



20-0283

Standing Committee: Personnel Committee

Document Name: Resolution to backfill two positions and 1 FTE overlap in the Fire Rescue Department

Action:

Place on File - No Council action needed

Refer to:

Refer to Council

Consent

Non-Consent

Committee Recommendation:

Recommending to adopt the resolution

Attest:

Chair – Alderperson Steve Czekala

Date

Vice-Chair – Alderperson Eric Sitkiewitz

Alderperson Lee Kummer

Alderperson Mike Williams

Alderperson Courtney Hansen

Approved:

Justin M. Nickels
Mayor

3/19/2020
Date



CITY OF MANITOWOC

WISCONSIN, USA
www.manitowoc.org



Statement on Resolution 20-0283: Resolution to backfill two positions and 1 FTE overlap in the Fire/Rescue Department. March 19th, 2020

I am choosing to sign this resolution rather than veto it because the City of Manitowoc has budgeted for 51 full-time firefighters. As a result of retirements during 2020, both in the past and upcoming, the City will not have 51 firefighters at some points over the next few months. It is efficient for the City to train new firefighters at the same time.

There are two vacancies now and an upcoming retirement, so I am signing this resolution to allow the Fire Chief to minimize the impact of onboarding new firefighters on Fire Department operations. While the City will briefly exceed the amount of firefighters budgeted for, the net impact at the end of the year will be budget-neutral.

The policy of the City of Manitowoc at this time is that there are 51 firefighters budgeted. Due to the many circumstances that have and will arise over the next few months, this minor adjustment to our regular policies will be made.

If the scheduled retirements do not occur as planned, adjustments will be made to staff to ensure only 51 firefighters are on the city payroll for the remainder of 2020 and beyond.

Sincerely,

Mayor Justin M. Nickels

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Phone: (920) 686-6980 • E-Mail: jnickels@manitowoc.org



Personnel
3-16-2020

RESOLUTION

FIREFIGHTERS

WHEREAS, the Fire Chief has submitted a request to backfill two vacant Firefighter positions, plus one additional Firefighter due to an anticipated planned retirement effective September 12, 2020, which would enable the start of recruit class with all three new hires for time and training purposes; and

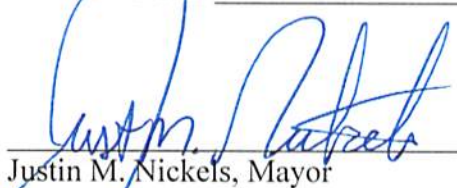
WHEREAS, the Public Safety Committee at a meeting held on February 10th, 2020, and the Personnel Committee at a meeting held on March 2nd, 2020, approved backfilling the two vacant Firefighter positions, and the overlap of one FTE Firefighter position for training purposes; and

WHEREAS, the Common Council has enacted a resolution requiring 2/3 approval of the Common Council prior to filling a vacancy.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Common Council of the City of Manitowoc to approve backfilling the two vacant Firefighter positions, and the overlap of one FTE Firefighter position for training purposes, consistent with the City's Comprehensive Pay Plan within the Employee Policy Manual, and Fire collective bargaining agreements, which establish pay rates and benefits, all as approved in the Mayor's adopted 2020 Executive Budget.

INTRODUCED MAR 16 2020

ADOPTED MAR 16 2020


Justin M. Nickels, Mayor

APPROVED 3-20-2020

This Resolution was drafted by Kathleen M. McDaniel, City Attorney

Fiscal Impact: -\$103,639.59 less cost for Lead Inspector, should be budget neutral or a savings overall
Funding Source: 1100-22100-511100 Wages and associated Fire Department benefit budget lines
Finance Director Approval: /sc
Approved as to form: /kmm