

# THE CITY OF OSHKOSH, WISCONSIN IS SEEKING A FIRE CHIEF



**OSHKOSH FIRE DEPARTMENT**  
**COMMUNITY. SAFETY. EDUCATION**



See the Employment page on our website for additional information:  
[www.oshkoshwi.gov](http://www.oshkoshwi.gov)

# THE OSHKOSH COMMUNITY

The City of Oshkosh is an award-winning community in the heart of the Fox River Valley, approximately 90 miles north of Milwaukee and 50 miles south of Green Bay. Oshkosh is a progressive and participative community that offers small-town friendliness with big city features and a high quality of life for people of all ages and interests. As a great place to live with an excellent school system, outstanding health care facilities, abundant entertainment opportunities, and a low cost of living, Oshkosh is an ideal destination.

On the western shore of the state's largest inbound body of water, Lake Winnebago (217 square miles), Oshkosh is also banked by the Fox River and Lake Butte des Morts (8,800 acres). Oshkosh has been ranked in Money Magazine's "Top 100 Best Places to Live in the United States." Business Week placed Oshkosh among "The Best Places to Raise Your Kids."

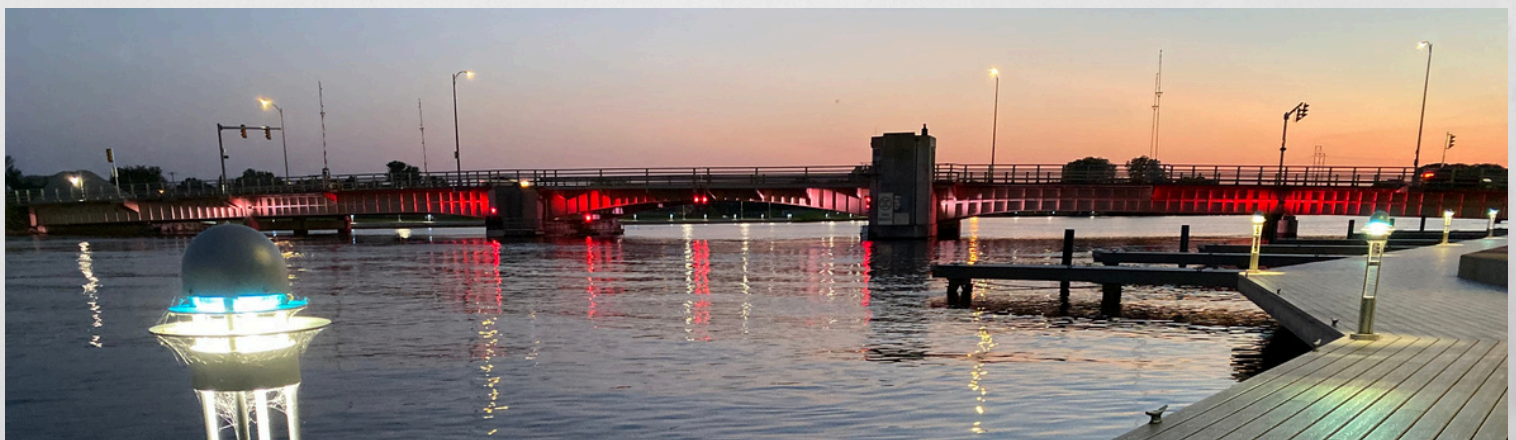
Oshkosh's history dates back thousands of years as the ancestral home to the Ho-Chunk and Menominee tribes who lived in the area prior to European settlers. The establishment and growth of the lumber industry after the Civil War fueled the development of Oshkosh. The structures which now make up the city's historic areas are a result of the capital and materials generated by the lumber and associated wood manufacturing industries.

Oshkosh was incorporated in 1853. The 1859 arrival of rail transportation provided an important opportunity to meet the demands of a larger and rapidly growing construction market. By 1870, Oshkosh had become the third largest city in the state.

Today, the City encompasses 24 square miles. It is the largest municipality in Winnebago County, with a population of more than 66,000. The Oshkosh/Appleton/Neenah CSA has a population of more than 415,000.

The City's median household income is \$59,186, and the median home value for owner-occupied units was \$156,900 based on 2022 U.S. Census data. The largest employment base is manufacturing followed by education. Top employers are Oshkosh Corporation, Amcor, Silver Star Brands/Miles Kimball Company, US Bank, Oshkosh Area Public Schools, the University of Wisconsin-Oshkosh, Aurora Medical Group, and Winnebago County.

Oshkosh has a strong tradition of education and offers one of the finest school systems in the nation. The schools, both public and private, offer a variety of educational programs. Through thirteen elementary schools, five middle schools, two high schools, one charter school and an eAcademy, Oshkosh Area School District educates over 9,000 students from pre-kindergarten through grade 12. In addition, there are several private schools in Oshkosh. The Fox Valley Technical College, headquartered in Appleton, has two locations in Oshkosh. Additionally, the University of Wisconsin Oshkosh is the third largest university in the state with a total enrollment of approximately 13,000 students. The University, founded in 1871, serves as an arts and cultural center for the 1.2 million citizens of northeast Wisconsin.



Oshkosh currently has two hospitals, Ascension NE Wisconsin and Aurora Medical Center with another health campus managed by Froedtert ThedaCare Health under construction. Other amenities in and around the community include more than 400 acres of parks and natural resource areas, numerous marinas and boat launches, the Fox River Riverwalk, Menominee Park Zoo, Pollock Community Water Park, Children's Amusement Center, and the Oshkosh Senior Center.

