

# CITY OF DE PERE

## Human Resources

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## CAREER OPPORTUNITY

### FIRE CHIEF

Whether you are joining our team for three years or twenty, you will have the **opportunity to grow your career with us!** Our employees are offered the opportunity to enhance their skill set by attending training courses, working on special projects, and becoming a member of one of our many City Teams.

De Pere, consistently ranked as one of the best places to live in Wisconsin, is a safe, warm, and friendly community located right along the Fox River less than ten minutes from Green Bay and 25 minutes from Appleton and the Fox Valley. De Pere is an integral part of the Green Bay metro area, which was ranked as the #1 place to live in the United States for 2023. As an employer, the City of De Pere is a positive, team-oriented organization with a commitment to providing exceptional customer service to its community. The City of De Pere provides an engaging work environment focused on collaboration and team building. De Pere strives to attract, develop, and retain diverse talent by promoting a diversity of thought, valuing differing perspectives, and empowering employees to share their authentic viewpoints at all levels and functions within the City.

The City of De Pere seeks to hire an experienced, decisive, forward thinking, approachable creative, and team-oriented visionary Fire Chief to direct and administer the overall operations, programs, maintenance, development, and promotion of the Fire Rescue Department. Full position details are available on the website at [www.deperewi.gov/Jobs](http://www.deperewi.gov/Jobs).

The typical work schedule is Monday - Thursday, 7:30 a.m. - 5:00 p.m. and Friday, 7:30 a.m. - 11:30 a.m. plus additional hours for emergencies and meetings. However, the City of De Pere recognizes the importance of its employees having a proper work-life balance and supports alternative work arrangements which include alternative work schedules, flexible scheduling and remote work to help meet your lifestyle needs. In addition, new employees receive three weeks of vacation time per year beginning on the first day of work (prorated the first year).

#### Qualifications:

- Bachelor's degree from an accredited college or university in Fire Science or related field.
- Ten years of fire service experience performing fire and/or EMS service responsibilities with six or more years of progressively responsible experience in fire department leadership. Work history should show a progression of increased responsibility, culminating in a role equivalent to a Fire Officer.
- Firefighter I and Firefighter II Certifications; Driver/Operator Pumper and Aerial Certifications; Current National Registry or State of Wisconsin Emergency Medical Technician-Basic Certification or higher; Graduate of the Executive Fire Officer Program at the National Fire Academy is desired; Chief Fire Officer Designation is desired.
- National Incident Management System (NIMS) training is required, including ICS 100, ICS 200, ICS 300, and ICS 400.

- Residency within 15 miles of the corporate city limits of the City of De Pere within 12 months of hire.
- Valid unencumbered Wisconsin driver's license and safe driving record.

A combination of education and experience may be considered.

**Compensation:** The anticipated starting salary is \$113,360 - \$136,011, depending on qualifications, plus an excellent benefits package. The full salary range for this position is \$113,360 - \$161,928. The City of De Pere rewards employees for exceptional work performance with a pay for performance incentive program. Employees may be awarded a salary increase, bonus, or paid time off for exceptional work performance. Employees will be automatically enrolled in the Wisconsin Retirement System (WRS), a pension plan to help provide for financial security during retirement, which consists of employer and employee contributions.

The City of De Pere is a qualifying employer under the PSLF Program.

**How to Apply:** Apply online at [www.deperewi.gov/Jobs](http://www.deperewi.gov/Jobs). Applications will be reviewed as they are received, and a formal review of all applications will start on approximately March 10, 2025. This announcement will remain posted, and we will continue to accept applications until the City reaches an agreement with one finalist.

*The City is an Equal Opportunity Employer. In compliance with state and federal law, the City will provide reasonable accommodations to individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Employees needing reasonable accommodation should discuss the request with the employee's supervisor or Human Resources.*