



Memo

To: Personnel Committee
From: Chief Blaser
Date: March 24, 2022
Re: MFRD FF/PM JD

I would appreciate the opportunity to address the personnel committee to discuss updating our current job description and hiring requirement for the position of entry level firefighter paramedic. The current requirement is a minimum age for the position to be 21 years of age. An additional requirement to address is our Certified Physical Agility Testing (CPAT) requirement of six months prior to hiring.

The Fire Rescue Department recently held interviews for open positions within our organization and it was noted one of our candidates does not meet the current age requirement but possesses all the needed certifications and licensures for the position.

This current requirement was an oversight by fire administration as the State of Wisconsin Department of Professional Services does not have an age requirement. The Wisconsin Department of Health Services does have an age requirement of 18 years of age.

All four of our candidates currently do not possess a current CPAT completion. Three of the four candidates have taken the test previously but are outside of the six-month requirement.

Therefore, I would request the approval to edit the job description to state that the age requirement for an entry level firefighter paramedic for the City of Manitowoc is 18 years of age and the CPAT be accomplished six months prior to hiring or no more than six months after hire. The cost of the CPAT test would be incurred by the candidate.

A copy of the revised job description is attached to this agenda item.

Thank you in advance for your consideration.