

PAUL J. MENCHES

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OBJECTIVE AND STRENGTHS

Pursuing an executive position within public safety in need of a team leader who's fiscal responsible and possesses excellent communication and interpersonal skills. Strong motivator who leads by example, is self-disciplined, and has the ability to excel in a fast-paced and dynamic environment. One who interacts well with labor, management, and the community by drawing upon the values of trust, teamwork, and continuous improvement.

EDUCATION AND CERTIFICATIONS

Executive Fire Officer (EFO) Graduate: National Fire Academy; Emmitsburg, Maryland, 2006
M.A. in Administration: University of The Incarnate Word; San Antonio, Texas, 1997
B.S. in Fire Science Management: Southern Illinois University; Illinois, 1990
A.A.S. in Instructor Technology: Community College of the Air Force; Air University, Alabama, 1987
A.A.S. in Fire Science: Community College of the Air Force; Air University, Alabama, 1981
Emergency Medical Technician Basic: National Registry of Emergency Medical Technicians; Columbus, Ohio
Fire Fighter I-II, Airport Firefighter (ARFF), Driver Operator, Fire Instructor I-III, and Fire Officer I-III: International Fire Service Accreditation Congress (IFSAC); Oklahoma State University, Stillwater, Oklahoma
Firefighter I-II, Airport Firefighter (ARFF), Fire Instructor II, and Fire Officer II: Wisconsin Technical College System Board Fire Service Certification; Madison, Wisconsin
Firefighter Basic, Intermediate, Advanced, and Master; ARFF Basic, Intermediate, Advanced, and Master; Driver Operator; Fire Instructor I-III; and Fire Officer I-II: Texas Commission on Fire Protection; Austin, Texas

PROFESSIONAL EXPERIENCE

Chief of Airport Rescue and Firefighting, Milwaukee County Fire Department, General Mitchell International Airport (2010-Present); Responsible for the leadership of 5 Assistant Chiefs and 18 Firefighters/Driver Operators.

Department Chair of Fire Protection Technology, Austin Community College (ACC), Austin Texas (2006-2010); Responsible for the management of the Fire Protection Technology Degree and Academy programs involving 500 emergency response professionals located throughout five counties in central Texas.

- Redesign of degree program increased enrollment by 20% and graduation rate by 25% over a 3 year period
- Developed and implemented the strategic plan to move the college's fire academy program to the City of Austin
- Established a cost effective, long-term equipment replacement program which procured over 400K of equipment

Fire Chief/Emergency Management Director, City of Onalaska, Onalaska Wisconsin (2003-2006); pop. 20,000; Responsible for the leadership and supervision of 10 full-time and 30 paid-on-call firefighters who provided Fire Prevention, Public Education, Emergency Response, and Medical Services to three local communities.

- Developed a 2010 strategic staffing and facility plan to support the City's Comprehensive Growth Plan
- Implemented 25 Prevention Codes into city ordinances to address commercial and residential growth needs
- Drafted the City's Emergency Operation Plan and designed the City's Emergency Operation Center

Deputy Fire Chief, Truax Field and Dane County Regional Airport, Madison Wisconsin (2001-2003); Responsible for the leadership and supervision of 25 career firefighters who provided structural, crash rescue, emergency medical, and fire prevention services to both the Air National Guard and Dane County Regional Airport.

- Instrumental in the plan design and review of the major renovation of the flight line headquarters station
- Provided command during Dane County's 2002 Weapons of Mass Destruction full-scale exercise
- Elected to Chair the Strategic Planning Committee for the Dane County Fire Chiefs' Association

Executive Officer, Pleasantview Fire Protection District, LaGrange Highlands Illinois (1999-2001); pop. 35,000; Responsible for the planning, organizing, and directing of emergency and non-emergency support functions for 60 full-time and 20 paid-on-call personnel who provided services to four communities.