Attractions include the [Experimental Aircraft Association Aviation Center and Museum](#), the Grand Opera House, Leach Amphitheater, Menominee Park and Zoo, Military Veterans Museum, [Opera House Square](#), [Oshkosh Public Museum](#), Paine Art Center and Gardens, and the [Oshkosh Public Library](#). Many more yearround activities and events, such as the [Oshkosh Farmer's Market](#), can be found highlighted by the [Oshkosh Convention and Visitors Bureau](#).

The National Basketball Association's Milwaukee Bucks development team, the [Wisconsin Herd](#), play at the downtown [Oshkosh Arena](#).

## MUNICIPAL GOVERNMENT

Oshkosh has operated under the Council-Manager form of government since 1956. The [City Council](#) (also referred to as the Common Council) consists of seven members, each of whom is elected, at large, for staggered two-year terms. The Mayor, who is both a member and serves as the head of the council, is elected every other year by the voters.

The City Manager is appointed by and serves at the discretion of the City Council. The City Manager is responsible for the general administration of the City of Oshkosh, program coordination and development, preparation of City Council agendas, special staff reports, annual budget, and an annual statement of city programs and priorities.

Oshkosh, Wisconsin, is a full-service city. City departments include the City Clerk's Office, Finance Department, Fire Department, Administrative Services Department, Legal Department, Parks Department, Community Development Department, Police Department, Public Works Department, Public Museum and Transportation Department. A complete description of each department can be found [using this link](#).

The City has a [FY 2025 budget](#) of more than \$429 million, including a general fund of more than \$53 million. The City's leadership has worked hard in the last several years to upgrade the City's infrastructure. As a result the City is at 28% of its debt limit. The City has aggressively used tax incremental financing to advance its economic development goals.

The City has an AA3 bond rating from Moody's Investors Service and an equalized value of \$6.3 billion. By policy, the City's leadership is committed to maintaining a reserve that is at least 16% of the general fund expenditures; current reserves exceed almost twice that amount.

The City Council has adopted a budget that maintains current services for the citizens. The budget reflects the priorities of the Council outlined in the [Strategic Plan](#) including Enhancing Quality-of-Life Services and Assets, Improving and Maintaining Infrastructure, Supporting Economic Development, Strengthening Neighborhoods, Providing a Safe, Secure, and Healthy Community, and Enhancing the Effectiveness of City Government. A short promotional video about the city can be found here: [Welcome to Oshkosh](#)

# FIRE CHIEF

The Fire Chief is the chief administrative position of the Oshkosh Fire Department and the Emergency Management Coordinator for the City. As a department head position, it is expected that the Chief will work cooperatively with the City Manager and department heads to achieve city and public safety goals. The position is also responsible for the overall management and operation of the City's Fire Department. The work involves supervising subordinate staff who oversee the day-to-day operations and related work of prevention & public education, training, fire suppression, and administration. This individual shall establish operational guidelines, programs, and policies to ensure the attainment of specified goals.

## EDUCATION AND EXPERIENCE

- A Bachelor's Degree in Fire Service Management, Public Administration or a related field. Master's Degree preferred.
- Graduate of the National Fire Academy Executive Fire Officer Program (EFO) or Chief Fire Officer Designation from the Center for Public Safety Excellence is desired.
- At least ten (10) years of experience in firefighting, emergency medical services and emergency management, including five (5) years of experience in a progressively responsible command position in a fire department of similar size or greater and service level.
- A valid State of Wisconsin Driver's License, or have the ability to obtain.

## MISSION

The City of Oshkosh Fire Department is a highly trained team that adds value to our community by providing a wide range of emergency services with skill and compassion. We advocate risk reduction through prevention and education, and we provide leadership in times of crisis.



# ABOUT THE FIRE DEPARTMENT

The Oshkosh Fire Department is a professional emergency response agency dedicated to protecting the community of Oshkosh, Wisconsin from fires and other emergencies. With a rich history dating back to the mid-19th century, the department has evolved and grown to meet the changing needs of the city. It consists of highly trained staff who are equipped with modern equipment and specialized skills to handle a wide range of emergencies.

The Oshkosh Fire Department's primary mission is to ensure public safety by responding to fires, hazardous material incidents, medical emergencies, as well as other types of emergencies. The department operates on a 24/7 basis, providing round-the-clock emergency response capabilities to the community. In addition to firefighting, the department also offers services such as water rescue, hazardous materials response, and emergency medical services.

In addition to its regular emergency response duties, the Oshkosh Fire Department plays a significant role during the EAA (Experimental Aircraft Association) AirVenture Oshkosh fly-in event. Held annually at the Wittman Regional Airport, the EAA fly-in is one of the largest aviation gatherings in the world. During this event, the fire department works in close collaboration with other emergency services to ensure the safety and security of the participants and attendees. The department's expertise in handling large-scale events and its specialized knowledge in aircraft-related emergencies contribute to the overall success and safety of the EAA fly-in.



## COMPENSATION AND BENEFITS

The City of Oshkosh values its employees and is committed to providing a balanced workplace where staff are supported through development and enrichment opportunities. The minimum pay for this position is \$129,604.80 annually, with the starting salary based on qualifications.

The City offers a competitive benefits package including health, dental, and vision insurance, FSA, paid time off, no-cost employer sponsored health clinic, and participation in the Wisconsin Retirement System.