

MEMO

TO: Finance
FROM: Fire Chief Reynen
DATE: December 29, 2025
RE: Fire Marshal Hring

Background

Following a competitive recruitment and selection process for the Deputy Chief- Fire Marshal position, the Fire Department has identified Don Dishnow as the top candidate for appointment. Mr. Dishno brings extensive experience in fire code enforcement, plans review, and fire investigation. He currently serves with the City of Waukesha Fire Department in Fire Codes Enforcement and Fire Investigation.

His professional background includes prior service with the University of Wisconsin-Madison as a campus Construction Fire Inspector and Fire Plans Reviewer as well as with the City of Charlotte Fire Department in fire inspection, plans review and investigation. He also holds a B.S in Fire Safety engineering and an A.A.S. in Fire Protection Technology, along with numerous state and national certifications that fully meet and exceed the posted qualifications for this role.

Mr. Dishno's experience and qualifications align with the responsibilities and expectations outlined for the Deputy Chief Fire Marshal position. He has been employed with the Department for the last year and has been an integral, active participant in our inspection program and plans review since he began part time employment.

Financial Impact

This appointment is within the approved budgeted position for Deputy Chief Fire Marshal. Salary and benefits will be administered in accordance with the established pay range for the position and consistent with City compensation policies. No additional budgetary adjustments are required beyond what has already been approved for this position.

Recommendation

Approve the hiring of Don Dishno as Deputy Chief Fire Marshal at Grade 175 step A.