- Strategic Planning Team facilitator, responsible for formulating data and proposing strategic recommendations
- Participated in a futuristic 5-year plan outlining the district's strategic direction, vision, mission, values, and goals
- Organized the district's Awards, Public Information, and Candidate Physical Agility Test (CPAT) programs

Fire Science and Aviation Field Representative, Southern Illinois University (SIU), Chicago Illinois (1998-1999); Responsible for the marketing, recruitment, and management of Fire Science and Aviation undergraduate programs involving 200 career professionals at the Chicago Fire Academy and O'Hare International Airport.

- Reengineered degree's marketing strategy which was instrumental in increasing enrollment by 20 percent
- Improved customer service by implementing a highly efficient and cost effective mobile field concept
- Efforts were instrumental in elevating program to one of the top five of the University's fifty workforce programs

Fulltime Graduate Student, San Antonio Texas (1995-1997); Major emphasis in Strategic Planning, Organizational Development, Financial Management, and Team Building. University highly ranked by U.S. News and World Report for providing professional programs that lead to careers of service and leadership.

- Facilitation of organizational interventions was praised by the executive staff of an international company
- Recruited as a consultant for the Fire Prevention/Evacuation Plan for the \$10 million library renovation
- Selected as the University's College of Professional Studies 1997 Outstanding Graduate Student

Deputy Fire Chief, Shaw Air Force Base, South Carolina (1992-1995); Responsible for the leadership and supervision of 65 personnel. Managed fire protection resources supporting 100 aircraft, 1,704 housing units and 5.3 million square feet of real property encompassing a 20-square mile area.

- Total Quality Management was recognized at the federal level for providing the highest customer service
- Organized the inaugural Department of Defense, National Fire Protection Association Certification Symposium
- Organization was awarded the "Best in the United States Air Force" for 1994

Fire Chief, Shemya Air Force Base, Alaska (1991-1992); Responsible for the leadership and supervision of 48 personnel. Managed fire protection resources supporting over 100 facilities encompassing 10 square miles, in direct support of aircraft assets valued at \$3.5 billion.

- Developed and implemented standard operating procedures for the Incident Command System
- Organized a seven day emergency water operation responsible for shutting 35,000 gallons of water per day
- Restructured the Fire Prevention Bureau in order to accommodate \$300 million of new construction

Chief, Basic and Advanced Courses, Department of Defense Fire Academy, Chanute Air Force Base, Illinois (1988-1991); Responsible for the leadership and supervision of 100 instructors who facilitated an entry level fire academy concept along with ten advanced courses for all four branches of the United States military.

- Courses included Hazardous Materials, Fire Investigation, Advanced Rescue, and Incident Command
- Leadership was instrumental in maintaining an attrition rate of only 5% with an annual student load of 3,400
- Performance as the lead designer and evaluator on the Base Exercise Evaluation Team was rated outstanding

Additional Career Progression (1975-1988)

- 1975-1978: Firefighter/Engineer
1981-1984: Assistant Chief of Operations
- 1978-1981: Company Fire Officer
1984-1988: Academy Course Supervisor

PROFESSIONAL AWARDS, ORGANIZATIONS, AND PROJECTS

- Awarded 14K Innovation Grant (2008-2010) to convert degree program into a Hybrid Distance Learning format
- Recipient of the Professional Fire Fighters of Wisconsin Fire Chief of the Year Award for 2006
- Directly responsible for procuring \$300,000 in federal, state, and corporate grants in 2003-2006
- Hand selected to the La Crosse County, Wisconsin Public Safety Advisory Board
- Active member of the Western Technical College and Madison Area Technical College Advisory Boards
- As a member of the La Crosse County Fire Officers Association, Wisconsin, selected project officer for communication interoperability and Mutual Aid Box Alarm System (MABAS) for eight county departments
- As a member of the Wisconsin State Fire Chiefs Association (WSFCA), represented and supported state fire protection interests – efforts were instrumental in the state mandating three building codes

A life-long learner and world traveler, who values diversity and what it can bring to an organization. Hobbies include world history, college football, and reading professional journals and books on organizational leadership.

