties.

Currently, the South Shore Fire Department services 33,653 residents, not including daily population swells. Both communities are experiencing significant economic growth. The ongoing and projected growth is unprecedented and has significantly impacted the volume of service calls and operational demands on personnel. The South Shore Fire Department serves both communities by providing fire protection, inspection, investigation, educational, and EMS (paramedic level) services.

## **The Position**

The Fire Chief is responsible for the administrative oversight, vision, and leadership of the Department. This includes planning, budgeting, coordination, and overall management. The Fire Chief directs and administers the Departments' operations, programs, and development. They also oversee the promotion of the Department, its systems, resources, programs, and responsibilities.

## **Management Style and Attributes**

The ideal candidate will be a strong leader who earns respect from and inspires confidence among department members. They will bring a forward-thinking mindset and demonstrate the ability to plan for organizational change and sustained growth. Exceptional problem-solving skills, sound organizational judgement, and the ability to listen with intention are essential. The candidate must possess experience in personnel and union management, along with superior verbal and written communication skills. A comprehensive understanding of budget preparation and fiscal administration is expected. The successful candidate will cultivate and maintain strong collaborative relationships within the Department, across Village departments, with elected officials, and among the public and surrounding agencies.

## **Education and Experience**

Minimum education, certification, and experience requirements must be attained by December 31, 2025.

- Candidates should hold, at a minimum, a bachelor's degree in Fire Science, Fire Administration, Emergency Management, Business Administration, Public Administration, or related field.
- A minimum of ten (10) years experience in fire suppression and emergency services, with five of those years involving progressively responsible administrative and supervisory experience at the rank of Lieutenant or higher.
- WI State Certified Fire Officer 1&2 and Fire & Emergency Services Instructor 1 certifications, or equivalent, upon hire.
- National Incident Management System (NIMS) training is required, including ICS 700, ICS 100, ICS 200, ICS 300, and ICS 400.
- Valid Driver's license is required at time of application.

The full position description can be found at [www.mcmgrp.com](http://www.mcmgrp.com) under the [Public Safety & Municipal Management services page](#) / Municipal Jobs.

### **Compensation and Benefits**

The starting salary range for the position is \$135,718 - \$146,154 annually and will be commensurate with experience. This position is eligible for Village benefits.

### **Residency Requirements**

Residency is required within Racine, Waukesha, Kenosha, Milwaukee, or Walworth County in a timeframe specified by the Village.

### **Application Process**

Interested professionals should submit application material to [khackbarth@mcmgrp.com](mailto:khackbarth@mcmgrp.com) at McMahon Associates, Inc.

During the application period, interested professionals should submit the following:

- Village of Mount Pleasant Employment Application can be found at <https://mcmgrp.com/what-we-do/public-safety-municipal-management/> scroll down to see Mount Pleasant job announcement
- Cover Letter
- Resume
- Professional References

Complete applications will be accepted until **Friday, August 29, 2025**. All questions should be directed to Lori Gosz, McMahon Senior Public Management Specialist who can be reached by email at [lgosz@mcmgrp.com](mailto:lgosz@mcmgrp.com).

### **Hiring Process**

It is anticipated that the Police and Fire Commission will invite several well-qualified candidates to participate in the Assessment Center and Interview process on Thursday, October 9, 2025. Following the Assessment Center, applicants selected as finalists may also be invited for additional interviews. Applicants will also be subject to a complete background investigation. A psychological exam, drug test, and physical examination will be required for the successful candidate upon a conditional job offer from the Village of Mount Pleasant.

Additional information about the Village of Mount Pleasant can be found on the Village website:

<https://www.mtpleasantwi.gov/>

*The Village of Mount Pleasant is an equal opportunity employer*