

A LEADERSHIP OPPORTUNITY

Fire Chief

East Troy Area Emergency Services District

WISCONSIN / 2026 RECRUITMENT



The East Troy Area Emergency Services District seeks an experienced, approachable, and collaborative professional to serve as its next full-time Fire Chief.

APPLICATION DEADLINE

November 16, 2026

This recruitment is facilitated by Public Administration Associates, LLC

David A. Bretl and Tim Franz / Recruitment Consultants

A community to serve

The East Troy Area Emergency Services District seeks an experienced, approachable, and collaborative professional to serve as its next full-time Fire Chief. Located in Walworth County along the I-43 corridor southwest of Milwaukee, the Village of East Troy and the surrounding towns served by the District offer small-town charm, rural character and convenient regional access. The Village's historic square, shops, restaurants, community events and electric railroad contribute to a distinctive downtown. A business park, municipal airport, local schools and nearby lakes, parks and trails provide opportunities to live, work and enjoy southeastern Wisconsin.

THE DISTRICT

The District provides fire protection, rescue and emergency medical services to the Village and Town of East Troy, and portions of Lafayette and Spring Prairie, and EMS to the Town of Troy. The Chief reports to the Joint Board and leads career, part-time, paid-on-call and volunteer personnel as one cohesive organization. Authority is exercised within the District's governing agreement, adopted policies and Board direction.



A WORKING CHIEF

This is a working chief position combining strong financial, personnel and administrative management with operational credibility and visible participation. The Chief responds to fire and EMS incidents, performs incident command or qualified crew assignments, operates authorized apparatus and provides patient care within current credentials and District authorization. Emergency participation must be balanced with timely completion of management responsibilities.

The Department

A combination fire, rescue and EMS organization serving the East Troy area.

45

TOTAL MEMBERS

6

FULL-TIME FIREFIGHTER /
PARAMEDICS

PARAMEDIC

LEVEL OF SERVICE

STAFFING & EMS

Six full-time firefighter/paramedics work a rotating California schedule and one Deputy Chief position, Monday through Friday. Daytime response is supported by a part-time position staffed 6 a.m.–4 p.m. from an estimated pool of 10–15 part-time members. The 45-member department includes full-time, part-time and volunteer personnel.

The District provides paramedic service through Aurora Health Care under Act 97.

SERVICE COVERAGE

100%

Village & Town of East Troy

50%

Town of Spring Prairie

25%

Town of Lafayette

EMS ONLY

Town of Troy

APPARATUS & FLEET

ENGINES & AERIAL

2021 engine (1,750 GPM / 2,500 gal); 2024 mini pumper (1,500 GPM / 300 gal); new 2026 E1 100-foot platform ladder (1,500 GPM); 1999 brush truck.

WATER & SPECIALTY

2003 tender (3,600 gal); 1996 tender (2,200 gal); 2017 UTV (74 GPM / 80 gal); 2005 16-foot Sea Ark water rescue boat.

AMBULANCES & SUPPORT

2020 Ford F450, 2016 Chevy 4500 and 2003 International ambulances; 2018 Ford Explorer command vehicle; 2017 Ford F-250 utility vehicle; 2026 Ford F-250 command vehicle.

FLEET UPDATE The 2026 ladder replaced the 2003 ladder truck. A new ambulance is expected in February 2027.

BUDGET FIGURES

FIRE OPERATING

\$220,094

RESCUE OPERATING

\$1,359,726

CAPITAL FIGURE

\$10,295,000

Key opportunities and priorities

The next Chief will strengthen trust, morale, internal communication, recruitment and retention; apply fair and consistent personnel standards; develop officers and members; and establish clear expectations and accountability. Priorities include reviewing operating procedures, training, staffing and deployment; maintaining safe and reliable emergency coverage; and developing measurable goals with regular reports to the Joint Board.

The Chief will prepare and administer operating and capital budgets, oversee EMS billing and financial performance, develop long-range apparatus and facility plans, and ensure accurate records and regulatory compliance. Additional responsibilities include prevention and inspection programs, emergency preparedness, community engagement and cooperation with neighboring agencies. The Chief will evaluate regional cooperation and potential service integration and implement changes approved by the Board.

DESIRED SKILLS AND LEADERSHIP QUALITIES

The District seeks an honest, consistent and decisive leader who listens, communicates clearly, resolves conflict and builds cooperation across personnel groups. Candidates should demonstrate sound emergency judgment, budgeting and analytical ability, effective personnel management and productive relationships with governing officials and municipal partners. Experience leading organizational improvements, regional cooperation, consolidation or service integration is strongly preferred.



Qualifications

EDUCATION

High school diploma or equivalent with substantial fire/EMS and management training. An associate or bachelor's degree in a related field is preferred, but not required.

EXPERIENCE

Normally ten years of progressively responsible fire service experience, including five years in supervisory, command or management roles. Equivalent combinations of education, training and relevant career, combination, paid-on-call or volunteer leadership experience may be considered. Experience with combination departments and varied staffing arrangements is preferred. Candidates must demonstrate practical experience and competence in EMS operations, apparatus operation, incident command, personnel supervision, budget administration and organizational improvement.

REQUIRED AT HIRE

Required at hire: Wisconsin Firefighter I and II; Driver/Operator-Pumper; Fire Officer I; current Wisconsin EMT license or higher; Hazardous Materials Operations (or recognized equivalent); healthcare-provider CPR; ICS 100, 200, 300 and 400; IS 700 and 800; and a valid driver's license with acceptable driving history. Out-of-state credentials may qualify through applicable transfer, reciprocity or equivalency procedures, but must be formally recognized or issued by the appropriate Wisconsin authority at the time of hire.

Qualifications / Continued

Required after hire: Wisconsin Advanced EMT (AEMT) licensure or higher within 12 months, if not already held; Fire Officer II within 24 months, if not already held; District EMS credentialing before providing patient care; vehicle-specific training before independent apparatus operation; and appropriate Fire Inspector credentials before independently conducting assigned inspections. The Chief must maintain required credentials and perform essential administrative and emergency duties, with or without reasonable accommodation. The Chief must maintain required operational proficiency, occupational medical clearance, and fitness and respirator qualifications for assigned emergency duties.

Employment is subject to applicable background and driving record checks and post-offer occupational medical and functional evaluations appropriate to the position.

COMPENSATION AND RESIDENCY

The anticipated hiring salary range is \$95,000 to \$135,000 annually, depending on qualifications, plus an excellent benefits package. As a condition of employment, the Fire Chief must establish and maintain a principal residence within 15 miles of the jurisdictional boundaries of the East Troy Area Emergency Services District, consistent with Wis. Stat. § 66.0502(4)(b) and applicable District policies. To encourage residency within the District itself, the Joint Board may consider a negotiated residency incentive for a highly qualified candidate, subject to Board approval.

HOW TO APPLY

Email a cover letter, resume and three professional references as a single PDF to David A. Bretl, Public Administration Associates, LLC, at smcdade@public-administration.com. Include “East Troy Fire Chief Search” in the subject line. The application deadline is November 16, 2026. The assessment and interview in East Troy, Wisconsin is anticipated to take place during the week of December 14. Confidentiality must be requested by the applicant and cannot be provided for finalists.

RECRUITMENT SCHEDULE

OCTOBER 16, 2026	Recruitment opens
NOVEMBER 16, 2026	Application deadline
DECEMBER 3, 2026	Selection of semifinalists
WEEK OF DECEMBER 14, 2026	Finalist assessments and interviews
MID-JANUARY 2027	Anticipated start date for new Fire Chief