PROFESSIONAL, EXECUTIVE, AND GRADUATE LEVEL COURSES

United States Air Force Fire Protection

1. Fire Protection Specialist: 317 hours (December 1975)
2. Fire Fighter Rescue: 148 hours (August 1977)
3. Fire Protection Munitions: 56 hours (January 1980)
4. Fire Protection Inspector: 120 hours (May 1981)
5. Fire Apparatus Operation: 142 hours (March/June 1985)
6. On-Scene Commander: 24 hours (June 1993)
7. Hazardous Materials First Responder Awareness and Operations: 24 hours (October 1993)

United States Air Force Instructional Technology

1. Technical Training Instructor: 216 hours (November 1984)
2. Basic Counseling: 40 hours (May 1985)
3. Training Supervisor: 48 hours (April 1986)
4. On-The-Job Supervisor's Familiarization: 30 hours (April 1986)
5. Test and Measurement: 40 hours (October 1986)
6. Instructional System Development: 40 hours (December 1986)
7. Master Instructor Certification: (March 1987)

Emergency Management

1. Critical Incident Management – Initial Response: 24 hours (February 2003)
2. Incident Response to Terrorist Bombings Awareness Training Course: 4 hours (October 2003)
3. Chemical Terrorism Preparedness: Building Partnerships for Response: 6 hours (November 2003)
4. Emergency Response to Domestic Biological Incidents Operations Level: 24 hours (February 2004)
5. Evacuation Planning Course: 16 hours (March 2004)
6. Homeland Security Weapons of Mass Destruction Incident Command Course: 24 hours (December 2004)
7. Disaster Response and Recovery Operations: 16 hours (January 2005)
8. Multi-Hazard Emergency Planning for Schools: 16 hours (January 2005)
9. All Hazards Mitigation Planning Workshop: 8 hours (April 2005)
10. Responding to Waterborne Contamination Events: 6 hours (August 2005)
11. Homeland Security School Crisis Preparedness Conference: 8 hours (August 2005)
12. Homeland Security Exercise Design and Evaluation: 32 hours (February 2006)
13. FEMA IS 100, 120, 200, 700, 703 and 800 NRP/NIMS/ICS On-Line Courses: 32 hours (April 2005 - June 2006)
14. FEMA IS 139, 230, 235, 240, 241, 242 and 244 Emergency Management Institute Professional Development Series On-Line Courses: 48 hours (September - October 2006)
15. EMI Emergency Operation Center/Incident Management Team Interface: 32 hours (October 2009)

National Fire Academy

1. Fire Service Planning Concepts for the 21st Century: 48 hours (August 2000)
2. Executive Planning: 80 hours (June 2001)
3. Executive Development: 80 hours (August 2002)
4. Leading Community Risk Reduction: 80 hours (September 2003)
5. Executive Analysis of Fire Service Operations in Emergency Management: 80 hours (April 2004)
6. Command and Control of Fire Department Operations at Target Hazards: 40 hours (October 2004)
7. Executive Leadership: 80 hours (May 2005)
8. Command and Control of Incident Operations: 48 hours (April 2006)
9. Fire Service Supervision On-Line Course: 16 hours (September 2007)
10. Executive Fire Officer Symposium: 72 hours (April 2007; March 2008; and April 2009)

Graduate Level (January 1996 thru June 1997)

1. Strategic Planning and Policy
2. Integrative Analysis of Administration
3. Management Concepts and Issues
4. Public Personnel Management
5. Behavioral Concepts and Issues
6. Foundations of Organizational Development
7. Organizational Development Interventions/Practices
8. Adult Learning and Development
9. Working with Adult Groups
10. Basic Management Information Systems
11. Advanced Management Information Systems
12. Financial Management
13. Accounting Concepts and Issues
14. Administrative Law and Process

REFERENCES

Jim Bialecki
City Administrator, City of Tomah
819 Superior Avenue
Tomah, WI 54660
608-374-7422

Keith Butler
Emergency Management Director, La Crosse County
333 Vine Street
La Crosse, WI 54601
608-789-4811

Mary Anderson
President, Police and Fire Commission (retired)
415 Main Street
Onalaska, WI 54650
608-781-4194

Alan Freitag
Deputy Chief, Dane County Regional Airport/Truax Field
3110 Mitchell Street
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