



# Memo

**To:** Personnel Committee  
**From:** Chief Blaser  
**Date:** March 1, 2023  
**Re:** MFRD FF/PM Job Openings

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I would appreciate the opportunity to address the personnel committee to discuss the hiring requirement for the position of entry level firefighter paramedic. The Fire Rescue Department recently held interviews for five current openings within our organization. Interviews were held last month with six candidates showing interest within our organization. Our panel was confident that those who interviewed would be a good fit within our organization.

The challenge we face is currently of the six applicants, only two possess the minimum requirements of the job posting of being a licensed State of Wisconsin Paramedic and Certified Firefighter 1. Three candidates possess the Firefighter 1 certification but will not complete their paramedic testing until May 2023. Another applicant currently holds a Wisconsin Paramedic licensure but does not possess a current Wisconsin Firefighter 1 certification. They do possess entry level firefighter certification and have passed the written exam but need to complete the practical portion of the testing process.

Therefore, I would request the approval that once a hiring list be established by the Police & Fire Commission; that I be allowed to work with HR Director

Jessie Lillibridge to provide three offers of employment with contingencies stating within six months of hire the needed certifications be obtained. These three would be in addition to the current two applicants who possess the needed requirements. The request will have no impact on the budget but will address an industry concern of lack of applicants in the public safety career field.

Thank you in advance for your consideration.