



Elk Grove Village Fire Department Memorandum

Date: January 7, 2021
To: Richard J. Mikel, Fire Chief
From: Nathan Gac, Deputy Chief
Subject: Succession Forecasting

It is responsible planning for the Department to consider our leadership depth and plan for the future. Battalion Chief Lodewyck has helped in putting together the following data on where we stand with attrition over the next 4 years.

Projected retirements within the year (by the end of calendar year 2021)

B/C Mike Keenan
Lt. John Fordon
Lt. Roger Ferguson
Lt. John Kelly

Projected retirements within 1- 4 years (2022- 2024)

Chief Mikel
B/C Michael Sharp
B/C Clint Cunz
B/C John Lodewyck
B/C Todd Rishling
Lt. Matt Reidy
Lt. George Burger
Lt. Brian McVeigh
Lt. Ron Naida

In the next 12 months we are likely to have one B/C opening and three Lieutenant openings. The following years, in the 1-3 year time line, we potentially lose five of seven command staff members and four additional Lieutenant. By 2024 the Department will likely have “turned over” 13 of the 22 officer positions.

To prepare for this challenge, it is my recommendation that we continue to formalize our “Investment in Our People” initiative. Including:

- Regular formal professional development meetings between the Deputy Chief and the Shift Commanders. –Program currently being piloted.
- Regular formal professional development meetings between the Fire Chief and the Administrative Battalion Chiefs.-Program being developed.
- Regular formal professional development meetings between the Shift Commanders and the Lieutenants.- Program being developed.
- Communication of this initiative to our membership at large.-In conception phase

- Formal mentoring of potential future command staff applicants-In conception phase
- An inventory of current command staff career goals and timeframe forecasting

A gathering of this information and implementation of individualized/targeted professional development will create “bench depth” leaving the Department (and Village) with a diverse candidate pool for future promotional opportunities.

Further data on our officers:

Command Staff (Currently 6 out of 7 have time and age= 85%)

Chief Mikel: Started with the Village in 2012 is currently (61) 6/15/60

D/C Nathan Gac started in 2000 (21) is currently (47) 1/23/74

B/C Michael Sharp started in 1992 (29) is currently (56) 10/7/64

B/C Michael Keenan started in 1991(30) is currently (58) 4/20/63

B/C Clint Cunz started in 1998 (24) and is currently (50) 11/23/71

B/C John Lodewyck started in 1998(23) and is currently (51) 9/17/69

B/C Todd Rishling started in 1998(23) and is currently (50) 3/15/71

Lieutenants (Currently 6 out of 15 have time and age= 40%)

John Fordon started in 1990 (30) and is currently (54) 6/24/67

Roger Ferguson started in 1991(30) and is currently (59) 10/29/62

George Burger started in 1996(26) and is currently (49) 4/11/72

Ron Naida started in 1997 (25) and is currently (56) 2/21/65

John Kelly started in 1993(27) and is currently (61) 9/23/59

Matt Bonilla started in 2000 (21) and is currently (44) 9/7/77

Jim Denna Jr started in 2002 (19) and is currently (44) 8/19/77

Joe McEnery started in 2000 (21) and is currently (48) 4/27/73

Dave Hoppe started in 2004 (17) and is currently (42) 1/5/79

Matt Reidy started in 1996 (25) and is currently (55) 9/22/66

Kyle Seegers started in 2008 (13) and is currently (35) 6/10/86

Jorge Sigler started in 2002 (19) and is currently (50) 4/28/71

Mike Foster started in 2008 (13) and is currently (38) 7/16/83

Brian McVeigh started in 1991(30) and is currently (51) 10/22/1969

Andy Laird started in 2000 (21) and is currently (48) 10/11/73